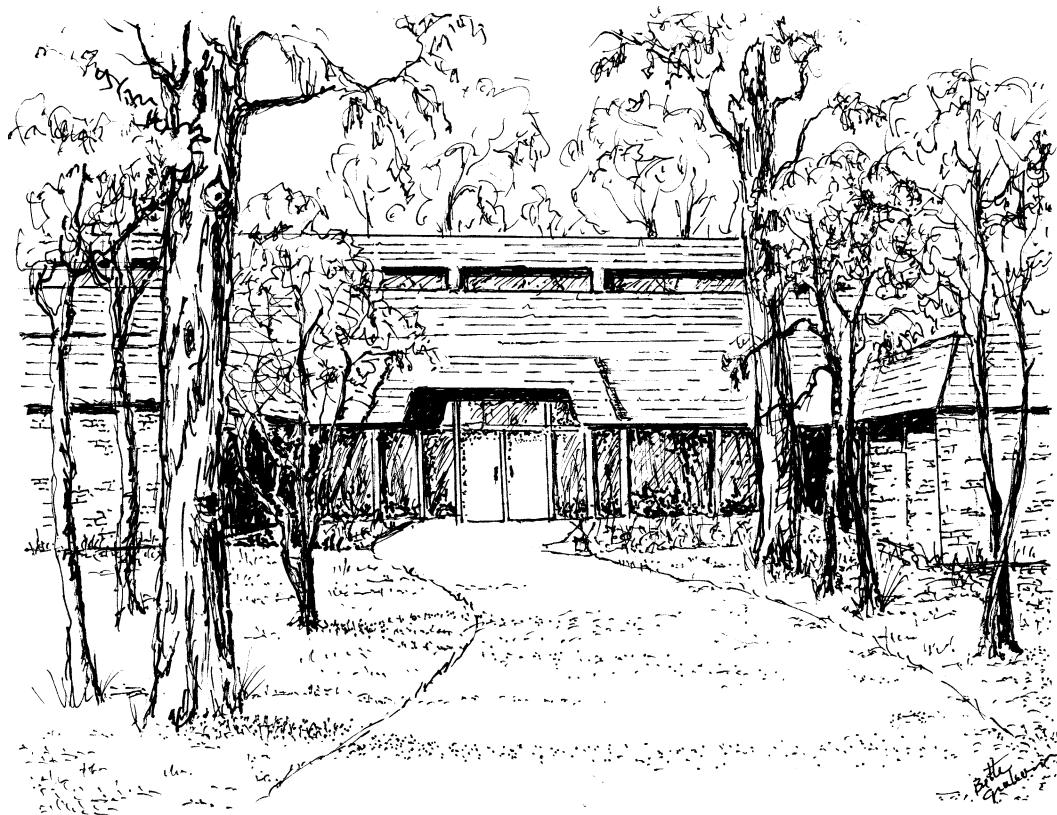


# Annual Report

2015 – 2016



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**Unitarian Universalist Church  
Muncie, Indiana**

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## **Wheel of Life**

May 2015 – May 2016

### **Births**

*Theodore Robert Carrier-Ladd  
Simon Alexander Mayfield Collins*

### **New Members**

*Joan Andrews  
Carolyn Case  
Zach Enos  
Jake Fluhr  
Shirley Franck  
Suzanne Gee  
Philip Gift  
Beth Gonser  
Dixie Hucke  
Hunter Ignatoski  
Liz Lawson  
Bruce Perkins  
Margaret Reeder  
Matthew Reeder  
Chris Sander  
Janay Sander  
Alex Sprague  
Aryn Sweeney  
Tracy Whelan  
Andrea Wolfe*

### **Deaths**

*Aria Alaniz Gatzlaff  
Cynthia M. Marshall*

These members and friends of the Unitarian Universalist Church of Muncie  
have pledged financial support for the 2016-17 fiscal year.

***It is a privilege to give.***

Adam & Lisa Abner	Bill & Katie Fredrick	Rosie Musick
Debbie & Dan Allen	Elsbeth Fritz	Ginny Nilles
Vanessa Ament	Julie & Robert Fritz	Bruce Perkins
Joan Andrews	Pat & Gary Garofolo	Cindy Peters
Audra Asplin & Bruce Peavler	Phil & Gayla Gift	Jean & Dennis Redburn
Charles & Lynn Austin	Beth Gonser	Grace Reef
John & Nan Barber	Julia Gouveia	Elsa Reichle
Patrick Beard & Gary Eller	Connie Gregory	Steve Robert
Mohammad & Nancy Behforouz	Linda Gregory	Kirk & Mary Johnson Robey
Alice Bennett	Adrienne & Josh Gruver	Janet Roepke
Richard Bogg	Sue & Robert Guillaud	Judith Roepke
Susan Bossung	Naim & Shalla Gupta	Jean Rutherford
Mona & Ron Burton	Lynn Hale	Janay & Chris Sander
Ronald C. Burton & Peggy Sigrist	Holly & Brad Hanauer	Judy & Howard Schroeder
Hal Caldwell	Linda Hanson	Steve Schuler & Tania Said
Meg Calkins & George Elvin	Jeff Hathaway	Sharon Seager
David & Susan Calvin	Julia Corbett Hemeyer	Amy Shaw
Seth & Elizabeth Carrier-Ladd	Diane Hill	Usha Shivaswamy
Gunther Cartwright	Mridula Jarial	Kirsten Smith
Steve Chalk	Eleanor Johnson & Michael Doyle	Luellen Smucker
Terry Conner	Mary Johnson	Lynn & Bea Sousa
Carolyn & Phil Cooley	Marj Joyner	Paul Stout
Marian Cooley	Sigrid Koehler & John Wilkins	Caroline & Michael Sullivan
Lisa Cox	Lisa Kuriscak	China Swartz
Bruce & Judy Craig	Cheryl & David LeBlanc	John & Susan Taylor
Connie Craig	Colleen Love	Eleanor Trawick & Markie Olivier
Ted Cunliffe	Tom & Judy Lowe	Cindy & Jeff Turner
Caroline Curlin & Bryce Taylor	Susan Magrath	Jim & Marilyn Vincent
Patsy Donn	Cynthia & Dave Marini	Suzanne & Herbert Walker
Jane Duckworth	Michael Mayfield & Nadine Tringali	Annemarie Voss & Bill Miller
Terry Dudley	Wathena Mayfield	Sherry Ware
Ric & Lisa Dwenger	Jerry & Linda McKean	Ray White
Zach Enos & Aryn Sweeney	John McKillip	Bonnie Willy
Sue & Paul Errington	Jane & Wayne Meyer	James & Pam Wingate
Ben & Denise Ewing	Jay & Karen Moorman	Andrea & Michael Wolfe
Jean Filson	Vicky & David Morris	Dottie Wyman
Diane & Gene Frankland	Linda & Bill Morton	

## **Minister**

Year three of my ministry at our church has been a blessing in so many ways. It has been exciting to witness and participate in the many vibrant programs and activities here at the church, and the continued deepening of my relationship with you as a church community has been very meaningful for me. We worked hard this year on many things, including on integrating our new mission statement – “Exploring faith. Practicing inclusivity. Living justice.” – into the life of the church. We were reasonably successful with that, and, we have more work to do. A major accomplishment of course this year was re-finishing our roof and installing solar panels. Our religious education program for our children and youth had many notable successes, including the Coming of Age curriculum for our middle schoolers and the Our Whole Lives (developmentally appropriate sexuality education) program for kindergarteners and first-graders. And of course, we have begun the conversation about whether or not we should consider moving to two services. We remain a strong and vibrant – and busy! – community.

### **Worship**

Our Sunday morning worship service continues to evolve gradually in positive ways. At the beginning of the year, we finally replaced our long-outdated projector in the sanctuary, which has made an amazing difference in the quality of projection (much thanks and gratitude to Lisa Kuriscak for “driving the bus” on that project!). We moved one of the three opening hymns to right before the sermon, so now we have two opening hymns, and this feels like a good fit. We introduced a new lantern-lighting ritual for our children, youth and teachers, whereby we send them to their classes with a blessing, and they carry with them the flame our chalice in the sanctuary, to light the chalices in their classrooms. We revitalized our Hospitality process – much thanks to our outgoing deacons who did so much over the years, much thanks to the Board for helping recruit new people to help, much thanks to our new Hospitality Team Captains, and much thanks to Susan Bossung for shepherding the entire transition through to completion. We tackled some challenging themes (sexuality and brokenness among them) as well as some life-affirming ones (inclusivity, truth, and creativity). We enhanced our offering of multi-generational services this year, including our children and youth much more frequently for the entire service, and we again offered some meaningful special services, with Youth Sunday, Music Appreciation Sunday, and Coming of Age Sunday all strong successes. A shout out also to our Sights & Sounds crew – they do a terrific job every Sunday of making sure all sorts of important things happen that helps each and every service be of high quality. Finally, at the end of this year, with much credit to the Worship Associates, Christie Williams and Gunther Cartwright, we rolled out a permanent cover for our weekly order of service that is colorful, vibrant and much more welcoming and inclusive of visitors.

### **Membership**

We welcomed twenty new members to the congregation this year, with many already stepping in to committee and other leadership roles in the congregation – welcome to all of you! This was also a year of transition in terms of membership – we hired one membership coordinator, Margie Wallington, at the beginning of the year, only to see her resign after a few months due to the time commitments of graduate school. This opened the door for our current membership coordinator, Megan Wenning, who we are very excited to have on board. The Membership Committee (renamed thus by the Board this year, formerly the Welcome Team) started and spent most of the year without anyone serving on it. Thanks to the hard work of Nancy Behforouz, the Nominating Committee and the Board, we now have a chair and several committee members, who are ready and excited to dive into the work of the

committee in the fall. They have important work in front of them, work that will require the help and assistance of our entire church community, as visitors and new members continue to report their experience of us being hard to connect with, despite the initial friendly welcomes.

### **Administration**

We had another busy year on the administrative front, but before I list all that we did, let me just take a moment to profusely thank and appreciate our tremendous staff. They have all done an amazing job this year, and we are lucky to have them. New to that staff this year is our webmaster, Matt Davis – Matt has been terrific to work with, and has helped us significantly re-tool the structure of the website, as we also added significant new content. Check out the new staff information page, the church forms and information page (in the members menu), and the significant upgrades to the children and youth religious education sections. The Board also created the position of Childcare Coordinator and hired existing childcare staff-person Christie McCauley, who has also been wonderful and incredibly helpful. We also updated all of the staff job descriptions to make sure they were in line with their current duties. If you've been to the church office in the last couple of months, thanks to Christie Williams finding some great deals, we were able to upgrade our office furniture and make the office look and feel much more professional. The Board also separated out fundraising from the Finance Committee, and created the new standing committee, the Fundraising Committee – and then recruited people to serve on it (we still need more people if you're interested!). All in all, the Board did yeoman's work populating committees that were struggling or fully vacant – actually, considering that outside of me they all identify as female, it should probably more accurately be called "yeowoman's work." Whatever we call it, they deserve our thanks and gratitude for helping us take significant steps forward in our church life together (with a special shout-out to Nancy Behforouz, as chair of the Nominating Committee in her role as Past-President). Likewise, much thanks and gratitude for all the people who stepped forward to serve on these committees – our church wouldn't function without you, and without all of our amazing and wonderful volunteers.

### **Pastoral Care**

A Committee on Ministry focus group highlighted for us mid-year that we need to do a better job educating the congregation about what kind of pastoral care was available and how to go about seeking it. In response, we mailed a letter to the entire congregation with a variety of pastoral care information, including a Pastoral Associates brochure, and then introduced the Pastoral Associates during a spotlight announcement on Sunday morning. We also took much of that information and made sure it was easily available to anyone on the website. More generally, we offered a service focused on mental illness on April 10<sup>th</sup>, followed by a workshop hosted by representatives from NAMI, the National Alliance on Mental Illness. We continue to be lucky to have Rev. Julia Corbett-Hemeyer serve as our Community Minister – she, along with the Pastoral Associates, were as always a tremendous help in the work of offering and providing pastoral care to the congregation. Members of our congregation, of course, continue both to experience many joys as well as challenges, including difficult personal and family situations, financial insecurity, and significant illnesses, among many other kinds of struggles.

### **Religious Education**

Our religious education program for our children and youth continued on strong this year – I encourage you to read our Director of Religious Education, Nadine Tringali's, and our Coordinator of Youth Programming, Elizabeth Carrier-Ladd's reports for more details on what they've been up to. I will lift up two notable successes. First, we were able to offer O.W.L. or Our Whole Lives, to our kindergarteners and first graders. O.W.L. is a developmentally appropriate sexuality education class, something

especially important for our kids and youth at all stages of development, considering the lack of quality options available in most of our schools. Our Coming of Age program – equivalent to Confirmation in the Christian tradition – was also a huge success. I was lucky to be able to participate in several meaningful ways, and spend time with and learn from our fabulous youth. Much thanks to Nadine, Elizabeth and our volunteer teachers for making this such a powerful and meaningful experience for all involved. In terms of adult religious education, the Adult Religious Education Committee was reconstituted by the Board, and we were able to expand our offerings this year, particularly on Sunday mornings. A Pagan Discussion Group was formed, in addition to our ongoing Sunday Morning Discussion Group, and Rev. Julia Corbett-Hemeyer and Rev. Elizabeth Carrier-Ladd both offered classes focusing on spiritual/theological exploration.

### **Social Justice**

Social justice and community service remain strengths of our church – we continue to do much good work in our community. The big news this year of course was installation of our solar panels. Much thanks to the Green Team, the Board, and everyone else in the congregation who stepped up in a variety of ways to make this project happen! We of course also continued on with all of our other social justice work, including our Every.Single.Sunday weekly food drive, which fills our food pantry for those in the congregation who are food insecure, as well as our volunteering at Second Harvest Food Bank... and much, much more. We also continued our practice of giving away the collection plate during the first two Sundays each month, with a total of \$12,371.29 given to eleven different organizations, not including the yet to occur June offering. The Anti-Racism task force was also active this year, offering a screening of the movie “Selma” in the fall, and sending ten members to the Intercultural Competency workshop we co-sponsored at All Souls Unitarian Church in Indianapolis in the spring. On a personal note, I served as a writer for the Facing Racism project currently underway here in Muncie. We also held a service focused on Domestic Violence on March 20<sup>th</sup>, which was tied to a field trip several of us went on after the service for a guided tour of the “1 in 3” exhibit at the Ball State museum of art.

### **Denominational Affairs**

Denominational affairs remains an area of growth for us as a church, with much of our connection to the broader Unitarian Universalist faith tradition centered around my role as minister. I attended monthly clergy cluster meetings this year, and participated in the local Unitarian Universalist Minister’s Association chapter, managing to get myself elected as Secretary of the Heartland Chapter’s board in the fall. Rev. Misty-Dawn Shelly and I did pulpit swap in August, where on the same Sunday she came down and preached for us, while I led the service up at her church in Fort Wayne. On a happy and exciting note, I received Final Fellowship from the UUA, the ministerial equivalent of receiving tenure. This means I’ll be walking in the Service of the Living Tradition at General Assembly in June this year – you all are invited to attend, it will be held at 7:30pm on Thursday, June 23<sup>rd</sup> in Columbus, OH. And speaking of General Assembly – it’s only a 3-hour drive from here, in Columbus, and while I know some folks are already planning on attending all or part, I highly encourage you to consider going to some of it if you can. All that being said, there’s a lot more we could be engaged on the local, regional and national levels, and it’s something I hope we can focus more energy on in the near future.

### **Community Involvement**

My involvement in community programs and events was at a slightly lower level this year than in years past, but it continues to be important to my ministry. I was invited again this year to deliver the invocations at the AWAKEN (Afghan Women’s And Kids’ Education & Necessities) fundraising dinner, as

well as for the Rotary Club's VIVA (Very Important Volunteer Awards) ceremony. In addition, I was invited to offer and delivered the benediction at annual interfaith dinner hosted at our church in the spring. I was also invited to present a workshop on "Unitarian Universalism 101" at Taylor University in April, and had a very positive experience with the students there, who asked thoughtful and appropriate questions.

### **Looking to the Future: Two Services & Grounds Vision**

As everyone is hopefully aware by now, we have two task forces who have been charged with investigating and making different recommendations about important aspects of our future. First the Two Services Task Force. The conversation about exploring a move to two services began at our Board Retreat this fall, at my suggestion. A member of our congregation shared an observation with me that attendance had been up in the spring, and that we'd had to add extra chairs at the back of the sanctuary multiple times, and that we should probably at least think about the idea of adding a second service. My initial reaction, and truthfully my reaction for a while, was that I was unsure and unexcited about the idea. A move to two services would be a lot of work, it would entail some risk, and I wasn't sure we ready for it. The more I thought about it though, the more I felt a responsibility to make sure we at least explored the possibility, since if we didn't, we were in effect making an unintentional choice – attendance would likely tail off if we didn't do anything to accommodate a higher number of visitors and members. The attendance numbers in the fall seemed to make the decision to look into two services seem the correct one – attendance was very high this fall, with numerous Sundays above 170 in attendance. And while the numbers have tailed off a little bit this spring, our research has indicated that we may have been bumping into this wall for up to ten years, or longer. And so as the Two Services Task Force has proceeded with its work, I've become more and more open to the idea of two services. I look forward to the remainder of the process, and to our continued conversations as a church community about what will be best for us and our future. The Grounds Vision Task Force in contrast, was much more clear-cut. A number of decisions that needed to be made about our grounds either came to the Board or were identified by the Board, and we felt strongly that we wanted to come up with a cohesive plan that would provide for any changes made to be done intentionally and cohesively. We are lucky to have Meg Caulkins and Pam Harwood co-chairing the task force, and I encourage everyone to participate when the opportunities are presented.

Overall, while the year has not been without the occasional misstep or mistake, things have gone incredibly well from my perspective. I must also note, as it seems will become an annual tradition in this report, that while I covered a lot of ground, I still wasn't able to touch on every good thing that happened in our church this year. To do so would make this report unnecessarily long, and would simply repeat much of the reporting done elsewhere in this document. I will lift up the work of the Committee on Ministries though – they have done a terrific job providing support to all the rest of our committees, helping us as a congregation find time and space to reflect on and better evaluate the good work we are doing, so that we can continue to grow and learn together. Thank you to all of you for all that you do that makes this such a special community, such a special place to be. I am grateful for all of you, and for the opportunity to be here doing this good work of ministry with you.

Respectfully submitted with peace, love and blessings,

Rev. Seth Carrier-Ladd



## Director of Religious Education

### Religious Education Committee for Children & Youth

RE Committee members for the FY 2015-2016, were Elsbeth Fritz (Preschool liaison), Adrienne Gruver (K-2<sup>nd</sup> grade liaison), Susan Taylor (3<sup>rd</sup>-5<sup>th</sup> grade liaison), Amy Shaw (6<sup>th</sup>-8<sup>th</sup> grade liaison), and Velvet Miller (9<sup>th</sup>-12<sup>th</sup> grade liaison), with Alyssa Farnsworth and Maggie Bartlett as our Special Event liaisons.

### Religious Education Classrooms

#### Nursery (infant through 23 months)

Our nursery volunteers and staff were Haylee Harman, Christie McCauley, Kelsi McCauley, Bethany Taylor, and Megan Todd. I am very pleased to announce that the board approved the hire Christie McCauley as our Childcare Coordinator in March.

#### Preschool (2-4 year olds), *Friendship Finders & Rainbow Seeker's*

Our team teachers were Elsbeth Fritz, Holly Hanauer, and Avery Mayfield.

#### K-2<sup>nd</sup> grade, *Picture Book Unitarian Universalism & Picture Book World Religions*

Our team teachers were Ashley Donnelly, Crystal Frayer, Adrienne Gruver, and Steve Robert

#### 3<sup>rd</sup>-5<sup>th</sup> grade, *Tapestry of Faith: Sing to the Power & Global Exchange's Fair Trade Cocoa Unit for Kids*

Our team teachers were Lisa Abner, Luellen Smucker, Aryn Sweeney, and Susan Taylor.

#### 6<sup>th</sup>-8<sup>th</sup> grade, *Coming of Age*

Our team teachers were Elizabeth Carrier-Ladd, Zach Enos, Sue Guillaud, Amy Shaw, and Andrea Wolfe

#### 9<sup>th</sup> - 12<sup>th</sup> grade, *World Religions, Current Events, Theme Discussion/Art Sundays*

Our team teachers were Maggie Bartlett, Leslie Duvall, Pam Harwood, and Velvet Miller

### RE Summer Camp

Summer Camp began the first Sunday in July and ran for eight consecutive Sundays. The curriculum "The Wizarding World of Harry Potter" was written and led by professor extraordinaire, Lisa Abner! Adam Abner assisted her each Sunday. Many thanks to Megan Biner's group "Sylphs & Seraphim" for sharing their musical talents with us! They were awesome!

### Social Action Projects

Cards for the Caring Committee - In January, the youth created cards for the Caring Committee.

Animal Rescue Fund - In March, all classrooms created homemade dog and cat treats to sell after the service as a fundraiser for the Animal Rescue Fund.

Heifer International - In June, the youth will decorate animal-shaped sugar cookies to sell after the service. Funds raised go toward our annual UUCM Heifer Gift.

Flower Sunday - In June, the youth will plant flowers for the RE entrance.

### Coming of Age Program

We were extremely pleased to offer the COA program this year to our 6<sup>th</sup>-9<sup>th</sup> grade youth. Our participants were: Sarah Bartlett, Taegan Carpenter, Iris Chalk, Anna Dillinger, Charlie Dubree, Annie Elvin, Jack Elvin, Eloise McKean, Grace Moorman, Josh Sander, Riley Taylor, and Sophie Taylor. The culmination of our yearlong program is our COA Service on Sunday, May 22.

### Our Whole Lives Sexuality Education Program (OWL), K-2

Elizabeth Carrier-Ladd and I led OWL K-2 in February and March, for 8 consecutive Tuesdays, from 4:30-5:30, beginning the first Tuesday in February. We had seven families participating, five were UUCM members and two were from the community.

### Multi-Gen Events - Third Sundays

This year, we offered monthly multi-gen events (except on those Sundays when the fellowship hall was not available). Over the course of the year we offered: mindfulness coloring, zentangle, origami, Christmas ornaments, and games.

### **Calendar of Special RE Events**

The Wizarding World of Harry Potter– July 5 through August 23  
Regular Multi-Gen Water Service – August 30  
Goofy Olympics! – September 6  
Teacher Orientation – September 10  
Teacher Dedication, RE Kick Off/Open House, – September 6  
COA Orientation – September 13  
Pokagon Church Retreat – October 4  
COA Mentor Orientation – October 11  
COA Chalice Circle Retreat – October 16-18  
Special Multi-Gen Service – October 18  
Halloween Parade – November 1  
Bazaar, Boston Bound Youth Booth – November 7  
Harvest Feast, youth readers – Saturday, November 21  
Making Saffron Buns for Santa Lucia Ceremony – December 12  
Santa Lucia Ceremony – December 13  
Age of Reading Ceremony – January 17  
OWL K-2 Parent Orientation – January 26  
OWL K-2 Program – February 2 – March 22  
Cookie & Milk Sunday - February 14  
Youth Led Service – February 28  
Regular Multi-Gen, Easter Sunday – Egg Hunts for nursery thru 12<sup>th</sup> grade, March 27  
Teacher Recognition, Multimedia Presentation during offertory, Teacher Appreciation Luncheon – April 17  
COA Wilderness Journey Retreat @ Mounds State Park – April 22-24  
High School Bridging Ceremony – May 15  
Coming of Age Celebration Dinner – May 21  
Coming of Age Service & All Birthdays Celebration! – May 22  
Game Day! – May 29  
Heifer International Sunday – June 5  
Special Multi-Gen Service – June 12  
Flower Sunday – June 19  
Game Day! – June 26

### **Association Involvement**

I am a member of the Liberal Religious Educators Association continental and the Heartland LREDA Chapter. I attended Heartland Southern cluster meetings, the Heartland LREDA Chapter Retreat in May, and I will be attending the UUA General Assembly in June.

**Many thanks** to Liz Lowe and Elsa Reichle for their help with Santa Lucia; to Linda Morton for creating beautiful chalices for our high school graduates; and to Gunther Cartwright for taking pictures of special RE events. Our RE Chair, Velvet Miller, and the RE Committee members have been truly supportive and generous with their time and efforts. Finally, many thanks to our parents and teachers for their dedication to our program!

Respectfully submitted,

*Nadine Tringali, Director of Religious Education*

## Community Minister

**Summary:** As with last year, we have built on what we did the previous year. My monthly hours vary, as expected, ranging from 30-35. One change in this year is that a somewhat higher proportion of my time has been devoted to ministry at UUCM and less to community ministry.

**Community Ministry:** Due to the seemingly continuing “shrinkage” of my position at the hospital and the increasing marginalization I felt, I elected to not continue as an on call chaplain at the end of 2015. I have not yet replaced that with another form of community ministry. I’m exploring options.

My activities in pastoral community ministry have remained basically the same. I worked with the occasional client for spiritual mentoring, led a monthly meditation group, and provided spiritual counseling and care as requested by people in the community. I also officiated for weddings, funerals and memorial services as requested by persons who are not members of the UUCM congregation.

Writing was a predominant aspect of my community ministry this year in that I finished and saw the publication of the 7<sup>th</sup> edition of *Religion in America*, published in this edition by Taylor and Francis.

I have continued to focus my monthly *StarPress* columns on our theme for the month for the most part, with variations in order to address specific time-sensitive issues. These columns continue to be a way to help acquaint people “outside” with UUCM. The feedback I receive indicates that it’s often read by UUCM members as well. I also had a poem published in the March/April issue of Branches.

I continue to investigate additional publicity options, including Facebook and print advertising, for *Reclaiming Our Souls*, since it is still not selling as well as I hoped and the publisher’s publicity remains notably inadequate. The centrality of that book to my larger pastoral ministry makes the additional investment of time and energy worthwhile, and working on this will remain a key goal for the coming year.

I contributed material to a collection on resources prepared by the Ontario multifaith Council. They had found one short piece I had on our church website (yeah!) and wanted something more specific to their theme.

**My Ministry Within Our Congregation:** With Reverend Seth’s blessing, I continue to play a significant role in attending to pastoral needs within our congregation. I have provided pastoral care coverage, including hospital and in-home pastoral visits. I work with both the Pastoral Associates and the Caring Committee to meet the needs of members and friends of our congregation. As people have become more familiar with my role in pastoral care, they have approached me more frequently about pastoral matters in contexts such as before and after church and at soup lunches. I’ve made it a practice to follow up as much as I can on concerns mentioned during Joys and Sorrows. The Pastoral Associates brochure was revised this year to reflect changes in the group.

I usually lead Joys and Sorrows, and preached several times. On Sundays when I was able, I met with the adult themes reflection group, and facilitated that group in Reverend Seth’s absence. I often meet with the Worship Associates for their monthly meeting. This year, I facilitated an adult RE group based on Scott Alexander’s edited volume, *Everyday Spiritual Practice*, in the 9:30 Sunday morning time slot.

Writing a monthly Unigram column is also a significant aspect of my ministry within UUCM. I usually receive a number of comments on it.

**Within the Larger UU Community:** I've continued as the convener for the Indianapolis UU Clergy Cluster meetings, as well as attending regularly. I also serve as a pulpit supply speaker when invited.

**Accountability and Continuing Education:**

- Reverend Seth and I have continued our monthly collegial meetings.
- The Committee on Community Ministry has met as needed.
- I lead staff meetings when Reverend Seth is unable to be present.
- I attended the Turner Conference on Faith and Medicine, the topic of which this year was addiction.
- I attended an all-day training session on the Prepare-Enrich program used for marriage preparation and enrichment, with available modules for parenting and stepfamilies. This excellent program gives me a valuable tool to use in both community ministry and my ministry at UUCM. It has the advantage of being nonspecific for gender identification and sexual orientation.

Respectfully submitted,

Rev. Dr. Julia Corbett-Hemeyer

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## Director of Music

**SanctUUary Choir.** I am pleased with the continual artistic growth of this group. The roster holds 53 names, with approximately 35 in regular attendance. It can boast an age-diverse membership, ranging from middle school-age to retiree. Varied repertory includes traditional classical/sacred, spiritual, musical theatre and popular styles. The ensemble offers music for Sunday services approximately once per month, operating on an academic year schedule, with the May 1 service completing our season. Rehearsals will resume in August. Newcomers are always welcome, and childcare is available with notice. Please check the e-blast, order of service, and *Unigram* for details.

**Pianist for choir/regular substitute.** Joey McNamara served as the choir pianist during August and September, but had to resign to focus on academic pursuits and graduate school auditions. Tim Lewis joined us in late September. He is a very fine accompanist for the choir, and an affable fellow. He is

growing into the other facets of church musicianship, and I have confidence that he will become an asset all around. He is away for the summer, and will return in fall.

**Music Appreciation Sunday.** We held our second all-music service on May 1. I hope this will become an annual event. This year's featured performers were Iris Chalk (vocal), Alyssa Farnsworth (vocal), George Wolfe (soprano and alto saxophones), and the Sanctuary Choir. I will look forward to featuring many more members of our talented community, not only in this service, but also on many Sunday mornings.

**Guest musicians.** Sunday services (excluding May 1) featured singers Vanessa Ament and Elizabeth Carrier-Ladd; pianists Yoonsung Yeo, Joey McNamara, and Ben Crook; George Wolfe, saxophones; Aryn Sweeney, oboe; Megan Biner, harp; Bill Morton, pennywhistle; Marian Cooley, violin; Claire Moorman, violin; Ric Dwenger, vocal, banjo, autoharp; and Hilary Janysek, flute. Two additional guests performed when I was away. I look forward to continuing the increase of guest performers.

**Jim Scott.** We hosted this beloved singer-songwriter in autumn. It was a great concert.

**Yamaha grand piano.** Last year I reported that the piano continues to suffer from normal wear. It is approaching 50 years old. While we are in no kind of emergency situation, the piano cannot continue to function usefully for too much longer, so we do need a plan of action. Costs to refurbish would be extensive. I, along with a small committee of advisors, are in process of researching options: refurbishment, new instrument, or lightly used instrument. We hope to have detailed information to the board soon.

**UU Musicians Network National Conference.** I attended my first UUMN conference in July of 2014, and I plan to attend the 2016 conference, this year in Madison, WI. It is a wonderful opportunity to meet other UU music directors from around the country, to learn more choral music, and to gain many other ideas for music that might enhance our worship.

**BSU School of Music Chamber Music Festival Concert.** Until our piano situation improves, hosting any classical music event that involves piano is not feasible. The School of Music will be happy to return to our church in the woods in the future.

In closing, I would like to make a request. In all of my time at the UU Church of Muncie, the congregation and staff have been unfailingly affirming and supportive of my work. Thank you!! Of course I want to hear the good stuff, but I am open to suggestions as well. Is there something you want more of? Something you want less of? Musicians you would like to hear? As I plan the coming year, this sort of feedback is really valuable. Please feel free to shoot an e-mail my way anytime.

I extend my sincere thanks to Rev. Seth, to the choir, and to you, the congregation for being such a wonderful community to serve. I look forward to the coming year.

Respectfully submitted,

*Jim Helton, Director of Music*

## Coordinator of Youth Programs

As I say each year, this work is so rewarding. As our youth build ever stronger community with one another, my heart just fills more and more. They are inspiring, radically accepting and so genuine. They offer such loving support to one another. They navigate conflict with one another with grace and wisdom. They value their church community and feel a strong sense of belonging among you. I am deeply honored to get to spend time with them.

A major focus of my work this year has gone into overseeing the Coming Of Age program for our 6-9th grade youth. We chose an extensive, highly ritualized and beautiful curriculum that unfolds primarily on Sunday mornings but also included 2 weekend long retreats. This program required much of myself and Nadine to execute and it is already clear how worth our time and energy it was. It also asked a lot of parents and the youth, who have all stepped up and made this year a huge success. Already close from many of them having been to Boston together, the group has taken this journey seriously. They have stepped into their roles as young adults, no longer children, with all of the poise and strength that I would expect of them. They have clearly learned, grown, built a deep bond with one another and had a lot of fun. We are already looking forward to how we can modify the program to make it even better for the next time we offer it in a few years.

Another goal that Nadine and I reached this year was offering Our Whole Lives for our young children in Kindergarten, First and Second Grades. Working closely with Nadine to facilitate the 8 week course was a joy. We had a lovely group of children and their families, including 2 from the community at large. We view this program as something we can offer that is unique in Muncie and needed by many outside of our church family so it was wonderful to have families join us from outside of our church. We hope to offer OWL next year for both 4-6th grades and 7-9th grades. We would certainly welcome anyone interested in becoming trained in any level of OWL, including Young Adult and Adult. We would love to begin offering all levels of OWL, as we believe that it truly changes lives in meaningful ways.

Once again, Youth Sunday was a blast! Facilitating the process of the youth creating and leading their own service is one of the more time consuming parts of my job, and it is one of my favorites. Being in the room with them while they brainstorm together and play off of each others creativity is so remarkable. This year's service was a classic youth style worship service, with congregational sharing as the centerpiece and featured the vocal talents of many of our youth as well. The youth would like the opportunity to plan, lead and offer more worship in the coming year. We are exploring the possibilities outside of Sunday morning for the time being, given where the Two Services Task Force is in their process.

I feel that a vital part of my role is following the energy of the youth where it takes us. When we were finishing up our Youth Sunday planning sessions this year, a few of them asked if we could start meeting more. We had been meeting twice a week to prepare for Youth Sunday. This tells me that they are being fed by what we do and that it is my job to offer them what they seek. Because of that conversation, I began offering weekly meetings after Youth Sunday was over. They have requested more lock-ins, so I am planning to offer 4 in the fall. They are asking to be able to do more worship, so we are hoping to offer them that chance. They are wondering what we big projects we will do next year and the year after, so I have been doing some exciting long range planning. Seeing where this takes us is going to be something!

4U continues to be in a place of restructuring and building. Due to our status as an official Ball State religious organization, I have been participating in the Council of Religious Advisors which has been fruitful. We have also been able to table at events such as the Student Activity Fair and the Spiritual Life Fair in order to make

our presence on campus known. Our regular group is small and committed. They are such lovely people that I enjoy spending time with so much. I am looking at new ways to serve them best in the fall.

I cannot complete this report without expressing my deep gratitude for Nadine and how she supports me in my work. She often anticipates my needs in a way that astounds me. She is so loving with the youth and with me, while continuing to push me in my growth as well. Working even more closely with her this year as we have undertaken large projects together has truly been a gift.

Once again, thank you for the opportunity to serve our church community by spending time with such incredible people. I promise you that you will fall in love with them if you spend time with us. If you are interested in becoming an advisor, please speak with me. Having dedicated youth advisors would allow us to build an even stronger and more comprehensive program.

Respectfully submitted,

Rev. Elizabeth Carrier-Ladd

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### **President of the Congregation**

I've served as President of the Board of Trustees during Rev. Seth's third year of ministry. During this time, I've attended a fall Board Retreat, presided over monthly Board meetings, several special Board meetings, and three Congregational Meetings. As President, I also attended the monthly meetings of the Finance Committee, met with Rev. Seth most weeks, and tried to write a "Message from the President" for the monthly *Unigram*.

On September 3, 2015, Board members Nancy Behforouz, Susan Bossung, Holly Hanauer, Mary Johnson Robey, Usha Shivaswamy, Rev. Seth Carrier-Ladd, and I spent our Board Retreat reviewing over forty accomplishments from the previous year. Then, we turned our focus to the future of the church. We discussed who we are trying to be and how to integrate the new Mission and Vision statements into our church life. We discussed where we are headed and how we can grow. Since our building hasn't grown and attendance has increased, we discussed the possible need to explore the issues around Two Services. We also discussed the need to re-establish the Hospitality Committee, Fundraising Committee, Welcome Team, and add more Adult RE programming.

I'd like to highlight a few of the actions taken by the Board this year:

- Recommended and got congregational approval for roof replacement and solar panel funding and bank loans.
- Approved the purchase and installation of a new projector.
- Considered a proposed Cooperative Preschool and Childcare Program.
- Hired a new Membership Coordinator.
- Began using the services of Swift & Associates, CPAs.
- Created a new Adult RE Committee to expand adult programming.
- Voted to withdraw church financial support for unbudgeted expenses for the fall Pokagon retreat, due to continued financial losses.



- Voted to create a short term special committee to determine how to sustain the Pokagon fall retreat.
- Supported the creation of a new transgender support group, under the umbrella of OUTreach.
- Voted to create a policy which states people may make use of restrooms with which they gender identify or make use of the gender neutral restroom in the RE wing.
- Voted to officially recognize OUTreach as an auxiliary organization of the church.
- Voted to rename the Welcome Team as the Membership Committee.
- Created a short-term special committee to be known as the Two Services Task Force.
- Voted to support a recommendation from the Finance Committee to use any savings from the new roof to pay the monthly loan payments.
- Voted to change the Hospitality Team from a Standing Committee to a special long-term committee.
- Voted to create a building use policy to accommodate expanded programming activities on Sunday mornings: as such all church building space is reserved for Sunday worship or programming activities from 7:00 am to noon on all Sundays. Programming activities do not include committee meetings.
- Voted to create a new policy as follows: *Use of polystyrene, commonly known as Styrofoam, is not allowed on church property.*
- Worked with the Finance Committee to come up with Board Recommended 2016-17 Budget increases as follows: a 3% (1.6% cost of living and 1.4% merit) increase to the minister's current 2015-16 salary; minister's base salary increase \$1000; staff salary increases of 2%; community minister stipend increase \$1000; childcare increase \$2000; custodian's 2% increase; and office expense increase \$672.
- Voted to purchase a 19-21 cu. ft. freezer from the SOS funds for a maximum of \$650. Freezer to be used by the Bazaar and the Caring Committee, in addition to other church groups.
- Voted to add four issues (a national conversation on race, the corruption of our democracy, climate change and environmental justice, and ending gun violence in America) to the General Assembly agenda.
- Authorized \$150 to provide refreshments for the CoM focus groups.
- Authorized \$250 for expenses for the Two Services Task Force.
- Created a Childcare Coordinator Position to be paid \$8.75/hr and to work a minimum of 4 hours per week as described in the job description.
- Voted to authorize the bookkeeper to reimburse the minister for all of the past disability insurance payments incorrectly deducted from his pay, for which the church is responsible as per his contract.
- Approved the revisions to the DRE, CYP, and childcare staff job descriptions.

This has been another busy year!

Thanks to the ongoing efforts of everyone who served the church as minister, staff, committee member, volunteer, or Board member, we've gotten a lot accomplished. Thank you all.

Respectfully submitted,

*Sherry Ware*



## **President-Elect**

As President-elect, I have attended all Board meetings for the past year, including the September Board Retreat, facilitated by Rev. Seth Carrier-Ladd. My focus for the past year has been to listen and learn. Simply soaking in the many discussions and becoming aware of the tasks of other board members and committees has been a valuable experience. I've also started to become familiar with the resources offered by the MidAmerica District of the UUA.

I was assigned the task of editing and updating the Policy and Procedures Manual, in order for it to reflect our current structures and be a useful document for our members' reference. It can be found on the church website. I also covered basic treasurer duties when Usha Shivaswamy was gone for several weeks.

My other committee work includes the Green Living Task Force of the Social Justice committee. The solar panel installation has been our focus all year, and has included creating monthly and now quarterly reports to the grantors, designing a banner, creating a SUNday dedication and celebration program in February, and participating in the Solar Energy Fair at Kennedy library in April. I also serve on a Hospitality team, and teach for RE in the Pre-K classroom.

The current board has been an excellent group to work with. They have all been very dedicated to their responsibilities, as have the many committee members and everyone who helped out with any activity. The church has been a very busy place this year – and not just busy, but engaged in meaningful and necessary work. I am grateful to be a part of it.

Respectfully,

Holly Hanauer

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## **Vice President and Program Council**

One of the major responsibilities of the Vice-President of the UUCM Board of Trustees is facilitating the Program Council. The Program Council is vital to communication and networking in a program driven church. The Program Council is comprised of the Chairman or a representative of each long term Standing Committees. Those committees presently consist of the Adult Religious Education, Communications, Fellowship, Finance, Fund Raising, Membership, Property Maintenance, Religious Education (youth and children), Social Justice, and Stewardship Committees

The Vice-President also serves as a member of the Board of Trustees, attends all regular monthly meetings and any special meeting through the year. The Vice –President serves as the liaison between the Program Council and the Board which is extremely important in a program driven church.

The Program Council was improved this year by limiting the meetings to 1-1.5 hour meetings conducted every 1-2 months. This was effective because members prepared reports and/or minutes and submitted these to the Vice President prior to the meetings and then distributed to all members for review prior to the meeting. This freed up time at the meeting for vital discussion of the committees and their Task Forces (long and short term special committees). Committee reports were then able to be limited to 5 minute presentations with discussion extended when necessary. This format worked beautifully throughout the year with members much more satisfied with their time spent in meetings. All felt time was better spent outside the meeting working rather than spending additional time at longer meetings. All committees were very busy and working to accomplish issues of the mission and vision of the Church. The new committees included Membership (former Welcome Team) and Fund Raising. Hospitality was removed from the list of standing committees.

Another responsibility of the Vice-President is review of the By-Laws and Policies and Procedures. This is required every two years. The By-Laws were reviewed and revised in 2014-2015 and therefore no revision was necessary. The review of the Policy and Procedure manual was started by AnneMarie Voss and completed by President-Elect, Holly Hanauer. The revised edition was approved by the Board and again updated, approved and submitted for the internet in April 2016. A few of the new policies include a policy for the new freezer, and the bazaar.

At the Focus Session sponsored by the Committee on Ministries regarding the Program Council, most persons who were present knew of the Program Council and those persons who were members of committees had received reports back from their Chairs. The only improvement may be better communication to those committees that are not Standing Committees, therefore not represented on the Council.

It appeared that good communication was occurring from committees and Task forces that participate in the Program Council.

Respectfully submitted,

Susan Bossung

## Treasurer - Financial Statements

The fiscal year 2015-16 started with several financial activities for the installation of the solar panels and the new membrane roof. These two projects necessitated borrowing, collecting donations, and tapping into the Crosley restricted fund as well as the Ball reserve fund.

As of July 1, 2016 the church books are being maintained by Accountant Cathy Swift, of Swift & Associates. The Accountant makes updates to investments, and makes adjustments to accounts at the end of each quarter. It has been easy to connect with Cathy and is assuring to know that the accounting is handled by a professional. Routine transactions are entered by the Bookkeeper, Christie Williams.

Included in the annual report are the Income and Expense report and the Balance Sheet as of the end of April 2016. Please note that the reports were produced on May 3, and may be affected by any transactions that will be posted against April. Two more documents, *Overview of Major Financial Activities*, and the *Restricted Funds and Ball General Reserve Fund Activities* are also available to the congregation for a closer look at the major financial and investment activities.

The Income and Expense report is a little different from the reports in previous years. The report includes restricted fund income and expenses as well listed under *Other Income/Expenses*. *Other Income/Expenses* also include the *Interest Expense* for the solar panel and the roof loans. Therefore, the General Fund net income should be the *Net Ordinary Income* of about \$22,043.76 minus the *Interest Expense*, which is \$21,279.49. As of the end of April 2016, the budget projected a deficit of \$4,926. The positive net income can be attributed to a good stream of 15/16 pledges, about \$7,335 collected in back pledges, and the about \$6,700 in pledges paid for 16/17. The Bazaar netted nearly \$15,000, about \$3,500 more than budgeted.

The Balance Sheet indicates ample cash on hand to address operating expenses and any immediate emergencies. However, the *Checking/Savings* account also includes an additional \$6,700 in 16/17 pledges. The *Fixed Assets* indicate the expenses for the Solar panels and the membrane roof. The total cost of the solar panels was \$61,030 and the total cost for the membrane roof was \$47,405. The *Overview of Major Financial Activities* document lists the financing of these two projects in detail.

The trust funds and other investment balances listed are as of March 31, 2016 under *Other Assets*. The activities relating to these funds are listed in the document *Restricted Funds and General Reserve Fund Activities*. The balances for Crosley fund and the Ball reserve fund are much less than the July 1, 2015 levels, because of the solar panels and the roof projects. Also, the recent market fluctuations have affected the Templar fund adversely, but the fund has recovered some of the losses. The Askren fund that is dedicated to Religious Education has shown a slight gain since July 1, 2015. All the funds are conservatively invested and well managed with guidance from the Investment Committee, and the Board of Trustees. Also, all the funds are invested locally, with Indiana Trust and Investment Company.

The loan balances for the solar panels and the membrane roof are listed under *Long Term Liabilities*. The roof loan has a balance of \$13,463 and the solar panels loan has a balance of \$8,816.

Overall the church finances are in good condition and the fiscal year should continue to fare well, provided that the pledge income keeps flowing in steadily over the next two months.

Respectfully submitted,



**U U Church Of Muncie**  
**Income & Expense**  
**July 2015 through April 2016**

05/03/2016

Accrual Basis	Jul '15 - Apr 16	Budget	% of Budget
Ordinary Income/Expense			
Income			
Pledges & gifts			
16/17 Pledges	6,700.00		
15/16 Pledges	216,519.30	210,833.33	102.7%
14/15 Pledges	7,335.00	0.00	100.0%
Loose Offerings	4,765.41	5,000.00	95.31%
Total Pledges & gifts	235,319.71	215,833.33	109.03%
Total Fund raising & social activity	18,440.29	20,583.34	89.59%
Total Investment income	10,602.34	9,166.67	115.66%
Total Miscellaneous income	5,571.01	3,750.00	148.56%
Dedicated Offerings	11,402.07	11,666.66	97.73%
Total Income	281,335.42	261,000.00	107.79%
Total COGS	15,239.50	16,499.99	92.36%
Gross Profit	266,095.92	244,500.01	108.83%
Expense			
Loan fees	156.00		
Program salaries & related exp			
Total Ministerial costs	68,075.65	70,875.82	96.05%
Total Religious Education	48,888.98	48,721.66	100.34%
Total Music and Worship	17,480.76	18,479.98	94.59%
Total Program salaries & related exp	134,445.39	138,077.46	97.37%
Total Other Program Expenses	12,113.80	10,192.50	118.85%
Operating Expenses			
Total Church Office	43,760.04	45,225.00	96.76%
Total Property and Maintenance	38,113.09	39,348.34	96.86%
Total Committee and misc. expenses	1,452.84	1,583.34	91.76%
Total Denominational affairs	14,011.00	15,000.00	93.41%
Total Operating Expenses	97,336.97	101,156.68	96.22%
Total Expense	244,052.16	249,426.64	97.85%
Net Ordinary Income	22,043.76	-4,926.63	-447.44%
Other Income/Expense			
Other Income			
Investment income-Restricted	4,802.10		
Total Other Income	4,802.10		
Other Expense			
Pastoral Care Expenses	348.52		
Investment Expenses	1,951.06		
Interest expense	764.27		
Total Other Expense	3,063.85		
Net Other Income	1,738.25		
Net Income	23,782.01	-4,926.63	-482.72%

05/03/2016

**U U Church Of Muncie**  
**Balance Sheet Prev Year Comparison**  
As of April 30, 2016

	Apr 30, 16	Jun 30, 15
<b>ASSETS</b>		
Current Assets		
Total Checking/Savings	62,992.15	76,326.15
Total Other Current Assets	4,278.16	1,970.29
Total Current Assets	67,270.31	78,296.44
Fixed Assets		
Air Conditioning	80,657.00	80,657.00
Exterior improvements		
Solar Panels	61,030.51	0.00
Membrane Roof	46,805.46	0.00
Exterior improvements - Other	157,481.85	157,481.85
Total Exterior improvements	265,317.82	157,481.85
Furniture & Fixtures	24,203.40	24,203.40
Interior improvements	5,369.63	5,369.63
Total Fixed Assets	375,547.85	267,711.88
Other Assets		
Ball Funds - Indiana Trust	70,862.20	0.00
Investments		
Indiana Trust - Askren	10,855.73	0.00
Northern Income Equity	0.00	23,107.20
Brown Advisory	0.00	4,752.77
TRP Capital Appreciation	0.00	36,254.47
Federated Govt Fund @ Market	0.00	10,187.34
Total Investments	10,855.73	74,301.78
Trust Funds		
Templar Fund	181,240.82	190,566.49
Crosley Fund	57,750.30	93,074.28
Total Trust Funds	238,991.12	283,640.77
Total Other Assets	320,709.05	357,942.55
<b>TOTAL ASSETS</b>	<b>763,527.21</b>	<b>703,950.87</b>
<b>LIABILITIES &amp; EQUITY</b>		
Liabilities		
Total Current Liabilities	5,089.44	12,939.12
Long Term Liabilities		
Roof Loan	13,463.47	0.00
Solar Panel Loan - Mutual Bank	8,815.91	0.00
Accrued sabatical	3,507.00	2,004.00
Total Long Term Liabilities	25,786.38	2,004.00
Total Liabilities	30,875.82	14,943.12
Equity		
General Fund -Beginning of Year	300,828.99	292,550.50
General Fund		
Solar Panel Fund	48,200.00	0.00
General Fund - Other	16,841.37	-18,158.63
Total General Fund	65,041.37	-18,158.63
Unrealized gain/loss on invest.	-12,281.91	2,719.78
Total Ed & Virginia Ball Reserve Fund	79,180.84	79,180.84
Trust Funds - Equity		
Crosley Fund - Equity	58,612.46	93,612.46
Templar Fund - Equity	188,706.96	188,706.96
Total Trust Funds - Equity	247,319.42	282,319.42
Askren Fund		
Askren Fund - Income	1,244.36	1,479.68
Askren Fund Principal	10,259.13	10,259.13
Total Askren Fund	11,503.49	11,738.81
SOS	4,509.60	16,813.88
Total Restricted and Designated Funds	12,767.58	13,564.66
Net Income	23,782.01	8,278.49
Total Equity	732,651.39	689,007.75
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>763,527.21</b>	<b>703,950.87</b>

## Communications Committee

Committee members: Tom Lowe, John Bartlett, Maggie Bartlett, & Jay Moorman, chair

### **Goals for 2015-2016**

- Improve the internal communication of the church making sure members are able to further engage and participate in church activities.
- Drive external communication driving a better understanding of our mission and vision in Delaware county and surrounding areas.

### **How did we do?**

While the vision for the team was fairly broad at first, subsequent meetings with Rev. Seth helped us to craft our goals more specifically toward the social media and public relations side of our work. Most of the internal communication work is now handled, almost exclusively, through the E-blast and Unigram. We also now have an internal, member only, Facebook group where many events are shared. This allowed us to narrow our scope and accomplish a fixed set of tasks. Progress was slow this year because of two things:

1. Chairperson's schedule – the committee didn't have regular meetings (maybe once every 60 days) because of scheduling and resources. With a small group (losing 2 members last year), this was hard to manage especially when the chairperson of the group was gone a lot.
2. Resetting our purpose – while we worked many projects this year, we spent a good deal of time collaborating and resetting expectations with other groups. We worked to create understanding of our role to facilitate rather than writing content. Many encounters were confusing because of this change and our request to other committees to own their content.

### **Reflection**

While the year was not terribly productive, I feel like we reset the mission of the committee fairly well as can be seen in some of our accomplishments. I believe we are set up for a better year in 2016-2017 knowing our role.

Rev. Seth, in a few key hires and roles decisions, has improved the overall outcomes of the communication effort. Those include:

1. New Membership Coordinator Megan Wenning taking the lead on social media
2. Assigning responsibility for Eblast and Unigram content to the minister and office administrator
3. Focusing our team on facilitation helped to make the effort reasonably sized for the team

### **Improvements**

1. Need more members
2. Set better objectives for the year and measure
3. Include strategic planning not done in last year. We slowed because of the learning curve changing from Tania to Jay

### **Some accomplishments**

1. Consistent Facebook monitoring and management and collaboration for Instagram and Twitter
2. Once it was started, successful PR across multiple channels for the Solar Dedication event including one boost reaching near 2000 people. (over three times the next highest post all year)
3. Helped to hire new webmaster and began long overdue improvement to navigation and content
4. Successfully created and timed stewardship internal PR
5. Other church related and general interest Facebook posts and social media coverage

6. Successfully boosted many posts including Solar and other Social Justice content reaching a greater number of residents
7. Facebook page “likes” up almost 200 (net) from one year ago. Currently at 715.

Respectfully submitted,

*Jay Moorman*

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## **Fellowship Committee**

Committee members: Susan Calvin, Sue Errington, Lisa Dwenger, John Mackillop, Cindi Marini, Ginny Nilles, Elsa Reichle, Caroline Sullivan

2016-2017 Committee members: Susan Calvin, Sue Errington, Lisa Dwenger, Ginny Nilles, Caroline Sullivan, Elsa Reichle.

The year seemed to fly by with one event following on the heels of another.

The summer ice cream social was a big hit and the Committee did a great job of estimating supplies. Very little left although what remained was enjoyed by Body Life.

Harvest Feast continues to be one of the major events in the church calendar. The number of people participating remains fairly constant year to year. Selling tickets at the door seems to work well but checking with the church office to document the process is always a good place to begin. Publicity was slow this year due to events leading up to Harvest Feast which got most of the publicity/wall space.

Christmas decorating went well thanks to the Property Maintenance crew who set up the trees. Three trees rather than one big one works perfectly for us because it makes decorating easier.

The decorating event following church service is one of the few inter-generational activities we have where people of all ages mingle and engage in a single activity.\*\*\* Lots of conversations, people watching, and people decorating while also helping our youngest members reach a bit higher.

Fellowship also helped Stewardship with serving and clean-up during their church wide event. We were also asked to help with the service auction food preparation, clean-up and set-up.

Rev. Seth asked that Fellowship coordinate a picnic or similar spring/early summer event because there is nothing in the church calendar that serves the purpose of gathering people together for a social event during the “non-school” calendar months.

This Committee rarely meets, preferring to conduct business via email. Our big meeting is in December when we discuss the Harvest Feast and look ahead to the new year while also sorting through the storage boxes prior to the Christmas tree trimming event.

Respectfully submitted,

Ginny Nilles, chair

\*\*\* Editor’s note: we added multiple multi-generational activities this year in response to this concern.

## Finance Committee

The Finance Committee serves as the financial and budgetary group advising the Board of Trustees and the congregation. The Committee prepares the annual budget for Board review and congregational approval. In addition, we review and monitor church financial management systems and procedures. The Committee supports the mission and vision of the church by helping to insure that resources are used efficiently in program management.

Preparation of the annual operating budget began in mid-November of 2015 when budget request forms were sent to the Board, minister, staff, and committees. At the request of the Stewardship Committee, a target of \$270,000 was established for the annual pledge drive. Income estimates were developed and budget requests were compiled. This information was reviewed at two meetings of the Finance Committee and a recommended budget was submitted to the Board of Trustees in March of 2016. The Board reviewed the budget proposal and made a few changes which were incorporated into the Board Recommended Budget for FY 2016-17. This budget will be voted on at the annual congregational meeting on May 22, 2016.

The Finance Committee assisted the Board in developing a financial plan for funding the solar panels project and related roof repairs. This plan was reviewed and adopted by the congregation at a special meeting on August 9, 2015.

The Committee also assisted the Board in establishing an Internal Finance Review Committee, as called for in church bylaws. That committee is in the process of reviewing the books, records, and procedures maintained by the Treasurer, and will present a report of their findings at the October 2016 congregational meeting.

Initial work began on long-range financial planning, including analysis of past trends and future projections of pledge income. A preliminary analysis of the potential need for major repairs and replacement of equipment was completed. Additional work remains to be done in the area of long-range financial planning. We will seek assistance from the Membership Committee, as it reorganizes itself, in further analysis of membership trends and projections.

The Finance Committee consists of five members at-large (Chuck Austin, Lynn Austin, Jeff Hathaway, Lynn Sousa, and Mike Sullivan). The Board President (Sherry Ware) and Treasurer (Usha Shivaswamy) serve ex-officio.

Respectfully submitted,

Charles J. Austin



## Hospitality Teams

The goal for the Hospitality Teams this year were to reorganize and be energized with new members. Each Sunday a team of UU members work to manage an enjoyable and rewarding Sunday Service experience for members, friends, and guests. Responsibilities include preparing the sanctuary space for the service, coordinating the collection of the offering, distribution of hymnals and Orders of Service, passing out assistance for hearing impaired, preparing and serving coffee at the end of the service, cleaning up afterward and generally helping people to feel welcome and comfortable.

There are 5 teams, 4 of which are designated 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> Sunday's of each month. The 5<sup>th</sup> Team is used for months with 5 Sundays and to assist the other teams when they need additional help. Each team consist of up to 8-10 members and the teams rotate on a 4 week basis, thus involving as many church members as possible in the hospitality experience. Each team has a leader who coordinates the scheduling of their team members and meets with the other team leaders twice a year (as the Hospitality Committee ) to coordinate and plan the hospitality functions for the coming year.

Once each team rotated through the duties a few times , the process seemed to run quite smoothly. The group is continually tweaking the process to further enhance this activity. During the focus groups by the Committee on Ministries, the general consensus seemed to be favorable on the new process.

For more information on how you can become involved with the Hospitality Committee or with one of the teams, please contact Susan Bossung, Board Vice President.

Respectfully submitted,

Susan Bossung

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## Property Maintenance Committee

Our committee renewed its goal of keeping the building and grounds in good working order, and accomplished that through individual efforts and by organizing several congregational workdays.

New for this year is a property maintenance request form on the church's website. Once a person completes the request form and submits it, it routes to the attention of the Property Maintenance Committee. Work requests are then tracked in a spreadsheet that is accessible on Google Docs.

Although they are not directly accomplishments of the Property Maintenance Committee, we want to record that two major initiatives related to the building took place this year. The church had a membrane roof installed, which was needed to address numerous leaks that had developed. The timing was also opportune, however, because it meant a new roof was in place for the second major initiative, the installation of solar panels on our roof.

A Task Group studied the possibility of hiring a sexton for the church. A recommendation was made to create a position and hire a person for ½ day per week. However, budget restraints prevented implementation.

Respectfully Submitted,

Jeff Hathaway and John Taylor, Co-Chairs of the Property Maintenance Committee

## Social Justice Committee

**Members:** John Barber, Connie Gregory, Luellen Smucker, Bea Sousa, Mike Sullivan

**Mission:** The purpose of the SJC is to facilitate and coordinate social justice programs and activities which accord with the mission/vision goals of the UUCM. Our primary goals for 2015-16 were to vet and manage Designated Offerings, communicate with Task Forces which have social justice components, and facilitate community outreach activities.

**Designated Offerings**—During the 2015-2016 church year, the committee directed \$12,366.28 to 12 different agencies:

July	Hearts & Hands United (school supplies & shoes)	\$895.10
August	TEAMwork for Quality Living	\$1,583.37
September	Motivate Our Minds	\$1,283.48
October	OUTreach	\$1,024.21
November	Christian Ministries Men’s Sleeping Room	\$1,186.50
December	Harvest Soup Kitchen	\$737.10
December	Friends Memorial Lunch Program	\$737.10
January	A Better Way	\$699.65
February	Water Is Basic	\$1,092.50
March	Project Stepping Stone	\$998.85
April	Ross Center	\$1,009.20
May	Home Savers	\$1119.22
June	YMCA	
TOTAL		\$12,366.28

### Task Force Oversight

*Feeding Our Hungry Neighbors (FOHN)*—Members: Jan Moore, Bea Sousa, Susan Taylor

Activities/Projects for the year include: preparation of lasagna dinner for a Teamwork for Quality Living circle dinner in August; arranging for UUCM members and friends to prepare and serve breakfast/dinners at Christian Ministries Sleeping Room during Thanksgiving and Christmas holidays; management of the Martin King, Jr. Day of Service at the Second Harvest Food Bank followed by fellowship lunch with members of the Muncie Islamic Center; volunteer work at Second Harvest on the third Monday of each month; managing our in-house food pantry; managing the Chalice Marketplace Fair Trade Coffee and Chocolate Sales.

*Green Team*—Members: Wayne Meyer, John Taylor, Holly Hanauer, Marnee Cooley, Cheryl LeBlanc, and Eleanor Johnson

Activities and projects for the year include: applying and receiving partial funding for the installation of solar panels on the roof of the UUCM, organizing a fund drive to partially offset installation costs, working with Interfaith Earth Care (HIPL) to produce a video documenting the solar panel project to be used in community outreach efforts, and initiated a proposal approved by the church board to ban the use of Styrofoam products in the church.

*Anti-Racism*—John Barber is the liaison to Reconciliation Achieved through Community Engagement (RACE).

The church Task Force decided to partner with RACE to study the sources and circumstances of racism in our community and strategize community-specific activities to promote racial justice. The current objective is to improve coordination and integration of UUCM participation in RACE programming.

### **Community Outreach**

*MOM's Garden Project*—Participation in last fall's garden restoration was poorly attended and illustrated a too common problem in community outreach efforts—great ideas poorly planned and poorly executed. At root in this particular case was the failure of leaders at MOM's and the UUCM to communicate the purpose of the activity, the failure to identify the organizational leaders, and lastly the failure to promote the activity.

*Home Savers construction project*—In April, UUCM volunteers spent a day building a porch for low-income elderly home owner, enabling her to once again use her front door entry. A job well done and much appreciated by the home owner.

### **Administrative Record Keeping**

The committee has documented its agendas, minutes, and activity reports so that all information is available to all committee members, the board, the administrative assistant, and the minister on Google Docs. All relevant information can then be placed in a procedural manual for future reference for future SJ committees.

### **Intra-Congregational Communications**

During a recent Focus Group session, questions and interests were raised regarding procedures for selecting Designated Offerings agencies. The procedures of recommending, vetting and selecting were discussed. The discussion pointed out the need for the SJC to better communicate via e-blast, Unigram, and Order of Service, policies, procedures, and programs. The committee is currently addressing this need.

### **Future—(2016-2017)**

Two new members will join the SJC for the 2016-2017 church year, John McKillip and Phil Gift. Mike Sullivan will be stepping down. Other committee members will continue through the next church year.

The 2015-2016 church year has been and continues to be a busy and productive year for the Social Justice Committee. Our Designated Offerings outreach projects have been quite successful; communications with Task Force leaders have provided useful assessment information for the committee; our need to better plan community projects has been noted; and our administrative management style (shared leadership) has worked quite well.

Respectfully Submitted,

Michael Sullivan

## Stewardship Committee

Members of the Stewardship Committee for the 2015-2016 year were Bruce Peavler, chair, Nan Barber, Katie Frederick, Lynn Hale, and Luellen Smucker. This appears to be an appropriate number of members for the committee workload. The theme this year was "Giving for Good to Keep Good Going."

Two major scheduled events included the February 7<sup>th</sup> Large Donor Tea at the Sullivan's home and the February 21<sup>st</sup> Stewardship Sunday Luncheon with special music and comedy. These events were moved forward in the calendar by two weeks in order to facilitate better planning and coordination with the Finance budgeting process. This schedule should continue in the future if possible. Pledge forms were sent to congregants prior to the event. Pledges were collected at the event in a box which was placed in the sanctuary for subsequent Sundays as well.

The pledge goal this year was set at \$270,000 based upon realistic budget needs and expectations. As of May 5, 109 pledges have been received for a total of \$257,881 (95.5% of goal) with a few pledges still expected. For comparison, as of last May 12, 108 pledges totaled \$246,731. Overall we are pleased with the pledge drive to-date. However, Stewardship members realized a need for better and earlier organization of data on friends of the church and new members. This should allow for more efficient and complete canvassing next year.

Many thanks to the Sullivans, Fellowship, RE, and Finance Committees, Rev. Seth, Christie and the cast of our musical comedy act for all of their help throughout the campaign. Going forward, only Luellen has decided to leave the Committee. Several potential candidates as a replacement have been identified and will be recruited.

Respectfully submitted,

Bruce Peavler

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## Bazaar in the Woods – November 7, 2015

Annemarie Voss and John McKillip, Co-chairs

Total amount raised \$14,954.00

### Church-Sponsored Booths / Chairs

Books / Michael Doyle, John Bartlett

Breakfast and Lunch / Kirk Robey

Children's Corner / Adrienne Gruver and Luellen Smucker

Face Painting (RE) / Nina Monstwilllo

Christmas and Holidays / Nancy Chamberlain and Connie Craig

Collectibles / Jane Meyer, Caroline Sullivan, Linda McKean  
Encore / Linda Hanson  
Flea Market / John McKillip, Jerry McKean  
Food / Judy Lowe and Jan Moore and Kristin Owens  
Jewelry / Ginny Nilles, Diane Hill  
Origami Art and Art Objects / Christie Williams  
Plants / Judy Craig and Cheryl LeBlanc  
Quilt / Nan Barber and her quilting bees  
Silent Auction / Bruce Craig, Tom Lowe, and Michael Sullivan  
Boston Bound students (RE) / Velvet Miller and Nadine Tringali  
This and That / Mary Johnson Robey and Sherry Ware

### **Consignment Booths**

Centri-Terra Natural Bath and Body Lotions / Lisa Abner  
Whimwood / David Calvin  
Crafts and Paintings / Alyssa Farnsworth  
Children's books / Bill and Katie Fredrickson  
Felted Wool Wraps and Scarfs / Becky Hansen  
Greenmantle Arts and Jewelry / Pat Kleeberg  
Jewelry / Liz Lowe  
Pottery / Linda Morton, Sharon Seager, Judy Craig  
Pottery / John Peterson

### **Behind the Scenes**

Accounting / Brad Hanauer, Jeff Hathaway, Jane Duckworth, and Mary Johnson  
Childcare / Nadine Tringali  
Music Coordinator / Bryce Taylor  
Office / Christie Williams  
Publicity / Maggie Bartlett  
Set-Up & Tear-Down / Phil Gift and the whole John Bartlett Family  
Screen Presentation in Sanctuary / Elizabeth Carrier-Ladd  
Side-walk Cleaning / Steve Robert  
After-Bazaar Rummage Sale / Jane Meyer

### **Changes and Updates**

No major purchases in 2015.  
A special committee has been formed for the 2016 Bazaar. No chairs have been appointed.  
Policy change: No early sales  
Use posted sign-up sheets for volunteers in addition to Sign-up Genius.

Respectfully submitted,

Annemarie Voss and John McKillip, co-chairs

## Body Life Dinner

Each Tuesday evening from 6pm to 7:30pm a group of people gather at the church for a potluck dinner. We have been doing this now for over 6 six years. We have a core group of about 15 to 20 people and we see each week about 30 to 40 people (sometimes as many as 45). We gather together to share a potluck meal but also our daily life filled with ups and downs. There is intentional time for sharing where folks do share what is happening in their life with each others. We keep other informed about activities and projects we are involved with and often ask for help with something.

Each week there are folks who keep the food pantry clean and organized. We work hard at including everyone in the life of the group. We have been encouraging folks to consider bringing foods that are vegan and veggie friendly, not always successfully. In the future this will be better. Each week we work together to tear down and clean up, an area we could do better in involving more of us. We do hope to do activities together outside of Tuesday night.

Body Life Dinner is a weekly dinner that serves a lot of people and brings us closer together as a community. However Body Life is not designed for people to just come and grab a plate of food and go off to a meeting (we do understand that once in a while this does happen and cannot be avoided). Instead Body Life is designed to allow people to have intentional time for sharing both informally at their table and during the formal time of sharing with the whole group. So if you come for dinner please do stay for the sharing time and also help with the tear down and clean up. Lots of community building is done in the kitchen when the dishes are being wash and the food is being prep to go home as well as chairs and tables being put away.

Peace and all good,

Markie Oliver

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## Committee on Ministries

Chairperson: Linda Hanson; Members: Steve Chalk, Adrienne Gruver, Linda McKean, Kirk Robey, Amy Shaw

The primary purpose of the Committee on Ministries (CoM) is to review the effectiveness of all the congregation's ministries on a regular and continuing basis and to lead the entire congregation in an assessment of the church's ministries, mission and goals.

Our main goal for the 2015-16 year was to start a process of more deeply addressing how our church ministries work, how well they further our mission, how they communicate, and how they can improve and grow. To address this goal, we 1) met with committees to discuss their goals and what information they would like the CoM to gather from the congregation, 2) conducted three separate focus groups to gather information about these committees, and 3) provided pertinent feedback from the focus groups to the committees. We decided to work on a two-year cycle, focusing on one half of our committees each year. For the 2015-16 year, we focused on the following committees: Adult RE, Social Justice, Hospitality (and Membership), Caring Committee, Pastoral Associates, Stewardship, Finance, and the Program Council. (For the 2016-17 year, we plan to focus on RE, Worship Associates, OUTreach, Fellowship, Property Maintenance, Communications, the Board, and the staff.)

We also created a series of Unigram articles that spotlight the work of a committee each month, highlighting how they contribute to the broader ministry of our congregation. As of the beginning of May, we have published six of these articles, covering the Worship Associates, the Social Justice Committee, the Pastoral Associates and the Caring Committee, the Communications Committee, the Finance Committee, and the Program Council.

One area we have identified for the CoM to work on is to more formally act as facilitators with the committees we are working with, guiding conversations at the beginning and end of the year on such things as goal-setting and self-assessment.

Respectfully submitted,

*Adrienne Gruver*

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## **Two Services Task Force**

In fall of 2015, after comments to Rev. Seth about a sense of crowding in the sanctuary, the UUCM Board of Trustees authorized a Task Force to investigate the possibility of a second service for a trial period of one year. In January the Task Force began work, pulling together attendance information and beginning research into church best practice. Numerous authorities from a variety of sources recommend a second service when attendance reaches 80% of seating many Sundays during the year. At that point, the sociological space becomes uncomfortable for visitors and new members in the community. Some experts suggest that congregational conversations about a second service should begin at about 60% capacity.

UUCM attendance data demonstrated seating at or close to 80% nearly 50% of the Sundays in fall 2015. Further investigation showed that we had reached that point a number of years earlier when attendance in other seating patterns of fewer than 200 chairs also approached 80%.

Reading also informed us that comfortable seating in the United States is 26 inches. Our 1968 vintage chairs measure 19 inches across. To achieve comfortable seating in our sanctuary, the chairs should be three inches apart. The Task Force is also monitoring the parking lot. While the "rule of thumb" states that our 100 parking spots should be sufficient for up to 200 attendees, we have found some Sundays when there are few accessible spots. A visitor coming to service in the last five minutes should be able to easily find a parking spot.

The Task Force distributed a sheet of suggestions to help make visitors more comfortable, including asking members to sit in the first few rows, leaving the back rows for newcomers.

The Task Force held several events in spring 2016: a March kick off, two after-service Question and Answer Sessions, and cottage meetings in April. Four of six open invitation Cottage Meetings sessions filled. In addition, meetings held by May 15 include staff, the Sunday morning Pagan group, and Worship Associates. About fifty people participated. The Task Force collated the concerns and dreams of the participants into a 'Pros and Cons' chart distributed at the May Congregational Meeting. It will also be published in the June Unigram.

The Task Force will continue research through the summer. Two books we will be reading are *The In-Between Church: Navigating Size Transitions in Congregations* by Alice Mann and *The Myth of the 200 Barrier: How to Lead Through Transitional Growth* by Kevin Martin.

The Task Force plans to be ready with a recommendation in the fall, and IF the recommendation is to proceed with the trial year, the congregation will have the opportunity to vote on a plan early in 2017.

Members of the Task Force are: Seth Carrier-Ladd (Co-chair), Ben Ewing (Secretary), Jerry McKean (Events) Janay Sander (Data), Bea Sousa (Co-chair) and Susan Taylor (Communications).

Respectfully submitted,

Bea Sousa, co-chair

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## Worship Associates

This has been another good year for Worship Associates: We continue to enjoy collaboration with our minister, Rev. Seth Carrier-Ladd; we have a solid core of dedicated, very capable members; and we have tried out new content and approaches to a degree that seems amenable to the congregation (based on feedback received after services and the Committee on Ministries outreach). As always, we are open to feedback from the congregation in person or electronically to improve the quality of worship at UUCM.

In 2015-16, we improved our committee's internal workings, including: standardizing our protocol and creating Google docs for access to materials (e.g., instructions for guest ministers, online announcement request form, Sunday checklist and script, etc.), setting a permanent time for pre-service meetings, and customizing Words of Welcome. We also formed subcommittees (a) to work on redesigning the Order of Service with a cardstock cover (implementation is going well) and (b) to purchase new chairs to replace the aging blue chairs at the front of the sanctuary (in process). The standardization of the Hospitality Team's tasks has benefitted our committee and the quality of the worship services, as has the continued collaboration with Sights & Sounds, the Director of Music, and the Director of Religious Education.



The fiscal year began with summer worship services centered around the theme of the Six UU Sources, followed by nine months of theme-based ministry focusing on forgiveness, inclusivity, grace, waiting, freedom, sexuality, brokenness, truth, and creativity. As in the past, a monthly meeting (open to all) was held to brainstorm ideas for the next month's theme, thus increasing congregational involvement in monthly themes and adding to the diversity of perspectives and reflections in the service. A significant portion of WA tasks involves planning summer services when Seth is away (starting in February); the fiscal year will end with the summer theme of World Religions in Muncie.

As has been our custom for about the past six years, our children start most Sunday mornings in the service with their families. After we sing "Spirit of Life", we then sing "Go Now in Peace", during which time the children leave for their classes. Additions this year were a children's lantern ritual and offering. This allows us to enjoy the children more and allows them to participate in meaningful ways and learn about our weekly rituals and songs. Candle lighting is an important part of the service for many in the congregation but has in the past raised concerns of a fire hazard; and the structure and content of Joys and Sorrows has been polemical in the past. We seem to have "hit stride" with this service component both in a meaningful way for many in the congregation and in a safe and visually appealing way (in terms of how the candles are handled). We contracted David Calvin to build a new table to hold more candles (and be multipurpose) and clean up the surface of the pulpit and candle tables. We continue to do our best to be good ambassadors to new members after Sunday services. Last but not least, a new projector was purchased/installed at the onset of the fiscal year (Aug. 9 was its first Sunday in action), and we also purchased a new microphone for Nadine to improve the audio quality during the Story for All Ages.

We were fortunate to have a variety of voices in the pulpit: from outside UUCM (Barbara Bonney [poetry service], Rev. Bruce Russell-Jayne, Rev. Rebecca Froom, Rev. Gordon Gibson, Rev. Jennifer Gray, Rev. Misty-Dawn Shelly [pulpit swap], and Kelsey Timmerman) and from within (Rev. Elizabeth Carrier-Ladd, Brandon Mundell, OUTreach, and the church Youth). We are also extremely fortunate to have Rev. Julia Corbett-Hemeyer serving in multiple capacities -- in the pulpit and sometimes as liturgist for guest ministers. We heard from the Choir monthly, plus special musical additions from Marian Cooley, Michael Doyle, Bill Morton, and Aryn Sweeney, among talented others, and we held a Music Appreciation service on May 1. We also organized special services: Water Ceremony and Ingathering in August; Question box Sunday in September; Solidarity Sunday in October; Children's Halloween Parade, Day of the Dead, and Harvest Feast in November; Santa Lucia, Lessons & Carols, and Up in Smoke in December; Cookie Communion and Youth Sunday in February; Easter in March; Heritage Sunday in April; Coming of Age in May; Child Dedication and Teacher Recognition in May; and several Multigenerational services.

Worship Associates who served this past year are: Iris Chalk, Denise Ewing, Bill Frederick, Diane Hill, Lisa Kuriscak, Brandon Mundell, and Bea Sousa. This year marks the end of Denise Ewing's first full year on the committee, and we are very glad to have her on board with us, and we are similarly delighted to have Iris Chalk join us as our first Junior Worship Associate; she has been participating in meetings and shadowing WAs over the course of the year, and she plans to make her solo debut as a WA in Fall 2016.

Respectfully submitted,

Lisa Kuriscak

## UUCM Calendar 2015-16

### May 2015

- 1 OUTreach
- 2 Circle in the Woods
- 3 Adult Discussion; Stewardship cmte; Worship & RE classes; BB bake sale; Teacher Appreciation Lunch; Mission & Vision Presentation; Theme Reflections; MSYG; HSYG; 4U
- 4 Feeding Our Hungry Neighbors (FOHN) Task Force
- 5 Body Life dinner; Communications cmte; Choir rehearsal
- 6 Revival Hour; Worship Associates
- 7 Finance Cmte
- 8 OUTreach
- 10 Adult Discussion; Choir rehearsal; Worship & RE classes; Chalice Marketplace; Budget Review Q&A; BB bake sale; Exploring Your Theology; Mission & Vision Task Force
- 11 Social Justice cmte
- 12 Body Life dinner
- 13 Revival Hour; Pastoral Assoc; Program Council
- 15 Portrait Sessions for photo directory
- 16 Portrait Sessions for photo directory; Equality Prom
- 17 Adult Discussion; REC C&Y; Worship & RE classes; Congregational Business Meeting; HSYG
- 19 Body Life dinner
- 20 Revival Hour; Board of Trustees
- 21 Committee on Ministries
- 22 OUTreach
- 24 Adult Discussion; Worship & RE Game Day; Adult RE cmte; Anti-Racism Task Force
- 26 Body Life dinner
- 27 Revival Hour; Unigram production
- 29 OUTreach
- 31 Adult Discussion; Sack Lunches for HSK; Worship & RE classes; MS/HS YG Party

### June 2015

- 1 FOHN Task Force
- 2 Body Life dinner; Communications Cmte
- 3 Revival Hour; MultiGen Rehearsal; Worship Assoc
- 4 Finance Cmte
- 5 OUTreach
- 7 Adult Discussion; Prop Maint Cmte; Stewardship Cmte; Worship & RE classes; Boston Bon Voyage Lunch
- 8 Social Justice cmte
- 9 Body Life dinner
- 10 Revival Hour; Pastoral Assoc; Program Council
- 11 Boston Bound Heritage Trip
- 12 OUTreach
- 14 Adult Discussion; Worship & RE classes

- 16 Body Life dinner
- 17 Revival Hour; Board of Trustees
- 18 Cmte on Ministries
- 19 OUTreach
- 20 Circle in the Woods
- 21 Adult Discussion; RE Cmte; Worship & RE classes; Chalice Marketplace
- 23 Body Life dinner
- 24 Unigram production; Revival Hour
- 26 OUTreach
- 28 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE classes; Adult RE cmte
- 30 Body Life dinner

### July 2015

- 1 Revival Hour; Worship Assoc
- 3 OUTreach
- 5 Adult Discussion; Worship & RE classes
- 6 FOHN Task Force
- 7 Body Life dinner
- 8 Revival Hour; Pastoral Assoc; Program Council
- 10 OUTreach
- 12 Adult Discussion; Worship & RE classes; Chalice Marketplace
- 13 Social Justice cmte
- 14 Body Life dinner
- 15 Revival Hour; Board of Trustees
- 16 Cmte on Ministries
- 17 OUTreach
- 19 Adult Discussion; Worship & RE classes
- 21 Body Life dinner
- 22 Revival Hour
- 24 OUTreach
- 26 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE classes; Adult RE cmte; Anti-Racism Task Force
- 28 Body Life dinner
- 29 Unigram production; Revival Hour
- 31 OUTreach

### August 2015

- 1 Circle in the Woods
- 2 Adult Discussion; Worship & RE classes
- 3 FOHN Task Force
- 4 Body Life dinner
- 5 Revival Hour; Finance cmte; Worship Assoc
- 6 Rummage Sale set-up
- 7 OUTreach; Rummage set-up
- 8 Rummage Sale
- 9 Adult Discussion; PropMaint cmte; Worship & RE classes; Special Congregational Meeting
- 10 Social Justice cmte
- 11 Body Life dinner

- 12 Revival Hour; Pastoral Assoc; Program Council
- 14 OUTreach
- 16 Adult Discussion; RE cmte; Worship & RE classes;  
Chalice Marketplace; Chakra Meditation  
workshop
- 18 Body Life dinner
- 19 Revival Hour; Board of Trustees
- 20 Cmte on Ministries
- 21 OUTreach
- 23 Adult Discussion; Worship & RE classes; Adult RE  
cmte; Fellowship cmte; Anti-Racism Task Force
- 25 Body Life dinner
- 26 Unigram production; Revival Hour
- 27 Cmte on Community Ministry
- 28 Fall Staff Retreat; OUTreach
- 29 Kitchen cleaning
- 30 Adult Discussion; Sack Lunches for Soup Kitchen;  
Worship & RE classes; Ice Cream Social; Bazaar  
cmte; OUTreach event

**September 2015**

- 1 Body Life dinner; Communications cmte; Finding  
SPIRIT; Choir rehearsal
- 2 Revival Hour; Finance cmte; Worship Assoc
- 4 OUTreach
- 6 Adult Discussion; Worship & RE classes; Theme  
Reflections
- 7 FOHN Task Force
- 8 Body Life dinner; Choir rehearsal
- 9 Revival Hour; Pastoral Assoc; Program Council
- 10 RE Teacher Orientation
- 11 OUTreach
- 12 PropMaint Workday; Jim Scott concert
- 13 Adult Discussion; Worship & RE classes; Chalice  
Marketplace; Bazaar chairs meeting; Combined  
Youth Groups; Exploring Your Theology; Coming  
of Age dinner
- 14 Social Justice cmte
- 15 Body Life dinner; Finding SPIRIT; Choir rehearsal
- 16 Revival Hour; Board of Trustees
- 17 Cmte on Ministries
- 18 OUTreach
- 19 Circle in the Woods
- 20 Adult Discussion; RE cmte; Worship & RE classes;  
Multi-Gen Origami; Adult Discussion cmte;  
Investment cmte; HS Youth Group; 4U
- 22 Body Life dinner; Choir rehearsal
- 23 Revival Hour
- 25 OUTreach
- 27 Adult Discussion; Sack Lunches for Soup Kitchen;  
Worship & RE classes; Fellowship cmte; Anti-  
Racism Task Force; 4U
- 29 Body Life dinner; Choir rehearsal
- 30 Unigram production; Revival Hour

**October 2015**

- 2 Fall Family Retreat at Pokagon; OUTreach
- 3 OUTreach event
- 4 Adult Discussion; Stewardship cmte; Worship &  
RE classes; Theme Reflections; 4U
- 5 FOHN Task Force
- 6 Body Life dinner; Communications cmte; Finding  
SPIRIT; Choir rehearsal
- 7 Revival Hour; Finance cmte; Worship Assoc
- 9 OUTreach
- 11 Adult Discussion; Roots & Wings New Member  
class; Worship & RE classes; Coming of Age  
Mentor Lunch; Chalice Marketplace; Exploring  
Your Theology; 4U
- 12 Multi-Gen rehearsal; Social Justice cmte
- 13 Body Life dinner; Choir rehearsal
- 14 Revival Hour; Pastoral Assoc; Program Council
- 15 Cmte on Ministries
- 16 Coming of Age Fall Retreat; OUTreach
- 18 Adult Discussion; PropMaint cmte; Roots &  
Wings New Member class; Stewardship cmte;  
Worship & RE classes; Congregational Business  
Meeting; Combined Youth Groups; Adult  
Discussion cmte; 4U
- 20 Body Life dinner; Finding SPIRIT; Choir rehearsal
- 21 Investment cmte; Revival Hour; Board of  
Trustees
- 22 Food Booth cooking; Cmte on Ministries
- 23 OUTreach
- 25 Adult Discussion; Sack Lunches for Soup Kitchen;  
New Member Joining Ceremony; Worship & RE  
classes; Fellowship cmte; Anti-Racism TF; 4U
- 27 Body Life dinner
- 28 Unigram production; Revival Hour
- 29 Bazaar cooking
- 30 OUTreach
- 31 Kitchen cleaning; Circle in the Woods

**November 2015**

- 1 Adult Discussion; Exploring Spiritual Practices;  
UU Pagans; Stewardship cmte; Worship & RE  
classes; Bazaar set-up; Combined Youth Groups;  
Theme Reflections; 4U
- 2 FOHN Task Force
- 3 Body Life dinner; Communications cmte; Finding  
SPIRIT; Choir rehearsal
- 4 Revival Hour; Finance cmte; Worship Assoc
- 6 Final Bazaar prep; OUTreach
- 7 Bazaar in the Woods
- 8 Adult Discussion; UU Pagans; What Moves Us:  
UU Theology; Worship & RE classes; Chalice  
Marketplace; Combined Youth Groups; Exploring  
Your Theology; 4U
- 9 Social Justice cmte
- 10 Body Life dinner; Choir rehearsal

11 Revival Hour; Pastoral Assoc  
 13 OUTreach; Rummage prep  
 14 Rummage Sale  
 15 Adult Discussion; UU Pagans; RE cmte; Worship & RE classes; Multi-Gen Mindful Coloring; Adult Discussion cmte; Movie Screening: "Selma"; 4U  
 17 Body Life dinner; Finding SPIRIT; Choir rehearsal  
 18 Revival Hour; Board of Trustees  
 19 Cmte on Ministries  
 20 OUTreach  
 21 Harvest Feast  
 22 Adult Discussion; Listening Circle; UU Pagans; PropMaint cmte; Worship & RE classes; Fellowship cmte; Young Adult Lunch; Anti-Racism Task Force; 4U  
 24 Choir rehearsal  
 25 Unigram production; Revival Hour  
 27 OUTreach  
 29 Adult Discussion; UU Pagans; Sack Lunches for Soup Kitchen; Worship & RE classes

**December 2015**

1 Body Life dinner; Communications cmte; Finding SPIRIT; Choir rehearsal  
 2 Revival Hour; Finance cmte; Worship Assoc  
 4 OUTreach  
 6 Adult Discussion; UU Pagans; Exploring Spiritual Practices; Roots & Wings New Member class; Worship & RE classes; Tree Trimming Party; Combined Youth Groups; Theme Reflections; 4U  
 7 FOHN Task Force  
 8 Body Life dinner; Choir rehearsal  
 9 Revival Hour; Pastoral Assoc; Program Council  
 11 OUTreach  
 13 Adult Discussion; UU Pagans; What Moves Us: UU Theology; Roots & Wings New Member class; Worship & RE classes; Chalice Marketplace; Exploring Your Theology; 4U  
 14 Social Justice cmte  
 15 Body Life dinner; Finding SPIRIT; Choir rehearsal  
 16 Unigram production; Revival Hour; Board of Trustees  
 17 Cmte on Ministries  
 18 OUTreach  
 19 Circle in the Woods  
 20 Adult Discussion; UU Pagans; RE cmte; New Member Joining Ceremony; Worship & RE classes; Multi-Gen Christmas Ornamants; Adult Discussion cmte; Combined Youth Groups  
 22 Body Life dinner; Choir Caroling  
 23 Revival Hour  
 24 Candlelight Service  
 25 Christmas Day Carry-In  
 27 Adult Discussion; UU Pagans; Sack Lunches for Soup Kitchen; Worship & RE childcare only

30 Revival Hour

**January 2016**

2 Kitchen cleaning  
 3 Adult Discussion; UU Pagans; Exploring Spiritual Practices; Worship & RE classes  
 4 FOHN Task Force  
 5 Stewardship cmte; Body Life dinner; Communications cmte; Finding SPIRIT  
 6 Revival Hour; Finance cmte; Worship Assoc  
 8 OUTreach  
 10 Adult Discussion; UU Pagans; Worship & RE classes; Chalice Marketplace; Meditation Workshop  
 11 Social Justice cmte  
 12 Stewardship cmte; Body Life dinner; Youth Sunday planning; Choir rehearsal  
 13 Revival Hour; Pastoral Assoc  
 15 OUTreach  
 17 Adult Discussion; UU Pagans; RE cmte; Worship & RE classes; Multi-Gen Zentangle; Adult Discussion cmte; Youth Sunday planning  
 18 FOHN Volunteer Appreciation Lunch  
 19 Stewardship cmte; Body Life dinner; Youth Sunday planning; Finding SPIRIT; Choir rehearsal  
 20 Revival Hour; Board of Trustees  
 21 Cmte on Ministries  
 22 OUTreach  
 23 Combined Youth Groups trip to Indy Museum  
 24 Adult Discussion; Sharing Circle; UU Pagans; Worship & RE classes; Fellowship cmte; Anti-Racism Task Force  
 25 Investment cmte; Stewardship cmte  
 26 Stewardship cmte; Our Whole Lives (OWL) Orientation; Body Life Dinner; Youth Sunday planning; Choir rehearsal  
 27 Unigram production; Revival Hour  
 28 Cmte on Community Ministry  
 29 OUTreach  
 30 Circle in the Woods  
 31 Adult Discussion; Sack Lunches for Soup Kitchen; UU Pagans; Worship & RE classes; Cmte on Ministries Focus Group; Youth Sunday planning

**February 2016**

1 FOHN Task Force  
 2 Stewardship cmte; OWL; Body Life dinner; Communications cmte; Youth Sunday planning; Finding SPIRIT; Choir rehearsal  
 3 Revival Hour; Finance cmte; Worship Assoc  
 5 OUTreach

7 Adult Discussion; Exploring Spritual Practices; UU Pagans; Worship & RE classes; Pokagon meeting; Theme Reflections; Youth Sunday planning  
 8 Board planning meeting; Social Justice cmte  
 9 Stewardship cmte; OWL; Body Life dinner; Youth Sunday planning; Finding SPIRIT; Choir rehearsal  
 10 Revival Hour; Pastoral Assoc; Program Council  
 12 OUTreach  
 14 Adult Discussion; What Moves Us: UU Theology; UU Pagans; Worship & RE classes; Chalice Marketplace; Soup Lunch; Cmte on Ministries Focus Group; Exploring Your Theology; Youth Sudnay planning  
 16 Stewardship cmte; OWL; Body Life dinner; Youth Sunday planning; Finding SPIRIT; Choir rehearsal  
 17 Revival Hour; Board of Trustees  
 18 Cmte on Ministries  
 19 OUTreach  
 21 Adult Discussion; Choir rehearsal; UU Pagans; RE cmte; Worship & RE classes; Stewardship Kick-Off; Adult Discussion cmte; Youth Sunday planning  
 23 OWL; Body Life dinner; Youth Sunday planning; Finding SPIRIT; Choir rehearsal  
 24 Unigram production; Revival Hour  
 25 OUTreach Board; Adult RE cmte  
 26 OUTreach  
 27 Youth Sunday planning  
 28 Adult Discussion; Sharing Circle; Sack Lunches for Soup Kitchen; UU Pagans; Roots & Wings New Member class; Worship & RE classes; Anti-Racism Task Force; Fellowship cmte; Cmte on Ministries Focus Group; Solar Panel Dedication Ceremony

**March 2016**

1 Stewardship cmte; OWL; Body Life dinner; Communications cmte; Finding SPIRIT; Choir rehearsal  
 2 Revival Hour; Finance cmte; Worship Assoc  
 4 OUTreach  
 5 Dining for Dollars – Tagines of Morocco  
 6 Adult Discussion; Exploring Spiritual Practices; UU Pagans; New Member Joining Ceremony; Two Services Task Force (TSTF) Kick Off; Combined Youth Groups; Theme Reflections  
 7 Board planning; FOHN Task Force  
 8 OWL; Body Life dinner; Finding SPIRIT  
 9 Revival Hour; Finance cmte; Pastoral Assoc  
 10 OUTreach; UU Book Group;  
 11 OUTreach  
 13 Adult Discussion; What Moves Us: UU Theology; UU Pagans; Worship & RE classes; Chalice Marketplace; Soup Lunch; Combined Youth Groups; Exploring Your Theology  
 14 Social Justice cmte

15 Stewardship cmte; OWL; Body Life dinner; Finding SPIRIT; Choir rehearsal  
 16 Revival Hour; Board of Trustees  
 17 Cmte on Ministries  
 18 OUTreach  
 19 Circle in the Woods  
 20 Adult Discussion; UU Pagans; RE cmte; Worship & RE classes; Multi-Gen Mindful Coloring; Two Services Q&A; Adult Discussion cmte; Combined Youth Groups; Anti-Racism Task Force; 4U  
 22 OWL; Body Life dinner; Finding SPIRIT; Choir rehearsal  
 23 Revival Hour  
 24 Cmte on Community Ministry  
 25 OUTreach  
 26 OUTreach Fundraiser  
 27 Adult Discussion; Sharing Circle; Sack Lunches for Soup Kitchen; UU Pagans; Worship & RE classes; Fellowship cmte  
 29 Stewardship cmte; Body Life dinner; Finding SPIRIT; Choir rehearsal  
 30 Unigram production; Revival Hour  
 31 OUTreach Board

**April 2016**

1 OUTreach  
 2 PropMaint Workday  
 3 Adult Discussion; Exploring Spiritual Practice; UU Pagans; Worship & RE classes; Coming of Age Lunch; Two Services Q&A; Combined Youth Groups; Theme Reflections; Interfaith Event  
 4 Stewardship cmte; FOHN Task Force  
 5 Body Life dinner; Communications cmte; Finding SPIRIT; Choir rehearsal  
 6 Revival Hour; Finance cmte; Worship Assoc  
 8 OUTreach  
 10 Adult Discussion; What Moves Us: UU Theology; UU Pagans; Roots & Wings New Member class; Worship & RE classes; Chalice Marketplace; Coming of Age meeting; NAMi Workshop; Two Services Cottage Meeting; MS Youth Group  
 11 Social Justice cmte  
 12 Body Life dinner; Finding SPIRIT; Choir rehearsal  
 13 Revival Hour; Pastoral Assoc; Program Council  
 14 UU Book Group  
 15 OUTreach  
 17 Adult Discussion; UU Pagans; RE cmte; New Member Joining Ceremony; Worship & RE classes; Teacher Appreciation Lunch; Grounds Vision Task Force Kickoff; Anti-Oppression Workshop; Adult Discussion cmte; Two Services Cottage Meeting; Combined Youth Groups  
 18 OUTreach Fundraiser  
 19 Body Life dinner; Finding SPIRIT; Choir rehearsal  
 20 Revival Hour; Board of Trustees

- 21 Board/Grounds Vision Task Force meeting; Cmte on Ministries
- 22 OUTreach
- 24 Adult Discussion; Sack Lunches for Soup Kitchen; UU Pagans; Worship & RE classes; Fellowship cmte; Two Services Cottage Meeting; Anti-Racism Task Force
- 26 Body Life dinner; Finding SPIRIT; Choir rehearsal
- 27 Unigram production; Revival Hour
- 28 OUTreach Board
- 29 OUTreach; Green Team Presentation
- 30 Dining for Dollars; Circle in the Woods

**May 2016**

- 1 Adult Discussion; Exploring Spiritual Practices; UU Pagans; Worship & RE classes; Service Auction; Combined Youth Groups
- 2 FOHN Task Force
- 3 Body Life; Communications cmte; Finding SPIRIT
- 4 Revival Hour; Worship Assoc
- 5 Bazaar Task Force
- 6 OUTreach
- 7 Kitchen cleaning
- 8 Adult Discussion; What Moves Us: UU Theology; UU Pagans; Worship & RE classes; Chalice Marketplace
- 9 Social Justice cmte
- 10 Body Life Dinner; Coming of Age Service prep; Finding SPIRIT
- 11 Revival Hour; Pastoral Assoc; Program Council
- 13 OUTreach
- 14 PropMaint Workday; OUTreach Prom
- 15 Adult Discussion; UU Pagans; RE cmte; Worship & RE classes; Budget Info meeting; Multi-Gen Zentangle; Adult Discussion cmte; Youth Groups Bridging Party
- 17 Body Life dinner; Finding SPIRIT
- 18 Revival Hour; Board of Trustees
- 19 Cmte on Ministries
- 20 OUTreach
- 21 Coming of Age Celebration Dinner
- 22 Adult Discussion; Sack Lunches for Soup Kitchen; UU Pagans; Worship & RE classes; Congregational Business Meeting; Fellowship cmte
- 24 Body Life dinner; Finding SPIRIT
- 25 Unigram production; Revival Hour
- 26 OUTreach Board; Cmte on Community Ministry
- 27 OUTreach
- 29 Adult Discussion; UU Pagans; Worship & RE classes
- 31 Body Life dinner; Finding SPIRIT