

# UUFH ANNUAL REPORT

## 2009 - 2010

### RELIGIOUS EDUCATION PROGRAM

#### 2009-2010

Our religious education year is once again drawing to a close and it is time for the annual report. On the whole we have had a good year. There were some challenges centered on curriculum. Our theme this year was Our Jewish and Christian Heritage. We selected new curriculum written by UU authors and were a bit disappointed in the tone of some of the lessons. The result of this was that at our Annual Planning Retreat, the RE Committee looked at what we are offering our children and youth in terms of information that will help them on their own spiritual journeys. We came to a conclusion that I have been trying to articulate for some time. And that is that we are very good at teaching the children how to live as Unitarian Universalists but not as effective in teaching them how to talk about Unitarian Universalism with others or to define it for themselves. The result of this discussion was a shift in focus for our religious education classes. For many years we used a three year curriculum model: Our Unitarian Universalist Identity, Our Jewish and Christian Heritage, and Religions of the World. The first half of the coming RE class year will be all about Unitarian Universalism and we will be using curriculum from the UUA "Tapestry of Faith". This series is available for all ages and we have used several of the different curricula in the past couple of years. This curriculum is teacher friendly and very current in focus and content. Later in the class year we will do units centered some of the world's religions. Our summer program will be similar to what was presented this past summer. Each week we will highlight one of the seven principles and then a famous Unitarian, Universalist or Unitarian Universalist. We feel you just cannot get too much of a good thing.

Our RE Committee has done a great job adjusting to the reorganization we began last fall. Lydia Edwards has been a very effective committee chair and I thank her for all that she has done this year. Within our new structure each committee member has an area of focus. These include: Youth, Social Justice, Curriculum and Resources, and Family Support. A program of this size can be overwhelming to a committee member, given the number of classes and programs we present each year. This structure helps individual committee members be more effective in their work within our program.

This year we have sponsored the special events we have in the past. We made one change in a RE tradition by changing our Easter Lunch to an Easter Brunch. It was well received and the RE folks found it much easier to host.

The most extensive program we presented, besides our Sunday morning RE classes, was the "Our Whole Lives" Sexuality Education Program for our middle and high school youth. We

had eleven youth participate over a two and a half month time period. Tremendous thanks go to our facilitators: Daniel Benavides, Helen Bishop, Lydia Edwards, and Susan Grider. They should never doubt the impact they have had on these young peoples' lives. Gwen Pernie once again stepped up to handle all the food and organize the retreats. Thank you to all the parents who committed to making sure their youth were able to participate throughout the program.

Katherine continues her wonderful work with our Youth Singers. Her dedication to keeping our children involved not just in singing but also in performing in the Sunday worship services is great for the children but also for the entire congregation.

I have been closely involved in the planning and implementation of Jim's sabbatical. I have been/will be on all three phases of the Sabbatical Task Force. It has been very nice working with Rev. Amy Brooks, as she finds ways to involve the children and youth on Sunday mornings. And I look forward to our celebration upon Jim's return.

This year I have been active with the Membership Committee. This committee works hard to see to all aspects of membership in this congregation from the welcoming of visitors all the way through the connections with our longtime members. I have come to appreciate how important this work is to the life and future of this congregation.

Another group I have spent time working with this year is Pastoral Associates. Nurturing certainly describes the efforts of this group of caring individuals. We have been in very good hands during Jim's absence, under the leadership of Rev. Sarah York and our own Roxana White. My role has been to provide a stronger connection between our RE families and the congregation.

I have also been a member of the Sanctuary Task Force and am enjoying working with the members of this group as well as with the professionals we have hired to guide us through this exciting project.

I have returned to work with the Thomas Jefferson District. I am currently co-chair of the TJD RE Committee. In July I will take over as chair. These wider ranged connections help support our district and I am grateful for the collegial support they provide to me. At the recent District Annual Meeting, I co lead a workshop on "Organizing and Supporting Your RE Committee".

I remain dedicated to the care and nurturing of our RE families. We have created a community here for all ages and our families have come to rely and value their place at UUFH. Thank you for the privilege of being your Director of Religious Education again this year.

Vicki Benavides

Director of Religious Education

**REPORT FROM THE SABBATICAL PLANNING TASK GROUP,  
STAGES 1 AND 2  
May 2010**

**Director of Religious Education, Vicki Benavides:**

The staff has been/will be represented on all three stages of the Sabbatical Planning Team. Throughout the sabbatical, the staff has continued to meet twice monthly to check in, discuss fellowship business, and to work together with regards to issues such as contracts, annual evaluations, and special congregational events. Dick Wolgamott has met with us monthly to bring to us Board decisions, to get our feedback on issues, and to see if any problems have arisen. He has graciously filled in for Jim as supervisor of staff throughout the sabbatical. The Sabbatical Planning Task Force has communicated with the staff regularly and we are pleased with how smoothly things have gone so far. Everyone seems to be doing what s/he is supposed to do and no one seems to have had to carry too large a burden.

The Sabbatical Planning Task Force has the responsibility of managing the Minister's Discretionary Fund and has developed a procedure for disbursements from this fund. We have had two requests, and with the guidance of Rev. Amy Brooks, we have honored those requests.

**Sabbatical Planning Task Group Chair, Helen Bishop:**

Planning for the Rev. Jim McKinley's sabbatical began in 2009, with the appointment of the Sabbatical Planning Task Group. We decided to divide the work of overseeing the sabbatical into three stages. Stage 1 members developed job responsibilities in relation to worship planning and pastoral care. They interviewed Unitarian Universalist ministers who could look after these two key areas of congregational life, and decided to recommend hiring the Rev. Amy Brook as the sabbatical minister for worship, and the Rev. Sarah York as the sabbatical minister for pastoral care. They also submitted a budget for sabbatical expenses to the UUFH Board, which approved the budget and the contracts for the two ministers. Once the sabbatical began in January 2010, Stage 2 task group members took over responsibilities for making sure the congregation functioned well in Jim's absence. Their work will end on June 30, 2010. Members of Stage 3 will plan and offer a celebration when the minister returns, so UUFH members and friends can welcome Jim back.

Members of the Sabbatical Planning Task Group, Stage 3 will be:

Vicki Benavides  
Helen Bishop, Chair

Bill Elder  
Mickey Kilpatrick  
Simone Shoemaker

**UUFH Board member, Louise Reid:**

The Sabbatical Task Force and the Board have had excellent communications during this sabbatical period. There has been good collaboration when unexpected issues have come up. The Board has given full support to the plans that the Sabbatical Task force has put into place. One important request was to insure that the burden of the sabbatical period not add to the work of the worship team alone. The result was to put in place an interim worship minister and an interim pastoral care minister. These two people, along with the five present sabbatical task force team members as well as the additional members from the first team have worked to provide good leadership in Jim's absence.

**Worship Team member, Pat Wakeley:**

In regard to worship, the Sabbatical Task Force and Jim McKinley worked together before his sabbatical began to ensure regular, high-quality worship services during his absence. The Rev. Amy Brooks, a UU community minister in Charlotte, was engaged to speak at two services a month during his absence. That arrangement has worked out well, with many positive comments. Jim also arranged through his personal contacts for several other UU speakers. The Worship Team has found still other speakers since the sabbatical began. The Worship Team has worked closely with Amy and the other speakers in leading the worship services, which has helped to ensure continuity. Comments on all our speakers have been positive, and worship services have run smoothly — a tribute to planning ahead, and to cooperation among the individuals and committees involved.

**Pastoral Care Associate, Roxana White:**

During the sabbatical, the pastoral associates have met regularly with sabbatical minister, the Rev. Sarah York, regarding the pastoral care needs of the congregation. We have benefited from the counsel and continuing education offered by Rev. York. As in non-sabbatical months the associates continued to offer a caring ministry of presence to UUFH members and friends especially in times of crisis or transition. Referrals for pastoral care were followed up with hospital/home visits, and/or phone contacts; referrals for ministerial visits were made if indicated. To date (May 4, 2010) five UUFH members have died during the sabbatical period. In each instance a ministerial response was facilitated; and assistance at a memorial service was provided if requested. In-house ministers, (Charles Grady, Dick Wolgamott, and Judith Long) have been especially supportive in this regard. Inclusion of a pastoral associate representative to SPTG Stage 1 and 2 promoted an essential level of comfort with the sabbatical process. The established network allowed us to respond appropriately to routine matters and unexpected events;

and served as an ongoing source of support and guidance during an unfamiliar time. While we are grateful for the leadership of Helen Bishop and the opportunity for growth that came with this new challenge, we have gained a deeper appreciation for the pastoral care ministry of Jim McKinley and look forward to welcoming him back to UUFH.

**UUFH ENDOWMENT FUND  
ANNUAL REPORT TO THE PRESIDENT  
May 12, 2010**

At the end of the latest reporting period on March 31, 2010 the Endowment Fund had a total value of \$130,488 which represented an increase of \$16,105 from its value on June 30, 2009.. The Fund received \$1,055 in contributions for the nine month period including \$1,005 in memorials and other donations of \$50,. as the major share of the gain in fund value came from increases in market value of the investments.

Investment earnings for the period were \$3,849 and six grants totaling \$6,587 were approved leaving \$3,472 available in the spending account as of March 21. Major grants included renovations to Fellowship Hall and enhancements to computer capability

There were no changes in investment accounts during the year and the Fund continues to be invested in three Vanguard mutual funds and The UUA Common Endowment Fund. Recommendations for changing the Fund' investments are under consideration but no action is planned for the immediate future.

In the Planned Giving area, the committee has recommended an addition to the Fellowship By-Laws concerning the disposition of bequests with no designated purpose which will be voted on at the Annual Meeting May 23.. Also, a section on the Endowment Fund has been added to the UUFH website which has links to the UUA Planned Giving website. The committee plans to step up emphasis on promotion of bequests and other forms of planned giving in the upcoming fiscal year.

The committee wishes to express our appreciation for the support provided by you and the Board during the past year.

The Endowment and Planned Giving Committee  
Bill Ball, Chair

**MUSIC COMMITTEE  
Annual Report 2009-2010**

Committee Members: Marion Bradford, Claire Crook, George Halsey, Barbara Hawksley, Mickey Kilpatrick, Katherine Price, and Crystal Smith.

The music committee in conjunction with the music director has completed the following during the past year:

We provided regular music for all Sunday Services with the music director averaging at least 3 services per month during the period from September through June.

The choir has performed for at least half of all the services.

Live guest performers were provided for all service in which the music director did not perform.

Additional guest artists were used at least quarterly either as substitutes or additions to the performances by the choir and the music director.

Additional performances by the Youth Singers were incorporated into regular services approximately every two months with the Youth Singers performing as a free standing unit or incorporated with the adult choir.

Special music was provided in conjunction with "Hymn Sing Sunday" and the Christmas Eve service.

A special full service music program was prepared for presentation of "Missa Gaia" for the middle of May and incorporated a combo of keyboard, soprano saxophone, percussion, and bass as accompaniment to an enlarged choir.

Articles concerning music activities and people involved in the music programs have been provided to the Beacon on a monthly basis.

We sponsored our music director to attend the annual UU music director's workshop in Boston this past summer.

Our music director and approximately five members of the choir participated in the UU choir festival in Winston Salem in April.

We worked with the Committee on Ministries to do an evaluation of the music program at UUFH with input from choir members and from the congregation as a whole.

## **UUFH NEIGHBORHOOD GROUPS ANNUAL REPORT MAY 2010**

Neighborhood Groups again continue to reflect the ebb and flow of our Fellowship

Community. There are currently 11 groups ranging in size from 16-49 members (same as last year) with a total number 277 members and friends (288 last year). While there are few socially active groups, most try to meet once or twice a year. This inactivity has been attributed to the many social/educational functions available both within the Fellowship and in our broader community and to the composition of our groups which include ALL of our Fellowship population (for example, RE, who have their own activities and busy lives, those who request inactive status, or those unable to participate). However, Neighborhood Groups continues to be a valuable communication tool in times of need. This past year we had several weather events during which we checked on members via e-mail or our emergency phone tree, when power was lost.

We continued to be in direct contact with Pastoral Associates in times of crisis in our groups, of which we had several this year. Roxana White attends all of our meetings when possible. We also worked directly with the Membership Committee and Chuck Elston, who attended two of our meetings this year to clarify the direct link between the two committees. We welcomed 15 new members (2 upgraded as "members") to our community. This year Neighborhood Groups offered Soup Sunday (Jan.17) and the Annual Meeting Lunch (May 17) to the congregation. Group leaders meet every third month, otherwise contact is by phone or e-mail.

Simone Shoemaker, Neighborhood Groups Coordinator

## **PERSONNEL COMMITTEE Annual Report May 2010**

The Personnel Committee was elected as a standing committee of the Fellowship at the May 2009, UUFH Annual Meeting. Too late for the nominating committee procedure, President Jan Parton named Gloria Hofer and Paul Sloan as new members of the Committee. Tanya Blackford joined the Committee at mid-year.

During fall meetings, the Committee studied the likely budget impact of staff requests for increased hours and salaries for the 2010-2011 FY. An ad hoc group met with Larry Wheeler, UUA Financial Consultant, for suggestions for coordinating the budget, the canvass and staff salaries. A Sunday lunch forum presentation introduced the congregation to the exceptionally skilled UUFH staff, with emphasis on congregational responsibility for fairly compensating each for dedicated work. (The UUFH established goal for staff compensation is to at least meet the mid-level of *UUA Table of Church Staff Salary Recommendations*).

The Personnel committee developed individual staff salary and benefit recommendations for the Compensation Committee meeting, with no increased work hours recommended for the 2010-2011 year. These were adopted and forwarded to the Finance committee.

Job descriptions and contracts for the next FY have been reviewed with the Office Manager, Book Keeper, Music Director and RE Director. A computer generated evaluation form has been developed by Paul Sloan and will be tested during this years' staff evaluations by President, Dick Wolgamott.

Brooke Stewart, caretaker for the past year resigned effective May 23, 2010. The position will not be filled, at least for the summer. While reconstruction work is underway in the sanctuary, RE classes will use the cottage.

New members will be nominated to begin a rotating Standing Personnel Committee at the May 23, 2010 Annual Meeting. Barbara Hochschild and Bill Ball are retiring members.

Submitted by:  
Barbara Hochschild,  
Acting Personnel Committee Chair

## **STEWARDSHIP TEAM ANNUAL REPORT** **May 2010**

Stewardship Team members for this FY were Pat Dalbec, George Halsey, Syd Self, Simone Shoemaker, Joan Morris-Doss, the Board Liaison and Barbara Hochschild, Chair.

The team responded to fourteen applications for special projects. There were fewer than usual during the fall 2009, with the Fun Raiser project creating much congregational energy directed toward that project.

A wide variety of proposed projects were received reflecting concern for community, with the feeding children programs; repair and restoration of UUFH facility projects, i.e. FH sound amplification and ceiling and parking lot paving plans; greater community recognition with new brochure and business card; and the Earth Day concert for enjoyment of members and friends and the public.

A list of the criteria for reviewing a proposed project has been documented. This is the 'measure' the committee uses to review each proposal received. Committee members now have a packet containing these criteria, the committee job description and other pertinent related documents.

Current members of the committee will continue to serve on this team.

The President will be requested to name a board member to act as liaison to the Board.

Co-chairs of the committee for the next FY are Joan Morris-Doss and Simone Shoemaker.

Submitted by,  
Barbara Hochschild, Stewardship Team Chair

**FACILITIES COMMITTEE  
ACCOMPLISHMENTS FOR FISCAL YEAR 2009/2010**

Repaired damaged Kanuga road sign  
Applied for and received insurance claim for Kanuga road sign  
Placed lighting on Kanuga road sign  
Installed handicapped parking space at log cabin  
Found source of and removed odor in office  
Fixed entry door sill in sanctuary  
Installed peep hole in office entry door  
Removed snow several time from parking lot  
Repaired leak in office sink  
Repaired circulator pump on heating system at office  
Repaired vacuum used in fellowship hall  
New ceiling will be installed at fellowship hall 5/20/10  
Seal coat and repair of minor damage to parking lots, will be done in near future  
Ongoing routine maintenance

**UUFH LANDSCAPE COMMITTEE  
Annual Report July 2009- June 2010**

Committee members: Neal Andreae, Bonnie Arbuckle, Liz Curtis, Brad Dienst, Tina Duncan, Chuck Elston. Brad and Janet were welcomed to the committee this year

This year the committee has concentrated on giving the grounds a neat appearance. Special emphasis has been on the planting beds around the main building. Existing shrubbery has been pruned and sprayed to remove spider mites. Colorful annuals and perennials have been added to provide year round color.

Plans for next year include removing some of the overgrown shrubbery from the office building. Annuals for year round color have been planted in the beds by the office walkway. Growth of orange fungus appeared at the base of the large oak by the Log Cabin. An arborist examined the tree and said this is an indication of decay in the trunk that will weaken the tree. It needs to be observed carefully and may need to be removed in 2-3 years.

This condition was reported at a Council on Committees meeting. Removal would be expensive and should be included in a future budget.

The committee gave their approval to the Facilities Committee plan to pave the strip between the paving areas in the main lot. Some plants and pavers were removed for use in other areas. Good top soil was placed in the composter.

A special Earth Day celebration was planned with RE. Youth assisted with the planting and watering of a Forest Pansy Redbud tree.

This tree replaced a redbud, the state tree of Oklahoma, that had been planted by RE after the Oklahoma City bombing. Different classes will water the tree during the summer. Two bluebird boxes were placed on campus.

## **WORSHIP TEAM**

### **Annual Report for 2009/10**

Our mission statement is as follows: The Worship Team shall oversee the focus and direction of the Sunday morning services. The committee is directly responsible for one service per month. Our goal is to place a strong emphasis on challenging members and friends to grow spiritually and ethical through the use of ministers and lay and religious educator led services. Creative and intergenerational forms of worship are encouraged.

Current members: Ron Partin (chair), Louise Reid, Marilyn McComas, Bill Elder, Frances Jones, and Pat Wakeley.

From July 1, 2009 to June 30, 2010, the Worship Team was directly responsible for 26 services. Rev. Amy Brooks was contracted to present 12 services during Jim McKinley's sabbatical. All of the feedback about Amy's performance have been very positive. Jim had also arranged for four ministers to speak as part of pulpit exchanges. Rev. Judith Long also volunteered to cover three Sunday services. An excellent variety of programs were scheduled throughout the year on a wide array of topics.

The committee decided not to have the early 9:00 service on Sundays during Jim's sabbatical. The issue will be revisited in the fall after Jim returns. Summer services will be begin at 10:00 from June 13th through the end of August.

While the sabbatical budget helped pay for Amy Brooks' contact, the committee had to cover the other 13 Sundays from January through June, resulting in overspending the original allotted budget. In addition, the cost of outside speakers has significantly increased over the past two years. Some UU ministers are asking \$300, plus travel for a Sunday speaking engagement. An increase in the Worship Team budget will need to be submitted next year.

Respectfully submitted,  
Ron Partin, chair  
May 1, 2010

## PASTORAL ASSOCIATES May 2010 Report to UUFH Board

As trained laypersons, the pastoral associates have met regularly with UUFH minister, Rev. Jim McKinley--and during the sabbatical months with Rev. Sarah York--regarding the pastoral care needs of the congregation. Currently, Neal Andreae, Diane Halper, "B" Johnson, Dick Wolgamott and Roxana White serve as associates. Sara Parker and Jeanne Farrell are on *leave of absence* from this responsibility. An important advantage this year was the participation at these meetings of Vicki Benavides, Director of Religious Education, who serves as RE liaison to this group. The associates offer a caring *ministry of presence* to UUFH members and friends especially in times of crisis or transition. Efforts to realize this ministry of congregational care have included the following.

- ***A pastoral associate on-call schedule is maintained and published in the Beacon and the Sunday programs.***
- Referrals for pastoral care are accepted at any time. They are followed up with hospital/home visits, and/or phone contacts; referrals for ministerial visits are made if indicated. In-house ministers, Charles Grady, Dick Wolgamott, and Judith Long, have been especially supportive during the sabbatical period. Concerns brought to the congregation during *Stones of Community* are often a referral source.
- In the absence of a Caring Response Coordinator\* an associate may work with the neighborhood leader to help organize a short-term response to practical needs identified during a pastoral visit/contact. (\*The position remains unfilled.)
- Complimentary CD's of Sunday services are offered to those whose regular attendance is interrupted by illness or difficult event.
- Administration of the *Fellowship Friend* program is ongoing. It serves to promote a connection to the life of the fellowship for those who are unable to participate because of chronic illness, declining health or aging. Currently, there are five active, matched pairs. More could benefit if individuals willing to serve as *friends* could be recruited.
- The ministry of congregational care and the role of the pastoral associate continue to be promoted/advanced to the congregation in the brochure, *UUFH Cares*. Additional information is available at the PA table in fellowship hall.
- The *PRAYERS AND CONCERNS* insert in Sunday programs serves as a weekly reminder there are opportunities for all of us to minister to each other.
- Assistance with two memorial service receptions was provided. To date, six UUFH members have died this church year. A list of bereaved members and friends is maintained and follow-up contacts--particularly if there is a surviving single spouse--are initiated for an unspecified period of time (about twelve months, or until the person re-enters the church community). Sally Vice ably serves as the Memorial Reception Coordinator.

- Two new associates completed the pastoral associates training sessions offered by Rev. Jim McKinley, and all the associates continue to benefit from the counsel and continuing education provided by sabbatical minister of pastoral care, Rev. Sarah York
- To facilitate better integration of congregational care, there has been pastoral care representation at the Neighborhood Group Leaders meetings, on the Council of Committee, and on the Sabbatical Planning Task Group (Stage 1 and 2). Additionally, regular dialog with the RE director facilitates better communication of the pastoral care needs of RE families.
- Topics of ongoing discussion are establishment of a UUFH caregiver support group, and compilation of a UUFH-specific directory of resources.

Roxana White (PA Facilitator)

## ESL TUTOR PROGRAM AT UUFH

### *2010 Annual Report to the Board*

This ongoing community outreach program continues as a cooperative effort of UUFH, the **Blue Ridge Literacy Council**, and **Western Carolina Community Action**. It exists to offer ESL instruction to non-English speaking mothers of children enrolled in Head Start (or *More at Four*).

The instruction takes place at UUFH in Fellowship Hall two mornings a week with the program participants following the Henderson County traditional school schedule from September to May. (Tutors and students are encouraged to make individual arrangements for lessons in the summer months.) This school year began with nine students—one did not continue because of an employment opportunity and another because of a behavioral issue with her pre-school age child. The current practice is to offer one-to-one instruction structured to best meet the student's individual learning goals. One tutor, however, is matched with two students.

As on-site coordinator, I work closely with ESL Program Coordinator at BRLC, Cindy Jefferson. The council provides tutor training, curriculum materials, and consultation as needed. The council establishes the initial student-tutor match and periodically measures/tests students' progress in English literacy. Unfortunately, WCCA's presence has been less evident this year because of "increased caseloads." Arranging transportation for eligible Head Start mothers has been a challenge and sometimes a disappointment. A brochure (*ESL at UUFH*) promotes the program and serves as a tutor recruitment tool. Always, there is a waiting list of students. Our ability to accommodate them is limited by the number of tutors willing to serve.

As on-site program coordinator, I organized a back-to-class orientation in September for new and returning students and tutors, and I will chair an annual student-tutor meeting (pending May 25) for all program participants. Our monthly coffees promote friendship and create community. A baby shower was just such an opportunity—as was the annual holiday party in December. We thank Daniel Benavides for playing *Papa Noel* (Santa) this year and Skip Sheldon for taking photos of the little ones. Elda Leon continued as our

paid sitter this year. As a bilingual, young mother her service was essential, as infants and toddlers attend class with their mothers. UUFH generously funds the cost of the childcare.

**The benefit and the outlook:** English literacy is necessary to fully participate in the education of one's child, to be successful in the workplace, and contribute to the greater community. While there are other excellent ESL instruction opportunities in this community, the young mothers in this tutoring program often cannot take advantage of them because of their transportation and childcare requirements. This program is an important option for these disadvantaged women in their pursuit of self-sufficiency. Partnering with other non-profit service organizations strengthens UUFH's presence in the community and it yields a greater impact than either organization could achieve alone. In July 2009 the literacy council was awarded a *Women for Women* grant from the Community Foundation of WNC for their "collaborative and cooperative" efforts; the grant was based in large part on work with ESL at UUFH. At this writing four of the six volunteer tutors are from the fellowship. They are Suzy Camp-Goodman, Liz Curtis, Fran German, and Roxana White. We are grateful for the continued financial support and endorsement of this outreach service from UUFH.

Roxana White, Coordinator, ESL at UUFH (May 2010)

## **ADULT ENRICHMENT PROGRAMS 2009-2010 Highlights**

Most of our programs continued to operate normally this year. No new programs were added. The Informal Ideologies Discussion group started by Lorrayne and Ridge Lange in 2008 was re-directed to a discussion group on Local Issues. Unfortunately, after about 6 interesting and worthwhile meetings, it was disbanded for lack of discussion leaders willing to continue.

The Open Discussion Group led by Bill Ball held a three-session series on Climate Change moderated by three different fellowship members. Video programs by Richard Dawkins and Karen Armstrong were very well received.

The Wednesday Social Justice Film Series may or may not be considered part of AE; it has been very successful, attracting a good audience. The showing of "The Golden Side of the Tracks," by UUFH member, David Weintraub, at the Kaplan Auditorium, was the highlight of that series.

Sunday Suppers, run by Paul Shoemaker, featured a four-session series by Dick Wolgamott titled "What Does Mortality Teach Us About Life?" which was very well attended.

I have not received any response from Meditation or Qigong leaders. Both have been functioning well; Qigong continues to donate to worthy local organizations.

A brief description of all of our programs appears on our website.

## UUFH LIBRARY

The past year saw the retirement of Charles Grady, our long-time librarian. Pat Morell took over the librarian duties with the help of Pat Wakeley and Adrienne Skyborne. Cataloging was brought up to date to account for missing books, and the catalog is now in the UUFH computer system, thanks to Goody Hart. New shelf labels have been added and very recently new books and videos were added. (These have not yet been catalogued and put on the shelves.) Library usage has been disappointing, and we are currently considering ways to make the library more attractive to our members. Pat Morell will be resigning at the end of June; she is moving to Asheville. A search for a new librarian is imminent.

Please contact me with any further questions or comments.

Rich DeSimone, Adult Enrichment Coordinator

## MEMBERSHIP COMMITTEE ANNUAL REPORT TO THE PRESIDENT 2009-2010

- Membership on the Committee has grown from four to eight
- Greeter Guidelines have been refined
- A pool of greeters has been identified and the pool has been expanded
- A "First Friends" mentoring program for newcomers has been implemented
- Membership retention is being addressed by identifying and contacting "drifters" who seem to have withdrawn from the Fellowship
- Neighborhood Group leaders and Pastoral Associates are helping to identify "drifters"
- Exit interviews are being conducted with those who leave the Fellowship
- Two new member orientation programs (comprising two 90-minute sessions each with light meals) have been held
- New members have been recognized at two Sunday worship services
- The canvass/pledge process as it applies to new members is being coordinated with the Canvass Team co-chairs
- The church rolls have been reviewed with the Treasurer in order to maintain an accurate, current Membership Directory
- The Committee suggested revisions to the draft text of the recently-published UUFH publicity brochure
- The Committee has prepared for printing in May an information/business card for use by church members and staff
- Two members of the Committee serve on the Sanctuary/Foyer Task force<sup>4</sup> and bring a special concern for making the foyer more "visitor friendly."

- The Committee has recommended to the Board that new plastic name badges be purchased for all members in conjunction with the redesign of the church foyer
- In cooperation with Jim McKinley and Laura Jump, procedures for the "processing" of new members have been reviewed and revised

A count of the number of new members who have joined in 2009-10 will be provided later in May after the new member orientation program has been held.

Chuck Elston, Chair  
5/4/10

## OUTREACH COMMITTEE ANNUAL REPORT 2009-2010

### Outreach Sundays:

July 28	Center for Participatory Change	\$990.89
Oct. 25	Bountiful Harvest School & Community Gardens Mainstay's Nurturing Parent Program 1/3 to each organization	\$1,348
Dec. 5	Gifts With Meaning Heifer International      \$1,495 ECO                              \$830 Dispute Settlement        \$690 Backpack/Feed the Kids   \$1,510	\$4,525
Jan. 24	UUSC for Haitian Earthquake including Soup Sunday Matched by UU Congregation at	(\$5,173)  (\$3,926
	<b>Total</b>	<b>\$9,099</b>
Apr. 25	Blue Ridge Community Health Services	\$1,269
Mar. 15	\$500 from the Fun Raiser donated to hurricane relief in Chile	\$500
<b>TOTAL FOR FISCAL YEAR</b>		<b>\$17,731.89</b>

**Ad Hoc Outreach Review Committee**

A committee has reviewed the procedures practiced by the Outreach Committee and will make a recommendation to the Board on May 13.

**Procedural Changes**

The applicants are asked how their project aligns with UUA principles and UUFH mission.

Applicants have the opportunity to meet with the Outreach Committee to present their case.

Recipients of grants will be asked to make a report to the Outreach Committee on the use of the funds and their impact.

An annual Outreach Calendar will be developed to include the focus of each outreach Sunday and application deadlines.

Ruth Wodock, Outreach Chair