

Unitarian Universalist Congregation
of the Grand Valley



2010 Annual Report

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Minister

This past year was my second year and it has been an interesting year. At the beginning of the year I outlined three items on which I wished to focus. One was to focus on Sunday worship, one was to work with Membership and Religious Education to create a clear outreach to the congregational community, and one was to become proactive in creating a church presence in the larger community. Progress has been made on each, though some shifts in focus were necessary. My participation with Stewardship took far more time than I anticipated, but more on that later. Life is just that way.

As the year progressed the order of service was revised and refined in order to allow more time for each service. Doing so gave special music its own slot and we could be assured of three hymns for each service. We continue to integrate more music into the service and we will more as the summer progresses. By mid-year I began writing each Call to Worship for my services to fit the service, the season, the time of year, or the theme in the service. This has been an important shift for me.

Integration with Religious Education continues to progress and to embellish the services and enrich the lives of the children in the congregation. We are working to create a richer and more integration between Religious Education and worship in the coming year.

Working with membership this past year has been rewarding and interesting. As part of that team I produced an excellent introductory flyer for visitors and to use as an outreach in the larger community. It is a flyer everyone can be proud of. The work with membership continues through a continual revising the curricula we use for our Roots class. We provided only one Roots class this year but plan to offer one each quarter this coming year thanks Rev. Sandra Lee's participation in offering the class at times everyone can attend. Thanks to progress on the curriculum and how it integrates into the life of the congregation and links the congregation to the larger Unitarian Universalist Association of churches, the class becomes one of the richest experiences we offer new and prospective members.

Probably the most intense and rewarding work this year involved working with Stewardship in context of the annual canvass. While the stewardship committee focused on pledges and finances, I focused on mission and pastoral issues. Leading up to the canvass and during the canvass, we were able to identify several pastoral issues that were going unseen as well as identifying several changes in the congregational composition. For over a year, the Administrator, the membership committee, and I have been trying to produce one complete directory. Though we have come close we were never able to complete a reliable directory until this year's canvass was finished. The result is that we now have a good directory, which we print in small numbers as changes arise.

I'm optimistic about the coming year. We are looking into engaging in an Appreciative Inquiry process (which traditionally creates a lot of excitement and energy where it is done). A worship leader's training is on tabs for early fall and I plan to restart the weekly poem for the congregation. Blessings and I look forward to next year.

Rev. Zakir Lawrence Henson

UUCGV Board

President: Bill Hilty

Board Members: VP Jana Rossier, Treasurer Ann Litke, Past President Arleta Carr, Secretary MaryAnne Winniford, At large members Lance Oswald & David Stueck, Youth Member Shannon Cale.

Accomplishments:

- Continued well organized diversity of Sunday sermons (Special thanks to Elizabeth and Monte High, Zakir, and many lay sermon leaders)
- Successful transition to new DRE, Wendy Jones (Thanks, Wendy! And all RE teachers)
- Settled in Reverend Zakir Lawrence Henson for a second year with commitment to 2/3 time ministry service for next (2010-11) year (Thanks, Zakir!)
- Successful Auction—exceeding predictions despite economic downturn (Thanks, Tim O’Brien, Jay Martinez, MaryAnne Winniford, and Ann Litke!)
- Successful Stewardship campaign (Thanks, team leader Don Bell)
- Fiscal responsibility—working within boundaries of budget cuts from prior year (Thanks, Finance Chair Tim O’Brien and Treasurer Ann Litke)
- Expansion of Small Group Ministry (Thanks Martha House and Abby Davis)
- Community service hosting Al Anon Tuesday night group (Thanks to the congregation)
- Community service over 2 weeks during Christmas Holidays hosting homeless overnight as part of Homeward Bound program (Special thanks to coordinator Robert McDonald)
- Earth Day table participation (Thanks to Robert McDonald)
- Hosting “Walkin” Jim Stoltz for special multimedia concert performance (Thanks to Robin Perryman)
- “Adopt-a-highway” section of road for UUCGV (Thanks Bill and Cheryl Conrod)

New Board Policies:

Special Requests and Earmarked donations:

The executive committee may approve a special request for monies (soliciting church members) only after discussion amongst executive committee members, with the requirement that the executive committee present the special request or earmark to the full board if time allows, or if any controversy or disagreements develop during discussion within executive committee. Earmarks designating monies for a particular fund are encouraged to be done only in the last 3 months of the fiscal year. Earmarks within the last 3 months of the fiscal year may be approved by the executive committee. Special circumstances involving offers for donation earmarked to a particular fund in the first 9 months of the fiscal year must be discussed and approved by the board.

Board Decision-making between meetings:

- a. Decision time period less than 48 hours: Executive committee allowed to make decision if minimum of 3 members give input, all weighing in (whether 3 or 4) agree on the decision, and the decision is felt to be not controversial (all comfortable making decision in executive committee). This method of decision making is not allowed if board recently discussed and decided upon an issue at the last board meeting (Board Decision must stand). Following the executive committee decision an E-mail must be sent to all board members in a timely fashion informing them of the decision made.

- b. Decision time > 48 hours, but before next board meeting: E-mail sent to all board members, Minister, and DRE, and phone tree to board members + minister and DRE informing all to check e-mail and respond to time-sensitive issue. Response time to e-mail is 48 hours. President and one other executive committee member will discuss/ summarize input of members/ minister/ DRE and attempt to make “consensus” decision by contacting members in dissent. If a decision absolutely must be made, options are 1) emergency meeting (best) or 2) Majority vote based on board member input.
- c. If decision can await next board meeting, initiate thought about issue by e-mail and decide at next meeting.

Principle future issues:

Growth, growth, growth in membership...

For several years we have been hovering around 90 members—adding a number of new members each year, but losing an equal number of members for various reasons. Ninety members is a difficult number to work with purely for economic reasons of having 62 pledge units paying for renting and using our own building 365 days a year and paying for a minister. We have been fortunate to find in Zakir a minister able and willing to work and be paid only for a 2/3 time position the past two years and for this upcoming year, but this 2/3 pay is certainly unattractive and likely unsustainable in the long run for Zakir or any minister. UUA recommends having 120-150 members to afford a full time minister.

OUR PRIMARY SHORT TERM AND LONG TERM GOAL remains to increase our minister to ¾ then full time as soon as membership numbers and stewardship allow. Attracting and retaining even 20 more members will ease the burden of time, talent, and treasure contributed by all current members.

The means to achieve growth are multifaceted (and debated), but at a minimum must include emphasis on young families and young religious education attendees (where attendance numbers have dropped off most significantly); an organized, active membership team, with support from the entire congregation inviting friends and new acquaintances, and welcoming new faces on Sundays; and carefully targeted PR/ advertising broadcasting not only our presence, but who we are and what we stand for, within our community.

The above being said, an even more essential element of growth is continuing to do well what we currently do well: 1) Thought provoking sermons, inspiring music, great RE programs—with the goal of making Sunday programs so great that no one wants to miss one! 2) The multitude of other activities and events that fall within our penumbra—book group, Adult RE, choir, potlucks, campouts, Small group ministry, Men’s Cooking, Ladies who Lunch, movie and bluegrass nights, and others.

Finally, we can only grow if we ourselves maintain our beloved community and make each other feel good. Our occasional individual inabilities to communicate clearly, compassionately, and respectfully with tolerance stress the beloved community we sustain together here at UUCGV. This year we emphasized individual issue/conflict resolution using compassionate (non-violent) communication techniques. In our town hall meeting we reviewed our UUCGV structure of conflict resolution when individual resolution has failed, or is not an option: 1) consult Reverend Zakir 2) seek counsel from Committee on Ministry [C.O.M members.: David Miller, Barb Zind, Shari Raso, and Monte High].

Growth, expanding budgets, building programs, and such trappings of success matter only if they reflect positive transformation in the lives of the people touched by the congregation's work."
-- Dan Hotchkiss

I believe we have a bright future ahead, and I know that you will support our extremely capable incoming Board President Jana Rossier as well as you supported my term as president. Thank you for allowing me the opportunity to serve our congregation in this capacity.

Bill Hilty

Religious Education

Director Religious Education: Wendy Jones

Members: Kathleen Hedlund, Chair; Joanie Leinbach, Jay Martinez, and Robert McDonald

Accomplishments:

Administrative/Program Development

- The RE Team met once/month to discuss issues related to RE and to plan for classes and All Ages services.
- The DRE attended most of the monthly board meetings.
- Wrote monthly newsletter articles for the RE section of the newsletter. Included a personal message, updates on RE classes, and upcoming events
- Maintained bulletin boards at back of sanctuary with photos, schedules and updated information about RE program.
- In March 2010, Wendy attended the LREDA (Liberal Religious Educators Association) conference in Colorado Springs, CO . This was an excellent opportunity to meet and interact with other DREs.

Childcare

UUCGV has continued to offer childcare each Sunday from 10:15-11:45. Babysitters Meghan Casey and Emily Pipkin provided consistent quality care for their third year at our church. Maya Robinson continued to serve as a substitute sitter when we needed her. Meghan left our employment at the end of March, and Emily will be leaving at the end of the summer. We will be looking for replacements and have had a few people express interest.

Children's and Youth RE

In the summer of 2009, we offered a group activity for children of all ages each Sunday. The program consisted of different adults volunteering to make a craft or do an activity of their choice with the children.

In August of 2009, we offered a teacher training workshop. The training was well attended and included review/introduction of policies and curriculum as well as meeting in teaching teams to plan dates for each teacher to lead the lesson. Background checks were done on all adults working with children and youth.

We kicked off the RE school year with Sundae Sunday, an ice cream social and RE registration event. Parents and other adults registered their children and themselves for RE, signed off on the UUCGV Safety Policy, and signed up to volunteer. We continued a \$15/child RE registration fee for the 2nd year. It was well received and the money was added to the RE committee's budget for buying supplies and curriculum. The RE registration form was made available in the sanctuary for the entire month of August and into the beginning of the school year. This helped to get more children/youth registered in a timely manner.

Our 2009-10 theme was 'Roots Hold Me Close, Wings Set Me Free', with each age level doing curricula exploring our UU Jewish & Christian roots.

Age levels, curricula and teaching team members were as follows:

- Kindergarten-2nd grade: "Special Times". Teachers: Kathan & David Hartle and Robin Perryman
- 3rd-5th Grade: "Timeless Themes". Teachers: Jay Martinez and Tim O'Brien, Nadine Hutchins
- 6-8th Grade: "Jesus and His Kingdom of Equals" Teachers: Kathleen Hedlund & Barb Preston
- High School: The High school class took an in depth look at the Hebrew Bible, (Old Testament) with a focus on the book of Genesis.
- Teachers: Joanie Leinbach and Robert McDonald.

The middle school and high school youth met in classrooms in the Mesa Developmental Services building at 950 Grand Avenue. The previous August we signed an agreement with Jerry Miller, Human Resource Specialist for MDS, that enabled us to use two classrooms in their building in exchange for their staff being able to use our RE classrooms for meetings during the week. This arrangement allowed us to hold RE classes at the same time as church services, which improved attendance. We will talk to MDS about continuing this relationship for next school year.

Youth Group

While we did not have an "official" youth group this year, we did have an active youth presence. Our youth attended three district wide youth cons. We also had two ninth graders attend the 9th grade trip. In addition, the youth planned and led four Sunday worship services. We also had a youth representative as a member of the board this year, and will continue that next year.

Adult RE

There was a Tuesday night discussion group led by Shari Raso, Warren Petersen, and John Spurgeon. After a bit of difficulty in finding a night and comfortable meeting place, the group has been meeting regularly to discuss books such as Thomas Sheehan's *The First Coming: How the Kingdom of God Became Christianity*. Also, Hyam Maccoby's *The Myth-Maker: Paul and the Invention of Christianity*.

Following these books the group reviewed the works of three early American Unitarians - Channing, Emerson and Parker. After that they covered articles about the possible break-up of the evangelical movement and its implications for Unitarian Universalism.

All Ages Services

In October, we had an all ages service which included a drumming circle. In November, Rev. Zakir & Rev. Wendy led an all ages animal blessing service. In December, each of the RE classes participated in an all ages service around the theme of Christmas. The RE committee also planned the annual celebration of learning/RE Sunday in which each of the classes shared a bit of what they had learned during the school year as well as presented their RE teachers with gifts of appreciation.

Goals:

- Continue to hold RE classes during the same time as the service, using classrooms in the MDS building to accommodate the classes that won't fit in our building.
- Provide OWL programming to our middle school & high school youth
- Train more UUCGV members in the OWL curriculum
- Have another group of 9th graders take part in the 9th grade trip that travels to Navajo and Hopi lands. Establish ways for this group to raise funds for their travels.
- Ensure that All Ages services truly are engaging for young and old alike.
- Keep our high school youth involved in meaningful ways in the church. Encourage their participation in committees and church leadership.
- Thoroughly clean and organize the nursery and classrooms this summer.
- Continue \$15 RE registration fee, with a maximum fee of \$30/family.

Auction

Members: Tim O'Brien, Jay Martinez, Co-chairs, MaryAnne Winniford, Shari Daly-Miller, Martha House, Jana Rossier, Ann Litke

Accomplishments:

- We sold \$13,900 in bids at the auction, along with approximate \$900 in tickets and one \$100 sponsorship. Of that, members have paid We budgeted a profit of \$9000, and anticipate that we will have a net profit of \$11,000.
- Two caveats - One is that we did not pay for music and instead traded with the bluegrass group for building rental on one Friday night a month. We may want to take the value of that as an expense and pay the building rental fund -- it will make it easier for future groups to understand how we put on an auction for so little money.

- Second, Ann (the computer person for the last 4 years of auctions) recommended that we put aside \$1500 for someone to redo the data entry programs for the auction. As they stand now, only someone quite at ease with creating subsets and sorting excel files can do the work -- which is just a very few people in the congregation. We need to have those programs easy enough that other people can volunteer and it is not such a large time commitment. This reservation of funds was made.
- Software planning for next year. Bill H. spoke to Sara Mellen at Mellen Computer Services (presented at MDD this year). Book and software package for Church auctions to come out this spring. Her price guess was \$350 for software, plus cost for book. Her personal consultation is also available. We may be able to be “beta testers” for her software this spring.

Goals: We have a preliminary theme of pirate and the date of October 23rd has been chosen. We would like to make next year’s event a bit more “upscale” than it has been in the past 2 years, depending on budget and the team’s decisions.

Care Committee

Members: Marianne North, Chair; Connie Dolezal, Co-chair; Wanda Allen, and Kathleen Hedlund

Accomplishments: The Care Team had several chairs this year, with Marianne moving off, Wanda Allen taking over until March, and Kathleen moving on in April. We have not kept formal statistics, but we have delivered many casseroles to families who temporarily need help and we've provided transportation and support for others. Our main problem has been to find out as soon as possible who needs help or at least a sympathy card. We would like to ask the members of the congregation to help us by notifying the Administrator.

Goals: We would like to survey the congregation to see what needs are being met and which could be met better. We welcome ideas and new members!

Committee on Ministry

Members: David Miller, Barb Zind, Shari Raso, Monte High; Conflict Resolution Subcommittee: Shari Raso, Bill Theimer, Monte high

Accomplishments: The Committee on Ministry decided to form a Conflict Resolution Subcommittee that was separate from the Committee on Ministry. The Conflict Resolution Team will receive referrals from and report progress to the COM.

The Committee on Ministry did a performance evaluation on the minister. The evaluation included developing a questionnaire and interviewing 29 congregational members for feedback. A report of the evaluation was given to Reverend Zakir and the Executive Committee of the Board.

The Conflict Resolution Subcommittee has dealt with only one referral which has seemed to work itself out with little intervention from the subcommittee. The subcommittee continues to monitor the situation.

Goals: The goal of the Committee on Ministry is to gauge the effectiveness of the Ministry of the congregation and support the minister as needed, as well as deal with conflicts within the congregational community.

Finance

Members: Tim O'Brien, Chair; Ann Litke, Treasurer and Board of Trustee Executive Committee member; Arleta Carr, Past President and Board of Trustee Executive Committee member; Carmine Nugent, Assistant Treasurer; Dale Foreman, Janet Cummings

Accomplishments: The UUCGV Finance Committee of fiscal year 2009/2010 met monthly except the month of December and reviewed all of the following at each meeting.

- Profit and Loss Statements
- Profit and Loss Budget vs. Actual Statements
- Balance Sheet

The highlights of these statements included review of Income and Expense, including comparisons of month to month budget percentages and any large discrepancies. Areas of unexpected activity were reviewed and recommendations implemented, including cost increases regarding the Ministers' health care, Administrator salary adjustment and snow removal in the parking lot. Line item Budget increases were implemented due to a temporary reduction in rent. End of year discussion, May 2010, included solicitation of congregants to full share payments of UUA and MDD.

Goals: A balanced budget totaling \$138,160 was created to be submitted to the Board of Trustees for consideration of presentation to the Congregation at the Annual meeting on May 23, 2010. This budget includes continued cuts to non-essential areas of expense and retains full payment of fixed expenses and retention of personnel, including some reduction of salary and benefits per the previous year budget. This budget allows some flexibility to return expenditures to committees, salaries and MDD and UUA payments to be determined by the Congregation at the Annual Meeting, if extra income is generated.

Long Range Planning

Members: Gary Poush, Chair; Shari Raso, Anne Litke (through 5-09)

[Since the discussion of a new building was so critical at the last Congregational meeting, the entire report and process which followed that discussion has been included in this 2009-10 report.]

Accomplishments: The Long Range Planning team was tasked with overseeing a process by which to assess the possibility and congregational needs for a new building. This was handled in a meeting on June 21, 2009, "The Congregational Growth-Process Overview." Agenda and information from that process are included below:

UUCGV Congregational Meeting June 21, 2009

- 1) Overview
- 2) Defining our Congregational Mission
- 3) Assessing Our Needs
- 4) Planning Our Growth

- 5) Developing Our Property Profile
- 6) Developing a Property Inventory
- 7) Assessing the Costs
- 8) Weighing the Financial Options

Defining our Mission

Before any long-range planning around growth can proceed we have to know who we are, who we want to become, and what we want to do in the larger community. We would like to see a community-wide conversation or discussion in which everyone has a voice and every voice is honored. To this end we propose that each of the teams schedule open meetings with the goal of forming a team mission. In addition, we would like to explore the possibility of using our online resources for members to post ideas, comments, and visions for the future and other wise enter a congregational discussion. We need to be ready to define our congregational mission with specific program goals by the end of October.

Assessing our Needs

I have requested the board appoint an Ad Hoc working group to help Long-Range Planning with technical, legal, and financial issues. Based on the specific requirements of the congregational mission statement, they would assess the needs and develop a needs profile. We will need members with specific skills to step forward.

Planning for Growth

We must plan for our future. Our needs in five years will not be the same as today. Our congregational leadership (the board and the group leaders) must do five and ten-year growth projections and set membership and budgetary/financial benchmarks which will enable the initiation of a capital campaign.

Developing our Property Profile

The Ad Hoc working group will take the growth projections and needs assessment and develop a property profile. This profile is a description of the property's capacities and its ability to help us meet the requirements of our mission.

Developing a Property Inventory

Another job for the Ad Hoc group. They will do an inventory of properties which fit the profile and are currently, or likely to become, available.

Assessing the Cost

The Ad Hoc group will determine, as best they can, the costs of the properties, including purchase price, costs of construction, upgrades or modifications necessary to meet the needs profile. They will provide a report to the Board and the membership.

Weighing the Financial Options

The Group will explore the various options for financing and report to the board and membership for final approval before undertaking a capital campaign. A new group would need to be formed for the campaign.

Some Financial Options

Conventional Commercial Loan—local bank

- requires 30%-50% down
- 5 year renewable loan
- 25 Year amortization
- Assume sales price of \$650K, \$195K down, finance \$455K @ %7 P&I =\$3,216

Seller Carry for Three Years with Balloon

- possible flexibility with less down
- Conventional financing after three years
- Assume sales price of \$650K, 20% down(130K) finance \$520K @7%=\$ 3,675
- Conventional loan after three years--\$496K @ 7% = \$3,505

Self Financing

- Create corporation which would purchase the property.
- Sell shares in the corporation.
- The church buys the shares over in a proscribed manner.
- Eventually the UUCGV owns all the shares.

UUA Programs Available-all require Capitol Campaign 3X last canvas amount.

- Building Loan Program
- First Home Grant
- Loan Guarantee Program

Accomplishments:

- 1) Discovery that the terms of current building lease do not allow early exit without continuing to pay rent through November 30, 2012 ended further considerations into purchase of Global Heart property or further aggressive search for desirable properties. Rent reduction (15%) granted by lessor for 12 months made leaving our current lease early also less desirable.
- 2) Long Range Plan Ad Hoc group was set up to be able to investigate desirable properties in an cohesive, organized fashion in the future, particularly if a unique opportunity arises on short notice. This group was set up involving primarily team leaders to that it can begin functioning on short notice at any point in the future.
- 3) LRP ad hoc group appointments: LRP ad hoc group's purpose is to provide both individual expertise and somewhat broad based Church representation to further building purchase plans and be available to jointly assess a for-sale building in an organized yet timely fashion should an opportunity come available.
- 4) Board recommends both specific individuals and representative team members that may change church year to church year over the next 3 years. Accepted appointments follow:
 - Ad Hoc group Leader: LRP team leader
 - Specific individuals with expertise: Dave Edwards, Dave Stueck
 - representative team members
 - Board (P or VP)
 - Finance: (Finance team leader, treasurer as backup, invite Stewardship team leader)
 - Worship team leader:
 - Property team leader
 - RE representative--> (DRE)
- 5) Long Range Planning last year did some background work investigating ways to purchase a building when (if) that time comes as we get further into our current 4 year lease (which we cannot break without paying out the full lease term). Options investigated included UUA loans (many restrictions); Capital Fund drive, and setting up an LLC company.

Setting up an LLC company as an "investment group" seems the most practical and desirable given our situation, with shares priced such that nearly every member could, if desired, afford to "buy" a share as an investment (and some could buy many shares), and existing building fund monies would "buy" shares on behalf of UUCGV.

Collective and individual LLC shareholders would receive a return on their unit share investment(s) paid back once annually based on the profit at year's end-- the difference between rent received from UUCGV and expenses (taxes, insurance, repairs). The individuals would then be "bought out" by UUCGV over time, with a definite 5 - 7 year timeline laid out at the start, or some individuals might simply donate their shares to UUCGV over time, and UUCGV would cease "renting" from the LLC company when UUCGV owned 100% of the shares.

This "Business group investment model" is how Jefferson Church in Denver was purchased. We are only in the "concept stage" of this idea, but the legal framework to set up this type of company could be initiated at any time, but should/must be in place by the end of 2011. In the meantime, we do have a protected building fund account maintained by Vanguard into which any member or friend of UUCGV can direct monies intended only to be used for future building purchase.

Membership

Members: Bill Conrod and Jay Martinez co-chairs, Wanda Allen, Arleta Carr, Gary Dolezal, Mimi Karsten (inactive).

Accomplishments: Attendance records were closely monitored. Sunday attendance averaged about the same as previous year, during a period of poor economy and declining public school enrollment. A guest registration table was regularly staffed in the foyer for greeting visitors and getting name/address info for follow-up letters and calls. Guests are receiving a welcoming letter from Zakir and we are working on more systematic follow-up calls.

Recommendations/Goals: Need a better system for follow-up calls to guests to maintain contact. Need to publicize our social groups (circle supper, book groups, choir, movies, etc.) to guests and new members, and take an active role in getting new folks involved. Need more frequent orientation (Roots) sessions.

Personnel

Members: Bill Hilty, Rev. Zakir, Kristi Courter (resigned 3/09), Carmine Nugent (resigned 11/08), lots of help from Jan Lewellen (who chooses to not officially be on the team)

Accomplishments: The team was significantly hampered by member attrition due to individual personal issues (not anything with regards to the team, conflict, or workload). Nonetheless, a new print-capable Xerox machine was procured at a slightly more favorable lease rate than our prior machine, with a new color printer received free as special promotion for the upgrade. We were late in conducting Julie Bradley's annual review by 5 months, but it did get completed.

We trained two temporary administrators before hiring Pam Mueller, then external obligations on her part made her unable to serve adequately in the position. Selecting from a pool of 11 applicants, 7 candidates were interviewed, and MaryAnne Winniford was hired with plans for an assessment mid-summer and continuation if the job works for her and for us, or an agreement that MaryAnne will train a new administrator if she chooses not to continue. A board appointed search committee located Wendy Jones as our new DRE, her background check was completed, and a contract written, agreed upon, and signed.

Goals/Suggestions: Maintain a team of at least 3 members, at least one of whom is computer savvy. Maintain and pass a long list of hire dates and staff review dates so that 3-month post-hire and annual reviews are completed in a timely fashion. Create a "how-to" folder, so that anyone can step into the position and find data such as how/where to advertise for positions, how to conduct a background check, where confidential staff files are stored and how to access them, etcetera.

Property

Members: Joel Prudhomme, Chair; Gary Poush, Bill Theimer, Ann Litke

Accomplishments: Our team only met several times throughout the year as we had no major issues and our budget for regular maintenance/repairs and any new projects was quite limited. We received very few complaints or suggestions from Church members this last year.

Our hired cleaning person was reduced to 2 ½ hours labor each week. Some weeks were even skipped due to mutual concerns. This light schedule enabled us to have only the most essential cleaning done throughout the year. Lawn/irrigation work, snow removal, swamp cooler/furnace work, disposable products (towels, light bulbs etc.) installs, recycling trips, and various minor repairs were done by the Property Team leader. Church members other than Property Team members were a big help in doing various kitchen activities. We had some increased costs this last due to increased usages and other issues. We hosted some homeless persons overnights for two weeks, and did new and consistent Friday night entertainment/educational activities throughout the year. We also finally had to address some long-time plumbing and door-lock problems and had to employ professional snow removal after a huge snowfall and resultant ice created dangerous conditions. Our landlord paid for some major foundation repairs on the east side of our building. We started re-doing some of the front landscaping areas but ran out of funds and labor to finish that work.

Goals: That project completion, more comprehensive cleaning at times, an adequate budget for essential and/or hired maintenance, and maybe a new aesthetic project (like a west-side patio or refurbished classrooms?) might be main suggestions for the Property Team to consider next year.

Public Relations / Advertising

Members: Bill Conrod, Chair; Bill Hilty

Accomplishments:

- Annual budget was \$500 which led to intermittent Saturday ads in the Sentinel instead of weekly. Special events that were publicized in the valley from Palisade to Fruita were the Christmas craft fair and the Walkin' Jim Stoltz concert in March. Craft fair display ads in newspapers were paid out of fair proceeds. In general, newspaper ads seem most effective for special events. Placing flyers or posters around is very labor intensive with mixed cooperation by business owners.
- A welcome brochure was completed (by Zakir).
- An adopt-a-highway segment was secured with CDOT, on I-70B near 30 Road. Bill and Cheryl Conrod will coordinate this.

Recommendations: Fund weekly Saturday ads in the Sentinel, with display ads for special events funded by the event budget. Develop more coverage on KAFM.

Social Action

Members: Robert McDonald, Co-chair; Connie Murillo, Co-chair; Bill Theimer, Co-chair; Lance and Peg Oswald; Shari Daly-Miller; Arlo Daly-Miller; David Miller; Penny Heuscher; Susanna Clark; Jim Langston; Abby Davis; Connie Dolezal; Sandy Dorr; Mary Geer; Ann Litke; Dave Hartle; Carmine Nugent; Bill Hilty; Joel Prudhomme; Natalie Smith; Warren Peterson; Robin Perryman; Eric Niederkruger; Jacob Richardson; Ian; Mallory Rice; Janet Cummings;; Erin and Kit Rome (apologies to any names left out)

Accomplishments:

- Emergency Shelter Program
- Alternative Christmas Fair
- Beehive Collective Multimedia Presentation on mountain top mining
- Social Action Movie Series
- Special Showing of "The Chicago Conspiracy"/ Q and A with the film-maker of this documentary on U.S. involvement in Chilean politics
- Earth Day table at the fairgrounds
- Food Bank food collection and drop-off
- Change for Change
- Social Action information table at back of church

Stewardship

Committee Members: Don Bell, Chair; Tim O'Brien, Carmine Nugent, Tad Hutchins, Martha House, Nancy Reib, Floyd Joramo, Jay Martinez, Arleta Carr, Bill Conrod, Cheryl Conrod

Accomplishments: The Stewardship Team worked closely with the Minister, beginning in August 2009, planning the 2010-2011 Canvass. The All Member Canvass was held in March. A dozen members of the congregation worked as canvassers, visiting personally with nearly every member and friend.

- Personal visits to 63 of our 68 pledge units
- Pledges in the amount of \$115, 957
- Discovered systemic and individual issues, passed to Minister or appropriate committee
- Process established to immediately canvass all new Members and Friends
- Developed schedule for 2011-2012, utilizing information gained this year

Goals:

Next year's schedule includes an all church event at the beginning of the Canvass. In addition to setting the 2011-2012 schedule, the Stewardship Team noted that it appears the current revenue is close to maximum from current membership. Since the building lease is up in two years (and is likely to increase), and we need to increase the Minister's time, some other source of revenue is needed.

The Team recommends there be a Special Canvass this year, possibly through a "Miracle Sunday" specifically for the purpose of funding growth programs, as increased membership is the most likely source of additional revenue. The Team recommends the Special Canvass be held this summer, with a view to increasing membership over the next twelve months.

During the present canvass, some members expressed a desire to contribute additional funds for advertising, such as reinstating our ad in the newspaper. This Special Canvass is not for replacing or reducing pledges to the annual operating canvass. Rather it is to enhance our membership, and thereby our budget.

The Schedule for the 2010-2011 Operating Canvass:

Mon, Mar 21	Canvass letters to all Members and Friends
Fri, Mar 25 PM	Canvasser Training
Sat, Mar 26 AM	Canvasser Training
	PM All Church Event
Sun, Mar 27 AM	Canvass Sermon
	PM Canvassers make calls
Wed, Apr 6 PM	Canvasser Check-in and reports
Fri, Apr 22	Canvass End
Sun, Apr 24	Canvass End Sermon
	All Canvass Cards in
Mon, Apr 25	Canvass Report to Treasurer/ Finance
Sat, May 7	Pacesetters Event
Tue, May 10	Canvass Report to Board

Worship

Members: Elizabeth High, chair; Duane Carr, Sandy Dorr, Dave Edwards (first half of year), Ed Haenlin, Monte High, Martha House, Peg Oswald (Music Director), Warren Petersen, Carolyn Wilder (first half of year).

Accomplishments: The worship team worked together with Rev. Zakir to put on quality Sunday services throughout the year. We also have helped organize lay speakers for the Sundays when Zakir did not preach, and have helped arrange for guest speakers to come to UUCGV, including Homer Wilkins, Kathy Ziola, and Pamela Monroe.

Goals: The worship team continues to work together with Zakir to find ways to enhance the flow of our services. We also are looking at getting a broader range of lay members to speak at our services next year.