

Unitarian Universalist Church of Fresno



2008 - 2009 **Annual Report**



Table of Contents

Board of Trustees	
President's Report	5
Committee on Ministry	6
Human Resources Committee	6
Becoming the People	7
Staff	
Minister's Report	7
Director of Religious Education	9
Church Administrator	11
Organization and Resources	
Buildings Committee	12
Landscape Committee	12
Kitchen Committee	13
Aesthetics	13
Memorial Garden	14
Finance Committee	14
Stewardship - Canvass Committee	15
Bookshop	16
Programs and Groups	
Men's Group	16
Spiritual Quest Groups	17
Norelma Walker Youth Library	17
Sunday Services Committee	18
Visitor and New Member Committee	19

Pastoral Care Committee	20
Social Justice	
Social Justice Coordinating Committee	20
Green Sanctuary	21
Addendum A	23
Addendum B	33

The Unitarian Universalist Church of Fresno

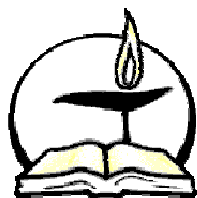


The Reverend Bryan D. Jessup

Aubree Smith, Dir. Of Religious Education
Leslee Weaver, Church Administrator
Tito Hinojosa, Financial Manager
David Firth, Sexton
Judi Kravevich, Office Assistant
Desmond McCollum, Childcare

2008-2009 Board of Trustees
Howard K. Watkins, President
Amanda Peterson, Vice President
Jody Palmer, Past President
Nancy Kerr, Clerk
Kathy Long-Pence, Treasurer
Wayne Vock, Trustee
Judy Parker, Trustee
Whitney Rimel, Trustee
Doug Mayer, Trustee
Bob Hudgins, Trustee
Dianne Hanzlicek, Trustee

2008-2009 Annual Report



Board of Trustees

President's Report

This year has been an active one for our Board and the Church, as we continue our transition from a Pastoral to a Program Church. As a Program Church, the Board is responsible for setting Church policies, while our many member-led committees plan and implement many of our activities. Through our Council of Committees, we emphasized the important need of committees to consider how their individual decisions may impact other committees, church members, and staff.

We acted on policies recommended by several committees including those from the Green Sanctuary and Public Relations. We now have a

Public Safety policy, which led to our first fire drill at our new campus. Other approved policies included one on Right Relationship with Paid Staff, and formal policies on Church use, rental, and access to Church keys. The board participated and approved the Becoming the People process leading to congregational workshops on our Covenant, Vision, and Mission Statements. The results of this work will be presented to the Congregation for final action in the fall.

Our congregation came together in July to mourn the tragedy suffered by our sister UU church in Knoxville, Tennessee. We also supported the right to marry for same-sex couples and were saddened by the passage of Proposition 8.

Our board approved a contract with SolarCity to have a 35 kWh solar panel power system installed and remain hopeful that the U.S. Postal

Service will approve a Fresno address for us and our adjoining neighbors.

In a year of great financial difficulty for all, the board was thankful for the work of our Finance Committee and our members for approval of a balanced budget that is getting us through the year. Increasing our number of contributing members remains an important goal for the Church.

The board approved a Legacy and Planned Giving Committee, which will help with long-term financial stability. We also established an Event Coordinator to handle outside rental of campus facilities. The board and staff are clarifying the relationship of paid staff to the board and committees in our transitioning to a Program Church.

Sadly, we miss the many longtime members of our church who passed away during this year. However, we celebrate our burgeoning RE program and welcome our many new members. We thank Aubree Smith for her outstanding work as our Director of Religious Education and wish her great success in pursuing a degree in nursing.—Howard Watkins, President

Committee on Ministry

The Committee on Ministry is for the support of a successful collaborative ministry between the Staff Ministry Team of this church (Parrish Minister, Director of Religious Education, and Church Administrator) and the congregation. The Committee is a place where the overall ministry of the church to its members and to the community is discussed. The Committee provides feedback and encouragement to the Staff Ministry Team, and acts as a communication channel between the team and the congregation.

A member of the church having a particular concern or insight about the ministry of the church can take it to the Committee on Ministry. If a member has an issue with a person serving on the Ministry Team, he or she is encouraged to express that concern directly to the Team Member involved, but if he or she needs some assistance in this conversation may contact a member of the Committee.

During this past year of transition and growth in the new church facility, our committee meetings have reflected the congregation's Becoming the People review of our covenant, vision, and mission. We have discussed leadership issues and right relationships, and have explored the complexities of congregational needs. In response to the Minister's medical leave, both the professional staff and the congregation made a sustained and successful effort to maintain quality and continuity of church programming during Bryan's absence. Our continuing conversation around such concerns has given us a deeper appreciation for the commitment of our professional staff and of the members of our congregation.

Our committee meets monthly. There are six members, each serving a three-year term. Each year, two members rotate off and we welcome two new members.

Committee Members:

Year Three—Ken Mah (Chair), Patti Potter
Year Two—Lex Crump, Bill Murphy
Year One—An Brunelle, Jack Pitt

Human Resources Committee

The Human Resources Committee (formerly the Personnel Committee) is comprised of five members appointed by the Board. Ideally members serve for three years, becoming chair of the Committee in the third year. The purpose of the Committee is to promote a just and equitable working environment by monitoring working conditions and employment policies in conjunction with the Vice-President of the Board, the Minister and the Church Administrator. When appropriate, the Committee researches, prepares, and recommends policy adjustments or new policies to the Board. This year, the Committee reviewed the staff evaluation process and, in cooperation with the Church Administrator and Minister, amended the process to better reflect the mission and vision of the church.

With the church's mission and vision in mind, the Committee changed its name to the Human Resources Committee and spent considerable time reading and discussing Policy Governance. In addition, the HR Committee (and the congregation at large) continued its adherence/commitment to fair compensation, despite a challenging financial climate. Finally, the Committee conducted a successful search process for the incoming Director of Religious Education, Denise Lanier. The Committee members are: Jennifer Mayer, chair; Jim Franklin, chair 2009-2010; Alison Beedy; and two candidates pending Board approval

Becoming the People Steering Committee

The mission of the Becoming the People Steering Committee involves work on behalf of the Board to educate the Board and the Congregation on the transition toward becoming a "Program Church," and to assist in the UU Church of Fresno's growth in that direction.

Serving on the committee are: Bob Gibson, Jody Palmer, Howard Watkins, Karen Goodman, Linda Knight, Nancy Kerr, Greg Seay, Leslee Weaver, Aubree Smith and Bryan Jessup.

In September, Becoming the People published a collection of its studies to date. This collection includes a brief history of the UUCF, an evaluation of the church as a "Program Church," an evaluation of barriers to our growth, an examination of our context and calling, a look at demographic trends and feedback on our church and its mission from friends and collaborators in the larger community.

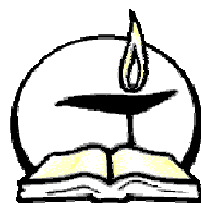
In January, February and March, Becoming the People held workshops in which congregation members examined the meaning of our UUCF Covenant, contributed to the creation of a new Vision for our church, and worked on a re-articulation of our UUCF Mission.

Congregational work will continue on DRAFTS

of our Vision and Mission statements and the Becoming the People Steering Committee anticipates they will be completed in the Fall.

The Board has arranged for some assistance as we work on organizational development via the services of Linda Laskowski, our Pacific Central District Trustee to the UUA Board. In addition to being our Trustee, Linda is a professional organizational development person. She met with Board and Staff members in April and we anticipate participating in several more meetings and workshops with her as we rebuild our internal organization in our new home.

Reported by: The Rev. Bryan Jessup



Staff

Minister's Report

What a wonderful, exciting, challenging first full year in our amazing new home.

Great thanks to Howard Watkins, President, and to the whole Board for helping us steer the course. Great thanks to my Ministry Team partners, Leslee Weaver, Administrator, and Aubree Smith, Director of Religious Education. Great thanks to Lorenzo Bassman, Music Director and all the rest of the staff for providing us the excellence and stability that is required to keep growing in our ability to serve. And great thanks to you members and friends of the UU Church of Fresno for your faithful support of and participation in the life of this congregation.

Soon after the new church year began in June, I went away on vacation. Tragic slaying of two Unitarian Universalists occurred in Knoxville, Tennessee – and in my absence Howard Watkins, Aubree Smith and Leslee Weaver collaborated with others to create an empathic and appropriate response by members of our community. That kind of congregational and staff col-

laboration is the real strength of this church. It's evidenced in Sunday Services where with, or without clergy present, people are welcomed, spirits are fed and hearts are inspired. Linda Tolladay, chair of Sunday Services, Lorenzo Bassman, Music Director, and Carolyn Murphy and Bernadette Planting, co-chairs of Worship Associates have a great deal to do with that strength and vitality.

Twenty-seven new people have joined the church since last May. Our Visitor and New Member Committee co-chaired by Pat Looney-Burman and Betty Cornelisen have much to do with that successful outreach. And their committee is working on both new ways to attract and integrate new members and on ways to discern why people leave us when they do. Contact Ministry, chaired by Hazel Creighton (and tracked on computer by Dick Richardson) has done great work keeping in touch with people and helping them hang around.

In June when same sex marriage became legal in California, our congregation had a large delegation of people down at the Fresno County Clerk's office handing out roses with congratulatory notes from the UUCF attached. Jacqueline Frank and Beverly Senkowski were very helpful in organizing that presence – and in August they were the very first couple married in our new sanctuary!

Our new sanctuary also was the site of saying poignant goodbyes to several long standing members this past year. Bob Valet, Beth Joyce, Bob Jones and Tom Richardson all left our company. Their passing leaves us in grief, but also in a condition of profound gratitude for great lives they shared with us. Our Pastoral Care Committee chaired by Shirley Valet and Marilyn Mann provides tremendous support for members during many life passages. Great thanks to them and the M&M's, chaired by Wilda Moller who have served so many over the years. Diane Hanzlicek, is taking over leadership of the M&Ms this next year and if you would like to help the M&Ms in their task of providing light refreshments after memorial services, your help would be welcome!

Edie and I both had little bouts with cancer this

past year. Fortunately, we have come out healthy and strong, but in our time of need we felt very powerfully the love and support of this church, and for it we are truly grateful. Grateful I am too for the strength of staff and board leadership that forged ahead just fine in my absence. I am very proud of who this congregation is!

I am also very proud of who this congregation is committed to becoming! In our "Becoming the People" effort this year, our steering committee has led us in congregational conversations around the meaning of our covenant. It has also led us in rearticulating our Vision and our Mission. In the years ahead our Vision, Mission and Covenant will be at the center of all the work we do. With much labor, we have built and moved into our new church home. And now, to keep faith with our calling we are exploring who we need to be and how we need to carry out our work in the world in our new location.

This will require ongoing organizational development and refinement. To that end the Board has just recently engaged in some work with Linda Laskowski, our Pacific Central District trustee to the UUA Board. In addition to being a UUA trustee, Linda is an organizational developer with a great deal of experience working with UU Churches and "mission-based, policy governance." I am really excited about the organizational work that we will be doing with Linda. I believe it is going to lead us into a kind of focus that will enhance and encourage our already-great vibrancy while helping us clarify and improve our service.

To the end of clarifying and improving our service I have worked to create a "Foundations of our Faith" course this year, and a "Listening and Leadership" course. Two groups of willing members and friends have engaged in these courses with me and I believe both courses are going to be easily led by lay people starting next Fall. I've developed both these courses in response to needs articulated in our Becoming the People analysis of our organization as a Pastoral Church.

But while I offer these courses and Midweek meetings too, to meet the "rest and renewal" needs of the human spirit, I am certainly NOT alone in offering Adult Programming.

Sam Zutler and a team of lay ministers of the Spiritual Quest continue to offer and develop a ministry of deep listening and small group fellowship among us. Rich Berrett has designed and implemented a superb series of Town Hall meetings on the third Sunday of each month. Dick Haas and Bill Head and others have offered exciting adult courses that stir the mind and heart. Men's Group and Women's Group have continued to meet. Circle Suppers, with Vickie Hass at the helm, have continued to occur. 75 Alive, shepherded by Saul Eskin, has remained very lively.

In another place in this Annual Report you will find details of what our Social Justice Coordinating Committee has been up to this year. In this report, I just want to thank Steve Sacks and Valerie Johnson for hosting the monthly Social Justice potluck and planning session, and I want to say thanks for the powerful speakers and programs this committee has arranged for us to experience this year. I am so proud of them. So proud too of the great work of Connie Young and our Green Sanctuary Committee and our Carbon Circles. With the climate changing around us, with our environment in peril and with fossil fuels running out, our church (thanks to the work of Connie and the Green Sanctuary folks) is a place that people can come and have a conversation about these issues.

Our church is a place people can come for Interfaith Activities as well. With our participation in the Multi-Faith Exchange, the Interfaith Social Justice Collaborative and the Interfaith Alliance our church is one of the strong partners in interfaith relations in our area. The amazing "Yuval Ron" just after our last Annual Meeting and the amazing "Eliyahu and the Qadim Ensemble" concert last month are two great examples of what we can facilitate in our new building. The activities of the Iranian Culture Club, organized by our member Parvin Malek are another example. This past year we began the long and wonderful story of Unitarian Universalism in our new location. We have opened our minds and hearts to "hearing a new song" and "singing in a new key." I am very proud of this congregation for its brave heart and great work. Nothing less than that, is required of us, of course. But together, Board, Staff and Congregation, I believe

we are being faithful to our call. And, even as (from time to time) it tires me out, it warms my heart!

And to support us in all this work, you, members and friends, keep putting your money where your heart is! In this tough financial year, Bill Regonini and a stalwart canvass team led us to our biggest canvass ever. David Oulton, our Finance Chair, continues to call our attention to the tough road ahead. He both keeps us awake and challenges us to find the creative responses that we will need to survive and thrive. David Masters, our Treasurer at the beginning of the year had to resign because his job took him out of town. Experienced past Treasurer and CPA, Kathy Long-Pence generously stepped in and has joined the team effort to keep us focused and afloat. Great efforts by Nancy Kerr, who coordinated this year's Theater Party and Sharon Vogt, who coordinated this year's Silent Auction have helped us meet (and actually exceed) our fundraising targets for those events. Great Sunday Lunches coordinated by Valerie Johnson, Steve Sacks and Sheli Glasrud have raised funds and produced great community spirit as well.

Our ministry here at the UU Church of Fresno is clearly a shared effort. The time, talent and treasure of each of us is required. And the time, talent and treasure from all of you has been forthcoming. What a great church community! I am so glad to be working with you in this effort.

Yours in the journey,

Bryan

Director of Religious Education

The 2008-2009 church year was filled with growth and development for the Youth Religious Education Co-operative.

Blankets for Craycroft & M'Elia House This year we gave our annual blanket donation for children in need at the Craycroft Center and

M'Ella House. We made fifty-one blankets on Sunday, January 27, 2008. Many were given to the Craycroft Center and the rest to M'Ella House.

Coming of Age

The Coming of Age program matched youth with mentors in a six month program of UU identity and faith exploration. The youth and their mentors are as follows: Alex Peterson-Saul Eskin, Carolyn Maxwell-Linda Knight, Cameron Johnson-George Flint, Erik Glasrud-Doug Mayer, Eva Smith-Kathy Boudinot-Johnson, Jonah Bassman-Neil Horsley, Melanie Mah-Gay Amend, Mitch Davis-Dick Haas, Tate Lone-Betty Cornelisen. The program concluded with an outstanding Sunday Service. The mentors and youth made great connections and had many life enhancing experiences.

Facilities – Improvements and Challenges

The buildings committee installed awnings over the walkways to the classrooms in the module buildings and it seems to make the whole area seem warmer and more finished. Fortunately, our classrooms have been completely filled and the nursery has been overcrowded. In response, the YRE committee opted to move a class into the Norelma Walker Youth Library, and expanded the nursery into the office conference room. This is giving the toddlers a great new space; however, every available space is filled with children on Sunday mornings. We must change our programming (ex. Add a Sunday service) or add classrooms if we hope to continue to welcome new families.

Nursery Volunteers and New Nursery Worker

This year we hired a new nursery worker, Desmond McCollum. His care for the youngest of our congregation is very much appreciated. In addition, Connie Pitt worked diligently to create a nursery volunteer team, also called the grandparents program. This program engaged older adults in caring for the infants in our congregation. The participants in this program have brought great comfort to infants and their parents throughout the year.

Rainbow Classroom

This year I am so proud to report that we are welcoming and caring for all the children who come to our church, regardless of their abilities.

The Rainbow classroom opened Sunday, December 21, 2008, to welcome children with autism or other conditions that preclude them from full participation in other classes. Shelly Barron is the paid to work in the classroom. Lex Crump volunteered to teach in the Rainbow class each Sunday in order to get it started. Nicole Arbabzadeh, and Allegra Osborne are substitutes for Lex and Shelly. They did fantastic work preparing the room, interviewing the parents, and planning the routine. This expanded ministry to children and families is a wonderful addition to our church

Summer Camp

Our first summer camp at Alluvial was fun and fantastic. Jennifer Kranzke and I, assisted by Jennifer Mayer, Ana Ingram, Nicole Arbabzadeh, Katie Borofka, Kimberly Chapin, Matt Russell as camp counselors created a unique camp experience. We learned about our origins in the universe, evolution, and our connection to our planet. Doug Russell, Stuart Jones, and Alex Peterson were support staff who took care of food, photography and outdoor water play. Junior Camp Counselors were Krissie Borofka, Neal Horsley, Nathan Regonini, Austin Reilly, and Katy Russell. Together we taught 43 campers the greatest story of all – the story of everything!

Youth Religious Education Handbook

The YRE committee created a handbook which contains great information about the program. YRE policies, procedures and descriptions of the program provide an easy reference for teachers, parents, and paid staff.

Other highlights include:

- All time church school attendance record set on November 2, 2008.
- Easter Carnival
- End of the year carnival
- Jr. and Sr. Youth Social Activities
- Jr. and Sr. Youth Worship Services
- UNICEF Collection

Winter Holiday Decorations

With love,
Aubree Smith
Director of Religious Education

Church Administrator

Administrative Staff's Activities and Contributions:

- As a member of the Becoming the People Steering Committee, the administrator participated in outlining various barriers to growth, addressing church infrastructure issues, the church's progress in transitioning to a program church, moving toward Policy Governance, as well as redefining the church's vision and mission.
- Judi Kravovich, our office assistant, and the Public Relations & Communications Committee, and the administrator developed a new, more reader-friendly newsletter format.
- Our office assistant worked with an *ad hoc* Picture Directory Committee and Olan Mills in producing an impressive directory for the church.
- Judi Kravovich produced an in-house tri-fold pamphlet highlighting the church's mission and programs. Olan Mills printed 1,000 copies as part of our photo directory agreement.
- With Judi Kravovich's assistance, our Financial Manager, Tito Hinojosa has mastered e-mailing quarterly statements directly from the PowerChurch database to all members and friends with viable e-mail addresses.
- With the help of the Contact Ministry team, our office assistant is continually updating the church database with uniform, consistent information.
- With the Buildings and Green Sanctuary Committees, the administrator and sexton assisted in developing a key policy as well as a policy for heating and cooling the physical plant, both of which the Board of Trustees approved.
- The administrator proposed and the Board of Trustees also approved a Covenant of Right Relationship with Paid Staff.
- As a member of the *ad hoc* Church Use Committee, the administrator participated in updating the policy and contract to more appropriately reflect the realities of the new church.
- We leased a state-of-the art color copier, and, with Judi Kravovich's expertise, designed a new format for the order of service and insert that utilizes this color capability.
- In keeping with the Green Sanctuary Committee's recommendations, we are now purchasing cost-effective recycled paper. We no longer use color photocopy paper.
- David Firth, our sexton, as well as Judi Kravovich and I met with the Green Sanctuary Chair to develop and implement recycling procedures.
- The administrator, office assistant, sexton, and financial manager assisted with the memorial service held in support of the UU Knoxville church after the shooting incident there.
- Tito Hinojosa and Judi Kravovich added their stellar work to the online canvass this year. The process worked smoothly and served as a template for online auction donation forms later in the year.
- Saul Eskin, PR & Communications Chair, and the administrator developed an outdoor bulletin board policy which the Board of Trustees approved. We also updated the "What's NUU" policy and submitted it for the Board's approval.
- The minister, Board President, and administrator composed and mailed a letter to all members who had not made a contribution of record to ask that they do so to be designated "contributing members."
- The administrator certified 307 contributing members with the UUA for 2008.
- The administrator met with the Board President, PR/Communications Chair, a newsletter folder volunteer, and the office assistant to come to a satisfactory e-mail and hard copy newsletter policy. Beginning with the June newsletter, we will be e-mailing the newsletter to all members, friends, and visitors with viable e-mail addresses. Those who request paper versions will receive them via U.S. mail. An ample supply of paper copies will also be available in the foyer and office. The most recent and preceding month's newsletters will continue to be available online at www.uufresno.org. We thank all the newsletter volunteers who have contributed their time to this important source of church news. This marks the end of one era and the beginning of another.
- Our financial manager compiled PG&E data for the Board President, Treasurer, and Alluvial Project Manager, and the administrator reported on insurance coverage in anticipation of signing a contract with SolarCity for a solar panel array.

- The administrator compiled information for and met with the Safety Committee in anticipation of a Fresno Fire Department inspection and church fire drill. The administrator also reported the fire department's findings for corrective action to the Safety Committee, Buildings Committee, and sexton. These issues are currently being addressed.
- The administrator met one-on-one and in a group setting with Linda Laskowski, a PCD consultant, who has been retained to help the church clarify its organizational structure, power and accountability issues, as well as movement to a form of Policy Governance.

Warm and sincere thanks to David Firth, sexton; Tito Hinojosa, financial manager; and Judi Kravevich, office assistant for their conscientiousness and collegiality. They continue to be a great team to work with.

Respectfully submitted,
Leslee D. Weaver
Church Administrator



Organization and Resources

Buildings Committee

The purpose of the Building Committee is to maintain the buildings and parking lot to meet the needs of its members and enable the members to complete the church's mission in the greater Fresno area. The committee is responsible for providing clean, comfortable, secure, and cost-effective buildings and parking.

A major issue this year has been getting the dishwasher in the kitchen to work properly. A recirculating pump was installed to bring hot water to the dishwasher. But the solution is not bringing satisfactory results for everyone, and there is a proposal to use funds from the third Sunday lunches to purchase a new dishwasher.

Circulating pumps also have been installed in both restrooms so that warm water is available for hand washing.

Two other major projects were the installation of awnings over the sidewalks by the modular classroom buildings and installation of awnings to shade the windows of the offices of Leslee Weaver and Aubree Smith.

There have been a lot of miscellaneous projects, such as repairing toilets, fixing leaks from rain, and cleaning carpeting.

We also worked with the Safety Committee and the Fresno Fire Department in a fire inspection and in conducting our first fire drill.

We are still in the process of correcting deficiencies reported by the Fresno Fire Department, installing reserved signs for Sunday parking for the winning bidders at the auction, and installing a concrete border to protect the asphalt when driving onto the dirt area that will be used as necessary for additional parking.

Members of the committee are Dick Richardson (chair), Bob Gibson, Neil Horsley, George Burman, Bob Hudgens, and Linda Knight.

Landscape Committee

Committee Members: Linda Arredondo, David Boos, Bob Hudgens, Ed Johnson, Jeanine King, Dick Richardson, Pat Sigala, Jeff & Linda Wooten, Linda Knight, Chairperson.

Mission: The Mission of the Landscape Committee is to design and maintain the church grounds to preserve the visual appeal and the "green" image of the Unitarian Universalist Church of Fresno. The specific responsibilities of the Landscape Committee include landscape design, plant selection and care, irrigation, lawn maintenance and general gardening, all in accordance with LEED requirements.

ACCOMPLISHMENTS:

Completed the Burman conversation area between the sanctuary and the offices.
Installed irrigation and completed planting

grasses in front of the offices.
Installed irrigation and planted deer grass in the area south of the kitchen.
Spread bark in all the most visible areas of the church grounds.
Installed irrigation and planted heavenly bamboo along the fence line with co-housing.
We have included the congregation in several work parties at the church.

REMAINING PROJECTS: The following projects have been identified as needing to be done when funding is available.

Irrigate and plant area around minister's patio.
Irrigate and plant the area around the memorial garden
Irrigate and plant heavenly bamboo along remainder of fence line with co-housing
Spread bark (or, otherwise improve the appearance) east of the kitchen.

—Linda Knight, Chairperson

Kitchen Committee

The Kitchen has been an active area of the Church for the past year. With no social hall, it has become hub of activities for serving coffee, Sunday lunches, memorial services and other functions where food or refreshments are available. We have found that the design of the kitchen has enhanced the serving for many different activities. The Committee members strive to maintain the kitchen in a clean and orderly way.

Wilda Moller and Pat Moore, co-chairs
Members – Betty Cornelisen, Sheli Glasrud,
Bette Head and Valerie Johnson

Aesthetics Committee

Our first order of business in 2008 was to decide how we wanted to set up a rotation policy for

membership to make sure that there would be broad representation on the committee. This became our third policy: “ The aesthetics committee will consist of six members who will serve staggered three year terms with one third year member serving as chair. The first committee will consist of six current interim members. Rotation of members for a three year term will start June 1, 2008. Two new members will join the committee each year to replace the two whose terms have been completed.”

In collaboration with Green Sanctuary, the Kitchen and Membership Committees and our sexton, David Firth, we have worked to standardize the size of trash cans for garbage and recycle throughout our campus and to place them where they can be most useful.

John Wiens of our committee worked with Saul Eskin, P.R. chair on the design of the outdoor communications board. Our committee also made the final decision on the location of the board.

As set forth in our mission statement and policies, we are in ongoing conversation and collaboration with the Memorial Garden Committee in their search for an outdoor work of art.

We are currently in the process of formulating a policy, in all it's complexity, for An Idea Whose Time Has Come: flowers on the dais for Sunday morning. We expect once again to be traveling on an uncharted road which has become our modus operandi for decision making in this beautiful new space.

As always, our priority is to keep a delicate balance between providing the congregation with easy access to information, being open to congregational input, soliciting input from all stakeholders and maintaining the elegant simplicity of the sanctuary and the outdoor space.

Babs Eskin, Chair
Joyce Aiken
Laurel Barton
Jody Palmer
Greg Seay
John Wiens

Memorial Garden

Purpose of the Committee:

1. To be responsible for the maintenance of the Memorial Garden.
2. To provide information to membership for ongoing dedication of Memorial Stones.
3. To recommend policy for the use of the Memorial Garden.

Activities:

1. Ground preparation and paver stone installation have been completed.
2. Since the Margaret Hudson sculpture could not be moved from the old church because of structural issues, the committee has been involved in the selection of an appropriate replacement.
3. We regret the delay in completion time but believe the Memorial Stones as well as a fountain will soon be in place.
4. An updated brochure will be to the congregation regarding how to order Memorial Stones.

—Joyce Huggins, Pat Moore, Co-Chairs

Finance Committee

“The mission of the Finance Committee is to safeguard the assets of the Church, provide guidance to the Board on financial issues, and to continue to monitor the financial condition of the Church in a competent and accurate manner, thereby supporting the mission of the Unitarian Universalist Church of Fresno.” Current members are David Oulton (Chair), Kathy Long-Pence (Treasurer), Allen Goodman, Don Goodson, Pat Looney-Burman, Ron Mansfield and Wilda Moller. Two ex-officio members are Leslee Weaver, our Church Administrator, and Tito Hinojosa, our Financial Manager. They do the real day-to-day work, without which our church could not operate effectively.

The Finance Committee meets monthly to discuss the income and expense reports along with other items which arise from time to time. Each year, beginning in July, we manage the budget

process for the following year’s operations. After soliciting requests from staff and committee chairs for projected expense needs, a “preliminary” budget is prepared for use with the Annual Canvass. A final Operating Budget is then prepared for congregational approval at a December Congregational Meeting.

Because of anticipated growth in the size of our congregation, it is expected that a new form of “governance” will be developed over the next several years for UUCF. (Governance is, in essence, a collection of rules which describe how the Congregation, Board, Committees of Volunteers and Paid Staff should interact.) In addition to everything else to be done, the Finance Committee hopes to create a new/revised set of Policies and Procedures as our portion of the larger project. There have been a number of policies developed in the past (the “Budget Policy,” for example) which will be reviewed and modified as necessary. But new policies and procedures describing such things as Capital Campaigns and Long Term Giving will be developed as well.

One goal established last fall was to improve awareness of Church finances. Our hope is we might alleviate some of the unease about discussing monetary matters. Two specific projects have been implemented for 2009 to help with this goal. First is a monthly column in the newsletter entitled The Bottom Line, which provides a concise snapshot with a short discussion of the church finances along with a commentary about some financial topic of interest. The Special Offering and Fund Raising Procedures are recent topics. Secondly, we are attempting to give committees regular status reports about their budgets. While committees are free to spend their budgeted amounts as necessary to support their mission, it is important that they not spend more than was authorized by the Congregation in December. These reminders are intended to help facilitate this process.

You should look over the 2008 Year-End Financial Report for the Church at the back of this booklet. One thing I want to point out is that actual pledge income for 2008 was only \$1,700 less than was budgeted (about \$410,000). This year we have budgeted about \$442,000 for pledge income. Once again, a major expense is

the mortgage for our new building (\$218,000). Whatever else we pay, that amount must be paid or we lose the building! We also have significant costs for Personnel (\$295,000), General Operations such as PG&E, Office Expenses (\$84,000) and Programs (\$24,000). I cannot emphasize strongly enough how important it is that you keep your pledge payments up-to-date!

One final note, if you read this report, and find finances interesting, I invite you to contact me about becoming a member of the Finance Committee. We can always use new people. Accounting experience is not necessary (I am certainly no accountant), but financial interest is. Thank you for considering this important volunteer job.—David Oulton, Finance Committee Chair

Stewardship Canvass Committee

We are a unique voice for justice, equality, and opportunity in the Central Valley. Financially enabling ourselves to perform vital and multifaceted ministries for our members and the community at large is as essential to our spiritual well being as anything we do on Sunday mornings. It is a blessing to be able to govern and support our religious community ourselves- to make possible by our generosity everything we do, and dream of doing, to live out our shared values. The main source of fundraising for this endeavor is the annual Canvass Pledge Campaign.

As we anticipated and communicated during the careful financial planning to craft the future of our congregation, the first few years in our new home will be the most financially challenging. Our pledge income goal was ambitiously increased by 25% over the previous year's goal. Despite the turbulent and unpredictable economic climate confronting all of us, we received **183 pledges totaling \$455,337. This is an all-time high canvass pledge total**, helping enable this Church to do its bidding- to minister to the minds, hearts, and spirits of everyone it touches.

The theme of the canvass pledge campaign to

meet our projected 2009 operating expenses was "Let Your Love Flow." The campaign began on October 5, 2008 with our traditional "Canvass Kick-off" service, which included a pictorial church retrospective thanks to the contribution of photos by David Firth and Howard Watkins, and musical inspiration from our "house band" Stolen Thunder.

An exciting new aspect of our campaign this year was the availability of canvass information online and the opportunity to submit pledges electronically via the Church website. This is yet another indication that our Church is committed to Green practices. In addition to reducing paper and ink use, we saved hundreds of dollars in printing and postage costs. Office Assistant and computer maven Judi Kravevich lent her expertise to design the online format.

The online canvass information included inspirational words from our Ministry Team, Bryan Jesup, Leslee Weaver, and Aubree Smith; the President of the Board of Trustees, Howard Watkins; and the Finance Committee Chairman, David Oulton. Congregation members Ray Ensher, Bill and Jane Fischer, Dianne Hanzlicek, Bette and Bill Head, Jeanine King, Jonah Bassman, Pat Looney-Burman, Linda and Sy Mack, Doug Mayer, Jackie Roh, and Louise and Tom Richardson provided personal "Why We Give" statements. Also provided were the UUA Suggested Fair-Share Giving Guide, 2009 Operating Budget financial figures, the names of pledgers, and the opportunity to listen to this year's Canvass theme song.

Canvass testimonials were provided each Sunday service during the Canvass. The testimonials had a slightly different perspective this year. Several representatives of various Church committees enlightened us as to how their committees help carry out the ministry that is our Church. We heard from Jeanie Baranoff, Social Justice; Sam Zutler, Social Affairs/Spiritual Quest; Shirley Valet, Pastoral Care; Hazel Creighton, Contact Ministry; Linda Tolladay, Sunday Services; Pat Looney-Burman, Visitor and New Member; Natalie Maxwell, Youth Religious Education; and Nancy Kerr, Adult Religious Education.

I extend my heartfelt thanks to the 2009 Canvass Team:

Gay Amend, Deb Everson-Borofka, Babs Eskin, Beverly Gibson, Sheli Glasrud, Karen Goodman, Beverly Horsley, Ed Johnson, Connie Jones, Jennifer Kranzke, Madeleine Mitchell, Scott Nester, Jody Palmer, Erik Peterson, Trish Regonini, Nancy Richardson, Linda Spalding, Sue Strauss, Wayne Vick.

Respectfully submitted by Bill Regonini, Canvass Committee Chair

Bookshop

The Bookshop contributes \$1500 annually to the operating budget via the Finance Committee. This year we were able to transfer a further \$3500 to the Committee. These were funds put aside by the Bookshop for anticipated expenses for materials and installation at our present site on Alluvial. Material and labor donated by Jim Askew and George Burman rendered our expenditure of this money unnecessary.

It is purchases at the Bookshop that make these funds available. Items for sale include, books, cards and CDs. Greeting cards handcrafted by Linda Spalding were recently added to the Bookshop' selections

We were pleased to welcome three new Bookmasters to help run the shop. They are Bill Head, Paul Mitchell and Sylvia Woodburne. Bill is also in charge of the Vestry Library while Paul Mitchell looks after the Magazine Rack which is in the same location behind the stage. Please step up and turn the corner. Other Bookmasters include Jo Fox, Dianne Hanzlicek, Nancy Hatcher, Bette Head, Jeanine King, Ken Mah, Wilda Moller, and Jack Pitt.

The Vestry Library hosted its first Open House this year partly to aid people to discover its location and that of the Magazine Rack. People are encouraged to drop in any time.

There were several book-signings this year assisted by Bette Peterson. The Bookshop also distributed Church directories and sold copies of ZBEST, the meal coupon book.

The Bookshop's major twice-annual event is the

Used Book Sale held in the Vestry with some tables outside. The next sale is May 17, 24 and 31 from 10:00 am to 1:00 pm.—Jack Pitt, Chair



Programs and Groups

Men's Group

The purpose of the UUCF Men's Group was to provide a monthly opportunity for all male members of the church to meet for a potluck dinner, fellowship, and small-group conversation on topics of particular interest to our gender. The group reached out to new male members of our congregation through the church newsletter, "What's NUU" bulletin, and individual contacts to announce upcoming events and invite the active participation of newcomers.

Eleven different members of the group hosted monthly potluck dinners and discussions in their homes from September 2008 through June of 2009. Attendance ranged from 6-14 men at each gathering. Discussion topics varied widely according to the whim of each month's host.

All but one of the meetings was held on the third Friday evening of each month. The exception was a Saturday brunch held in the Spring at a home in the foothills, so that members would not have a long drive back to Fresno at night.

Each year the group organizes an annual 3-day retreat each July in Asilomar on the Monterey Peninsula for outdoor activities (hiking, biking, site seeing), eating, and more in-depth evening discussions. This year the annual retreat will be held from July 17-19, 2009. Initially, 14 men signed up to participate, but there has been some attrition of late.

Group Chair: Bob Hudgens

Meeting hosts: Bob Hudgens, Tom Richardson, Bob Wilkinson, Saul Eskin, Bob Gibson, Sam Zutler, George Flint, Don Goodson, Neil Horsley, Bill Head,

and Don Gaede

Retreat coordinator: Armin Biberthaler

Spiritual Quest Groups

The purpose of this ministry is to offer various discussion groups which will satisfy the two basic needs people often express when asked why they joined this church—"to explore my spiritual meaning and to make new friends with whom I have a mutual purpose."

This year we have offered six groups to over 40 participants on: The Theology Of Ecology, Our Seven UU Principles, Our Covenants, Life's Musings, and Listening and Leadership. Our plan is to enlarge the scope of this effort by attracting newer people and to continue birthing new groups. Come join us!—Sam Zutler, Chair

Norelma Walker Youth Library

Committee Members and Associates: Lynette Bassman, Barbara Cutright, Jane Fischer, Josephine Fox, Nancy Hatcher, Gerry Hughes, Gray Hughes, Linda Knight, Laurie Mitchell, Pat Moore, Judy Parker, Linda Santigian, Linda Spalding, Sally Stallings, and Salvatore Sciandra, and Denise Sciandra, Chairperson.

Growth into a program sized church has affected the way the library communicates to the rest of the church (see below/promotion) and has necessitated sharing space with the kindergarten class. This sharing of space has required some thought and adjustment from both R.E. and the library since library hours begin immediately upon completion of church school.

The electronic cataloging and check in and out system is working well. From April 1, 2008 through March 31, 2009, 555 books were borrowed, an average of eleven per week. There are 136 patrons or borrower entered into the database. The circulation process has gone paperless by sending email rather than printed check

out slips.

The Norelma Walker Youth Library Committee is comprised of high energy, hard working members who donate their time to the library, the church community and the Fresno community. It's a committee with which I'm proud to be associated. Read on to see what I mean.

ACCOMPLISHMENTS:

Church Community:

Books donated to the Used Book Sale raised \$50.

On September 27, 2008, an auction tea party was held at the Sciandra residence raising \$625.

Donated books to the Holiday Boutique raising \$40.

Donated My First Library box of books to Spring Soiree Live & Silent Auction raising \$50.

Circulation: 555 books borrowed in the past year; 136 patrons in the database.

- Storyteller for Story for All Ages; church school DRE and teachers; church families are the most frequent users.
- The library was used this year by Bette Peterson as a reference for the coloring book on Farmer's Market.
- At an 18th birthday party concluding with the reading of a favorite picture book, *Old Turtle*, that had been discovered in the NWYL. Reading *Old Turtle* and *An Old Shell* to a dying friend: Nancy Hatcher

Collection Development: The mission and philosophy of the NWYL is to add books that support U.U. beliefs and values and to stock the shelves with a wide range of books for listeners/readers from birth to young adult that allow even the most reluctant reader to find books that appeal to them. This includes the annual winners of the Jane Addams Peace Award, designated by WILPH.

Community Relationships: The Arne Nixon Center for the Study of Children's Literature at Fresno State and Fresno Pacific University. Hosted the ANCA Board for its September 10, 2008, meeting while the Madden Library at Fresno State was under construction.

Donations/Books: Laurie Mitchell, Denise and Sal Sciandra, Bob and Shirley Valet, and Howard Watkins.

Donations/Memorial Books:

- Mary Lou Gray in memory of her sister, Joanne Alden
- Nancy Hatcher and Denise & Sal Sciandra in memory of Beth Joyce.
- Green Sanctuary and Shirley Valet in memory of Bob Valet.
- Green Sanctuary in memory of Tom Richardson.
- Nancy Hatcher in memory of Bob Jones. Jane Fischer in memory of Carmen Clanin.

Donations/Financial: Gerry Hughes and Susan & Kerry Trost

Donations/In Kind: Sal Sciandra: New printer.

Donations/Time: Gray Hughes as the library's handyman and artist. Linda Knight: computer tech support.

Green Technology: The library has stopped printing check out slips and is sending them instead by email.

Programming:

- June 15, 2008: Kick-Off for Summer Reading included for the first time in the church school's end of the year carnival.
- August 31, 2008: Conclusion of the 11th Annual Summer Reading Program with Summer Reading Reward Books and celebration of Reverend Bryan Jessup's birthday. Theme: "Read Valley Writers" recognizing the centennial birthdays of both William Saroyan and Leo Politi. Bryan received his theme-related hat, a purple, Saroyanlike hat.
- December 14, 2008: Story for All Ages recognizing Leo Politi's centennial birthday. Nancy Hatcher shared his picture book, *Emmett*.
- January 11, 2009: Story for All Ages sharing memorial books, Nancy Hatcher.
- February 22, 2009: Meet the author of *When Mama was Little/Cuándo Mamá era Pequeña*, Ampara Cisneros. Raised \$86.40.
- March 15, 2009: Story for All Ages honoring Norelma Walker, Barbara Cutright. Norelma's

daughter, Margaret (Walker) Jones present.

Promotion:

- Communication has changed with the growth into a program size church. In place of the Library Corner that ran in the newsletter for many years, notices are placed in the Green Sheet and are sent out through DRE, Aubree Smith's email list to parents. There is occasional use of the newsletter. An attractive, visible sign identifying the library is in place. Thanks go to Pat Moore for the shepherding this through the various committees.

Social Justice: Books donated to West Care/M'Ella House for Christmas.

Technology: Electronic check out and check in is working well.

GOALS & PRIORITIES: Make congregation aware of the library as a resource through Story for All Ages. Continue to train library committee members on use of Athena and zMARC cataloguing software. Catalogue and cover all books before they go into circulation. Become more green.

—Denise Sciandra, Chairperson

Sunday Services Committee

Members of the Sunday Services Committee are Linda Tolladay (chair), Whitney Rimel, Lorenzo Bassman, Bryan Jessup, Linda Mack, Tim Parker and Robert Wilkinson. Sally Carroll was also a member during 2008.

The missions of the SSC for 2008 were:

To continue to explore and develop new ways of worship in spoken word, drama, and music, while staying grounded in the best of our tradition;

To develop, find and arrange for speakers when our minister is not in the pulpit;

To continue involving members of the congregation in the preparation and presentation of

Sunday services;

To coordinate and cooperate with other committees as necessary;

To respond to member comments concerning Sunday services.

During the 2008 calendar year the following members provided all or part of the sermon for services scheduled by the Sunday Services Committee: Bill Young, Lorenzo Bassman, Ellen Gruenbaum, Nancy Richardson, Linda Mack, Howard Watkins, Denise Sciandra, Sam Zutler, Bill Murphy, Whitney Rimel, Nancy Kerr, Allison Beedy, Patti Potter, Rich Barrett, Helen Siporin, Andrew Livingstone, Sarah Avena, John Waddell, the Jr. YRUU and the YRUU, and many talented church musicians. WHEW!! Still other members of the congregation worked with Bryan to present the Mother's Day and Father's Day services, and with Aubree to coordinate and present the Sr. Youth, Jr. Youth, Bridging and OWL services.

The congregation's main concerns about service this year pertained to length, particularly when various parts of the service went longer than usual. Sunday Services committed to continue to work with Worship Associates, the Chalice Lighting Coordinator and Social Justice to keep service elements within their traditional guidelines. We worked extensively with Worship Associates to ensure all guest speakers had an experienced lay leader organizing service.

We managed to stay within a greatly reduced budget in 2008, even though we needed to adjust and bring in some outside speakers during Bryan's time off for recovery after his surgery. We DO wish we had the budget to bring in more outstanding outside speakers and are incredibly grateful for the time and talent of the marvelous members of our congregation who ensure quality services week after week after week.

We welcome questions, comments, concerns, suggestions.....and kudos!
Respectfully submitted, Linda Tolladay, Chair

As the congregation has grown in numbers, it has become more difficult to stay in touch in the

small ways that help members feel a connection to the church and to each other. The contact ministry team helps solve that problem by making routine calls to members and friends twice a year.

For newer members the contact minister can offer information about the work of committees, programs, and resources available, as a way to encourage their connection to the church. The contact also provides an opportunity for feedback and suggestions about church programming. Team members meet monthly with the minister to share the information from their calls. This year contact ministers also helped to obtain information for the church data base and Dick Richardson created a data base for our group to more accurately track our calls.—Hazel Creighton, Chair

Visitor and New Member Committee

The Visitor and New Member Committee is an umbrella for the important subcommittees of Greeters, Ushers and Circle Suppers. The VNMC is also involved in coordinating other important tasks such as names tags, sending welcome letters and invitations to Recognition Sunday for new members, as well as to the All Church Potluck. Assisting new members in becoming active participants is viewed as a high priority.

All visitors who sign the guest book and give a telephone number receive "welcome" telephone calls, thanking them for their visits. As the time for a New Member Orientation approaches, invitations are mailed to all visitors who have signed the guest book, encouraging them to attend the Orientation. Each year we host three New Member Orientations, followed by a formal recognition of new members during a Sunday service. We also host an all-church "get acquainted" potluck to welcome each group of new members.

We are aiming for more in-depth contact with our new members in their first year of church life. This includes periodic telephone or other

contact from each committee member paired with a new church member during the first year of membership. In the year ahead, we plan to establish a role for the outgoing Co-chair to expand the initial contact. The outgoing chair hopes to serve in this capacity for one year.

During the 2008 calendar year, we welcomed 42 new members into our congregation. Between January 1 and April 1, 2009, another 16 individuals have “signed the book” and become members.

A major project spearheaded by the Visitor and New Member Committee in 2008 was the Photo Directory for the church. Karen Goodman and Vickie Haas coordinated the project.

This past year we adopted the following Mission Statement:

The mission of the Visitor and New Member Committee is to provide a warm, accepting welcome to all people entering the doors of our church and to provide information and support to those seeking the path of membership or a continuing relationship with our church and its members.

We also adopted the following Visitor and New Member Committee Policy:

The committee will consist of twelve members serving three-year terms. Each spring, three members will cycle off, and the former chair will service as a resource member to the committee for an additional year. Three new members (volunteers or recruited by the committee) will become first-year members.

A quorum of seven members is needed for voting.

Leadership will be comprised of a Chair and Co-Chair.

The Co-chair, who is a second-year member, will become the Chair in the third year.

Each of our twelve members has an active role on the committee, and we are presently developing an outline of each task.

Our committee members during this past year: Carol Boos, Kathy Boudinot-Johnson, An Brunelle, Betty Cornelisen, Karen Goodman, Vickie Haas, Nancy Hatcher, Bob Huygens, Nancy Kerr (Board Liaison), Pat Looney-Burman, Adeline Marchini, and Donna Zutler.— Pat Looney-Burman, Betty Cornelisen, co-chairs

Pastoral Care Committee

The Pastoral Care Committee coordinates volunteers who provide temporary, emergency and short-term care to church members and friends in times of need. This may include meals, visits, rides, flowers, phone calls, cards, appropriate books, memorial receptions (this year only), and information about community resources.

This past year 14 rotating coordinators provided these services, aided by other occasional UU volunteers. In 2008-2009, Pastoral Care served approximately 132 people.

The committee meets monthly, except for July and August. The minister attends the meetings when possible, and Nancy Kerr has been our Board Liaison. We are in close contact with the minister, administrator, and telephone and e-mail committees. We welcome referrals, especially “self-referrals” by those in need.—Marilyn Mann, Co-chair



Social Justice

The Social Justice Coordinating Committee (SJCC)

“Love is the doctrine of this church...and service is its prayer.” We live out our covenant of love by working for social justice.

Our committee continues to develop, plan, sponsor and implement activities continuing the long tradition of activism of the UU Church of Fresno. We are the coordinating committee and you, our church members, are the Social Justice Committee. As such we act as a clearinghouse for ideas from the congregation as well as receive support from our church community for social justice actions.

Our ongoing activities are the following:

M'ella House (residential treatment program for women and their children)

Hotel Californian Monthly Meal
Food Pantry for Children's Hospital
and Wesley Methodist Church neighbors

We also work closely with the Fresno Center for Nonviolence, Peace Fresno, Prison Ministry, Fresno Metro Ministry, Interfaith Social Justice Collaborative, Green Sanctuary Committee and the UU Legislative Ministry.

The activities this year were highlighted by:

Hosting Amy Goodman from Democracy Now speaking to an overflow crowd of 300-400.

SJCC member Connie Young, founder of the Interfaith Social Justice Collaborative (ISJC), coordinating Earth Day events at our church including the film Kilowatt Ours

Being honored by the Fresno Center for Nonviolence in their annual peace awards.

Co-sponsoring and tabling at the 6th Annual (and hopefully last) Rally in the Valley Protest Against the Iraq War;

Maria Telesco and Donna Doolin-Larsen continuing work with Prison Ministry highlighted by over 4,400 prisoners' Christmas gifts.

GLBT Issues with a support against Proposition 8 and participation and tabling at the Gay Pride Parade.

Editorials and letters to the editor to support local agriculture and Community Supported Agriculture shares (CSAs).

Speakers such as Vince Lavery (Ireland), Steven Hill (Electoral Reform), David

Barsamian (Media Fairness), Scott Ritter (Human Cost of War), Dan Bryant (Israel/Palestine), Mark Winne (Socioeconomic Nutritional Issues), Steve Ratliff (Seven Steps to Save the Planet and End War), Tariq Ali (Terrorism and Pakistan), Marc Adams (Coming Out/Religious Right), Robert Jensen (Patriotism/Media/Globalization) as well as a Water Forum, Alternatives to Justice Town Hall (Prison Nonviolence), Bob Bowman, Californian's for Safe Access (Medical Marijuana) and Mark Buettner (Israel/Palestine).

Bryan and Edie Jessup's continual presence in the community working for peace and justice.

Many other activities including:

Selecting organizations to receive our 2nd Sunday offering (approx. \$15,000 raised for local community groups in 2008)

MLK Day participation,
Tabling at our church on Sundays and at other venues

Conscious UU-monthly column by Liza Robinson about planet-saving ideas

The committee meets the first Tuesday of the month for a potluck at 6:00 at the Johnson/Sacks home with the meeting from 7:00-9:00. Members are Stephen Sacks, Valerie Johnson, Al Arredondo, Genie Baranoff, Anidelle Flint, Donna Doolin-Larsen, Maria Telesco, David and Glenda Roberts, Keith and Adrianna Ross, Bill and Trish Stout, Lydia Flores, Mary McDonough, Edie Ninnis, Karen Goodman, Liza Robinson and Connie Young.

Stephen Sacks-Chairperson

Green Sanctuary

The Green Sanctuary Committee has gotten off to a great start! Our primary focus has been working toward Green Sanctuary designation by the UUA. After we developed and submitted a proposed Action Plan, the church was accepted into Green Sanctuary candidacy. We then be-

gan implementing some of the required activities spelled out in the Plan. They included:

—Continuing the “Theology of Ecology” Spiritual Quest groups, led by Linda Mack

—Incorporating environmental themes into the chalice lightings throughout the year

—Helping develop policies for room temperature control and recycling

—Under Scott Nester’s leadership, participating in the Healthy Air Living program sponsored by the San Joaquin Valley Air Pollution Control District, for which the church received special recognition.

—Participating in the UULM Low Carbon Challenge by forming three Carbon Rings (study groups). After losing close to 80,000 pounds (that’s 40 tons!) of carbon dioxide emissions, the Rings invited the entire congregation to help the church lose more CO2.

—George Burman developing a way to monitor and graph the church’s energy use

—Tom Richardson participating in the Parking Space task force, which actively promoted car-pooling

—Patti Potter speaking on Voluntary Simplicity during a Sunday service

—Co-sponsoring a dinner and the film, Ripe for Change, with the newly-formed locavore group, under the leadership of Sharon Vick.

—In addition, we sponsored or participated in several optional activities including:

- A presentation Doug Hollaran on the problems of pharmaceutical waste disposal

- Speaking about our work with a class from the University of the Pacific

- Making and selling stomp rockets and green cleaning supplies for the Holiday Boutique

—A series of classes on Ecology taught by Dick Haas

— A book-signing by Steve Ratliff, local author of 7 Steps to End War and Save the Planet

—Donating books about the environment to the Norelma Walker Youth Library, in memory of Bob Valet and Tom Richardson

—Visits from the Green Spirit during Recruitment Sunday and two Stories for All Ages

—Making light switch covers for the children to decorate to remind them to turn off the lights

—An Eaton Trail bike ride in memory of Tom Richardson

—Co-sponsoring an Earth Day Celebration featuring author, Ellis Jones, speaking on an ethical economy

We are looking forward to completing the Action Plan in the coming year and then applying for Green Sanctuary accreditation. We are grateful to the church staff for its assistance with our many projects and last-minute requests.

Active and supporting members included: Mary Aldern, Gay Amend, Lynette Bassman, Kathy Boudinot-Johnson, George Burman, Sally Carroll, Chris Eacock, Dick Haas, Doug Holloran, Linda Mack, Mary McDonough, Lois McIntyre, Doug Mayer (Board Liaison), Pat Moore, Patti Potter, the Green Spirit, Louise Richardson, Tom Richardson, Bob Valet, Shirley Valet, Sharon Vick, Leslie Weiser and Connie Young

Submitted by Connie Young, Chair



Addendum A

Mid-Year Evaluation
End of March 2009
UNITARIAN UNIVERSALIST CHURCH OF FRESNO
Priorities 2008 – 2009

PROGRAM AREA

SUNDAY SERVICES

- 1) The Sunday Service Committee will continue to have as its priority "Continue to provide excellent services with a transformative message every Sunday."
- 2) Expand our ability to bring in a crowd by attracting one or two "name" speakers who will serve both to inspire our own congregation and to bring new folks to see what we have to offer.

Submitted by Linda Tolladay, Chair

Mid-Year: 1 - Both our regular services and lay-led services have been well received with adult attendance averaging around 165, children and youth around 60 for a total average around 225 per Sunday. 2 – We have had some great outside speakers; Scott Hatfield on "Science and Religion," Imam Seyed Ali Ghazvini on "What we Should Know About Iraq," the SOULs hip hop group from Oakland with "Bringing a Message of Hope to the Mean Streets." But we have not had any "big name" speakers.

WORSHIP ASSOCIATES

To continue to develop and nurture the skills of existing Readers, Anchors and Lay Leaders.

To recruit and train at least 6 new members for the Worship Associates Team

Shepherds: Carolyn Murphy and Bernadette Planting

Mid-Year: We have had our yearly training and have continued our quarterly meetings in which we work on reading, timing, delivery, the craft of creating worship. We have 5 new names on our list since last year.

MUSIC

To build a reliable pool of pianists and other musicians who can work with the minister and other worship leaders to create a service and carry the musical portion on their own.

To add another 10 hours per week for paid music services by our Music Director by the 2010 budget year

Shepherds: Don Gaede, Lorenzo Bassman, Bryan Jessup

Mid-Year: 1 - Terry Lewis has served us as our paid pianist. David Dvorak and Bill Stout have volunteered. Lorenzo Bassman has played piano for many services and has worked with varying iterations of Stolen Thunder. 2 – This item still needs creative Board and Finance attention

YOUTH RELIGIOUS EDUCATION

To create and staff a special needs classroom.

To recruit, train and support a full staff of teachers for all grades including OWL teachers.

Shepherds: Aubree Smith, and YRE Comm.

Mid-Year: 1- We have created and staffed the “Rainbow Classroom,” hired a qualified teacher and enlisted parent volunteers. 2 – We have recruited, trained and supported a full staff of volunteer teachers at all levels.

NURSERY VOLUNTEERS

To recruit and train volunteers to meet, greet and reassure parents that our nursery is a safe and caring place.

To supplement the care of the paid attendant. In addition we are planning to brighten the Nursery to make it both more functional and appealing.

Shepherd: Connie Pitt

Mid-Year: The Nursery Volunteer Program is up and running. Toddler care has expanded and been re-located in the Office Conference Room.

Norelma Walker Youth Library

1 Promote awareness of the library.

Through Story for All Ages
Through church signage
Other ways that come to us

Through electronic communication
Other ways that come to us

Shepherds: Denise Sciandra, the NWYL Committee, Storytellers on Sunday

Priority re: Newcomers

2 Give gift books to new or potentially new families with children.

Shepherds: Denise Sciandra, the NWYL Committee

Mid-Year: 1 - We have had two special NWYL story-times. The Library is mentioned often when the

book for the Story comes from the library. New signs directing people to the library are up. And we have had several special Library celebrations in the Library. The Library is also being used as the Kindergarten Classroom – thus raising both student and parent awareness of the resource. 2- New comers are receiving gift books.

ADULT RELIGIOUS EDUCATION

- 1) To establish a yearly “core curriculum” for newcomers consisting of:
 - a) Exploration of UUism for Newcomers (three sessions)
 - b) Foundations of Unitarian Universalism (eight sessions)
 - c) Exploring your gifts/Creating your ministry (six sessions)

To continue to offer a wide variety of short courses relevant to the intellectual and spiritual development of UUs.

Shepherds: Deb Borofka, Bryan Jessup

Mid-Year: 1- b. An eight session “Foundations of our Faith” course has been created and staged. A dozen people are nearly through with the first offering of this course. 1a,1c – These courses have not yet been created. 2 – We have had a small variety of short courses; “What do We Mean When We Say the Interconnected Web,” “The Historical Jesus.” We have the ongoing Tuesday Zen Group with Rev. Dr. Grace Schireson. We have Mid-week Meeting.

SPIRITUAL QUEST MINISTRIES

1. To identify and train 4-6 new facilitators
2. To continue to offer 3 popular SQ groups with at least one half newer participants
3. To design and offer 2 new SQ curricula.

Submitted by Sam Zutler, Chair

Mid-Year: 1 - We have one new facilitator. 2- We have continued 3 popular “Life’s Musings” groups. 3 – We’ve written one new “Life’s Musings” curriculum and one “Listening and Leadership” curriculum

UU TOWN HALL

UU Town Hall is a secular forum presented once a month on the third Sunday from 9 to 10 am
Submitted by Rich Berrett, Chair

Mid-Year: We’ve had great presentations on topics like “Peace in Palestine,” “Universal Health Care,” “The History of Families in the US” and “Comedy in Real Life” and “Integration in Little Rock” – and we’ve had attendance of around 20-25 people.

CHURCH COMMUNITY

VISITOR AND NEW MEMBER

- 1) Increase membership by 10% and sustain it at that level.

Support and strengthen communication between and among all groups involved with visitors and new members

Newcomer Priority: Improve direct follow-through on contacts with new members throughout their first two years of membership

Shepherds: Pat Looney-Burman and Betty Cornelisen

Mid-Year: 1- 27 people have joined since September 2009. But our total count has gone down from 326 to 307. 2- VNM is working consistently with other committees and church staff to keep communication flowing vis a vis all our members. Newcomer Priority: Newcomers are being contacted. Newcomers and New Members are included in VNM potlucks three times a year.

PASTORAL CARE COMMITTEE

The Pastoral Care Committee will provide food, rides, flowers, cards, and support to church members and friends in cases of illness, surgery, death, and other family crises. and be alert to other needs of the membership and friends. Submitted by Vickie Haas, Chair

Mid-Year: New Co-Chairs are Shirley Valett and Marilyn Mann. And Pastoral Care is fulfilling its priorities

CONTACT MINISTRY

In addition to our usual keeping in touch job we will:

1. Develop a better system for tracking the contacts made. A spreadsheet would be a more efficient way to keep the information.
2. Improve the flow of information to the office when we learn of changes.
3. Keep a list of people who tell us they do not have transportation to participate in church activities. We hear this often but we don't have any numbers to tell us how extensive the need is. - Submitted by Hazel Creighton, Chair

Mid-Year: 1- The tracing system is up and running. Data is being entered. 2 – Communication to and from the office is flowing. 3- Via the Zip-Code car pool lists, people are finding rides to church.

CARPOOL COMMITTEE

To continue to promote the importance of carpooling to our members and to improve our technology.

Submitted by Saul Eskin, Chair

Mid-Year: The Zip-Code car pool lists are available for people who are seeking rides to church – and they are being used.

75 ALIVE

To broaden the breadth and scope of our monthly programs. This year, for example, we have many fine programs, including Kamala Abu-Samisen speaking on " How Muslims adapt to our more liberal society." and Bill Head on "the Historical Jesus." Also, staying alive for another year is always a priority with our group. Saul Eskin, Moderator

Mid-Year: 75 Alive is, indeed, alive. And the programs and fellowship are stimulating great participation.

WOMEN'S GROUP

Priorities for 2008-09

To provide a warm, congenial, and welcoming place for a small group of women to meet and discuss issues, experiences, and feelings, and to have lunch together.

To take into membership any women of the church who are looking for companionship and a way to get better acquainted with other UUs in an informal setting.

Priority Re Newcomers

We advertise ourselves by announcements in the newsletter, the green sheet, and by word of mouth.

Submitted by Betty Ramos, Chair

Mid-Year: The Women's Group meets monthly. Around a dozen women attend. We often have people new to the church come to get acquainted. 18 are on our regular roster, but more are welcome!

Men's Group

1. Provide a monthly opportunity for all male members of the church to meet for a potluck dinner, fellowship, and small-group conversation on topics of particular interest to our gender.
2. Organize an annual 3-day retreat each July in Monterey for outdoor activities (hiking, biking, site seeing) and more in-depth evening discussions.

Reach out to new male members of our congregation through the church newsletter, Green Sheet, and phone calls to announce upcoming events and invite their active participation.

Submitted by : Bob Huygens, Chair

Mid-Year: The monthly Men's Group continues to meet. Attendance is strong. New members are welcome. The Summer Retreat has been planned.

PUBLIC RELATIONS AND COMMUNICATIONS COMMITTEE

- A. Newsletter: Continue to improve on work of 07-08.
- B. Web Site: Make a major effort to make our site more attractive to visitors and members by adding many more photos, a video of a complete Sunday service; major editing of existing copy, plus other changes.
- C. Finalize plans and build an outdoor "Information Bulletin Board."
- D. Encourage, explore and effect new ideas for promoting the UUCF in our community.

Submitted by Saul Eskin, Chair

Mid-Year: A – The Newsletter is mainly on-line now. Starting in June paper copies will only be mailed to those who especially request it by mail. Paper copies will be available every Sunday in the Foyer. And we will keep evaluating how the new "paper-reduced" approach goes. B – Work on our UUCF website continues. The Sunday video is up and running and the website is

getting good reviews. C – The outdoor bulletin board is up and being cared for by PR volunteers. D – We're continuing to explore new ideas for visibility.

SOCIAL JUSTICE AREA

SOCIAL JUSTICE ORGANIZING COMMITTEE:

To thoughtfully select organizations, then contact them, organize for a speaker and promote them for our monthly SJ Collection;

To continue to provide stimulating films and/or speakers that educate and promote social justice

Re: Newcomers: We will continue to have the monthly Social Justice Potluck. It's a great gathering and as many as 17 people have come.

Mid-Year: 1- Our Second Sunday Social Justice Offerings continue to be strong. Organizations such as the Community Food Bank, Prison Ministries, FIRM and M'ella House have received our support. 2- We have had great speakers come; Marc Adams on GLBT issues, Robert Jensen on Journalism, Scott Ritter on the War on Terror. Newcomers: We've continued the monthly Social Justice Potluck meeting. We have staffed the Sunday Social Justice Table

GREEN SANCTUARY COMMITTEE

1. Complete required Action Plan activities

2 Apply for Green Sanctuary certification

Shepherds: Action Plan oversight - Connie Young

- Spiritual Quest / Chalice lighting – Linda Mack
 - Healthy Air Living – Scott Nester
 - RE youth service – Aubree Smith
 - Parking space / Carpooling – Tom Richardson
 - Carbon Challenge – Patti Potter, Connie Young
 - Policies – Mary McDonough
 - Locators- Sharon Vick
 - Environmental Films – Connie Young
 - Energy use and alternatives – George Burman
 - A series of classes on Ecology taught by Dick Haas
-
- A book-signing by Steve Ratliff, local author of 7 Steps to End War and Save the Planet
 - Donating books about the environment to the Norelma Walker Youth Library, in memory of Bob Valet and Tom Richardson
 - Visits from the Green Spirit during Recruitment Sunday and two Stories for All Ages
 - Making light switch covers for the children to decorate to remind them to turn off the lights
 - An Eaton Trail bike ride in memory of Tom Richardson
 - Co-sponsoring an Earth Day Celebration featuring author, Ellis Jones, speaking on an ethical economy

We are looking forward to completing the Action Plan in the coming year and then applying for

Green Sanctuary accreditation. We are grateful to the church staff for its assistance with our many projects and last-minute requests.

Active and supporting members included: Mary Aldern, Gay Amend, Lynette Bassman, Kathy Boudinot-Johnson, George Burman, Sally Carroll, Chris Eacock, Dick Haas, Doug Holloran, Linda Mack, Mary McDonough, Lois McIntyre, Doug Mayer (Board Liaison), Pat Moore, Patti Potter, the Green Spirit, Louise Richardson, Tom Richardson, Bob Valet, Shirley Valet, Sharon Vick, Leslie Weiser and Connie Young

Submitted by Connie Young, Chair

Priority re: Newcomers

Newcomers will be invited to join Carbon Rings and to attend events related to Healthy Air Living, locavorism and the screening of an environmental film.

Submitted by Connie Young, Chair, Green Sanctuary Committee

Mid-Year; We are right on target with our Green Sanctuary Action Plan. Carbon Circles are meeting. The Spiritual Quest Group "The Theology of Ecology" has been very successful. We've participated in Sunday Services. Newcomers have been involved in all our groups. Our focus on recycling at church has continued. The Locavore interest group has met.

M'ELLA HOUSE

Do monthly birthday parties for the children at M'ella House.

Help with back packs and school supplies, books and clothing.

Assist with Christmas stockings.

Shepherds: Karen Goodman and Kathy Boudinot-Johnson

Mid-Year: We've had very good participation from church members in the M'ella House effort – including in the birthday parties, the drives for supplies and the Second Sunday Social Justice Offering.

CHURCH ORGANIZATION

BECOMING THE PEOPLE

- 1) To inform the Board and Congregation about the "Becoming" work to date, make it available to them, help them absorb it.
- 2) To lead the Congregation in an articulation of what our Covenant means regarding how we relate to one another and in a process of articulating a new Vision and Mission for the church.

Becoming - continued

Mid-Year: 1 – A compilation of "Becoming the People" studies has been printed and made available to the Board and Council of Committees. A monthly update has been presented at

each Board Meeting. PCD Trustee and Consultant, Linda Laskowski has been contacted and will work with the Board and Staff on organizational issues. 2 - The congregational exploration of the meaning of our Covenant has been completed. The meetings for a re-articulation of our Vision and Mission have taken place. DRAFT Vision and Mission statements have been created

COMMITTEE ON MINISTRY

"1. Support and monitor the effectiveness of the congregation's Ministry Team (Parish Minister, Director of Religious Education and Church Administrator).

2. Coordinate periodic assessment of the shared ministry of the congregation and periodically advise the Board regarding the health of the shared ministry.

Shepherds: Ken Mah and Bryan Jessup

Mid-Year: The Committee on Ministry meets monthly, receives reports from the Ministry Team and supports them in their work. The COM completed the 2008 evaluation of the Parish Minister. It is just beginning to acquaint itself with its role in assessing the effectiveness of the Staff Ministry Team and the assessment of the shared ministry of the congregation.

HUMAN RESOURCES

1 – To continue to develop policies and practices so church staff will be trained, empowered and supported in serving the mission of the church.

Shepherds: Jennifer Mayer and the HR Comm.

Mid-Year: The HR Committee has helped create the new Special Needs Teacher position. It has received evaluations of paid staff. It has been supportive of self-care for staff. It is in the process of dealing with a change in personnel in the position of the Director of Religious Education.

AESTHETICS

1- To enhance the experience of members and friends for services and other events in the sanctuary by continuing to investigate and follow up on ways to make the décor more aesthetically pleasing.

2 - to keep a delicate balance between providing the congregation with easy access to information about all upcoming church sponsored events and the maintenance of the elegant simplicity of our space (in accordance with the Mission of the church and the Aesthetics Committee Mission and Policies).

Shepherds: Babs Eskin

Priority re: Newcomers

To create a good first impression of our church for newcomers by monitoring (together with the other relevant committees) the traffic flow into the sanctuary and the feeling of peace in the foyer to help people prepare themselves for worship in a safe, sacred space.

Mid-Year: 1 – The sanctuary remains simple and plain. Occasional floral, pictorial, book or other displays are created (with the collaboration of a given speaker) for particular services or events. 2 – An outside bulletin board has been established to communicate about church events. Newcomers: With the collaboration of Ushers, Greeters and VNM Comm. a new “traffic pattern” has been set up for the Foyer. – Evaluation of this set up will be ongoing.

BUILDINGS

1. Continue development of a maintenance schedule.

Recruit people for work parties and schedule work parties.

Shepherd: Dick Richardson

Mid-Year: 1 – Dick Richardson, who has served faithfully as Buildings Chair for many years – has continued to work with Sexton, David Firth and others to follow through on maintenance. 2- Work parties have mostly focused on Landscape issues. – The truly big news is that Dick is retiring as Building Chair. The congregation truly thanks him!!

MEMORIAL GARDEN

We will re-do the adobe bricks. Roger Duzyck will do the work.
We will then discuss whether to have a new sculpture created.
Joyce Huggins, Chair.

Mid-Year: Work on the Memorial Garden is proceeding!

FINANCE:

Policy & Procedures

As the Church moves to a program style of operation and the Board becomes a “Policy Board,” the Finance Committee will be working to prepare Policy and Procedure documents. This will take a while (it won’t be finished by June 2009). Eventually we would like to prepare a Draft Policy on which the Board would act appropriately. The Procedure Manual would provide procedures by which the Finance Committee would act in order to implement the proposed policy (this would not require Board action). A cornerstone of the approach would be that committees would work together with each other, and the Church Staff, to accomplish tasks.

Improve Awareness of Church Finances

This is an ongoing process (continued from 2007-2008). We hope to alleviate some of the fear factor regarding discussions of monetary matters. Then, dur-

ing the annual canvass, we may be able to begin increasing number of pledge units. We plan to develop and publicize a Finance Committee Structure Chart which includes Stewardship.

Shepherds: David Oulton and Members of the Finance Committee

Priority re: Newcomers

Continuing Canvass

The Finance Committee is preparing a procedure to be implemented in January (hopefully) in which new members will be solicited for pledges to the current Operating Budget, and the Building Fund. We plan to provide information about long term giving opportunities. This process will be coordinated with the Membership Committee.

Mid-Year: Policy and Procedures: the work continues. Improve Awareness: Monthly reports go to the Board. Monthly articles have gone into the Newsletter and been well received. Continuing Canvass: Membership and Finance are in conversation about canvassing new members. Financial information and Pledge information is included in the New Member Packet. A "Legacy" Giving Committee has been established and is in operation. One of its suggestions to members is that they might by a small life insurance policy payable to the church.



Addendum B

Consolidated Balance Sheet
As of December 31, 2008

Assets	Operating	Restricted	Endowment	Total
Current Assets				
Checking & MM Account	88,726.55	0.00	6,994.08	95,720.63
Checking CVCB		150,876.17		150,876.17
Total Checking/Savings	88,726.55	150,876.17	6,994.08	246,596.80
Total Current Assets	88,726.55	150,876.17	6,994.08	246,596.80
Fixed Assets				
Cost of Building - Mortgage	2,333,000.00	0.00		2,333,000.00
Cost of Building - R	930,763.11			930,763.11
Total Fixed Assets	3,263,763.11	0.00	0.00	3,263,763.11
Other Assets				
Cert. of Deposit A 04/02/09			85,000.00	85,000.00
Cert. of Deposit B 05/05/09			50,000.00	50,000.00
Cert. of Deposit C 11/05/09			50,000.00	50,000.00
Securities - E		29,989.00	5,769.87	35,758.87
Total Other Assets	0.00	29,989.00	190,769.87	220,758.87
TOTAL ASSETS	3,352,489.66	180,865.17	197,763.95	3,731,118.78
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable	0.00	0.00		0.00
Designated Accounts	77,707.34			77,707.34
Payroll Liabilities-Garnishment	68.00			68.00
Total Current Liabilities	77,775.34	0.00	0.00	77,775.34
Long Term Liabilities				
Loan Payable - 1	200,000.00	0.00		200,000.00
Loan Payable - 2	200,000.00	0.00		200,000.00
CVCB - Alluvial Mortgage	2,290,787.51			2,290,787.51
Total Long Term Liabilities	2,690,787.51	0.00	0.00	2,690,787.51
Total Liabilities	2,768,562.85	0.00	0.00	2,768,562.85
Equity				
CVCB - Mortgage/Contra	34,441.57			34,441.57
Members Equity	549,485.24	190,222.81		739,708.05
Retained Earnings		0.00	190,353.92	190,353.92
Net Income	0.00	-9,357.64	7,410.03	-1,947.61
Total Equity	583,926.81	180,865.17	197,763.95	962,555.93
TOTAL LIABILITIES & EQUITY	3,352,489.66	180,865.17	197,763.95	3,731,118.78



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