

# **PIEDMONT UNITARIAN UNIVERSALIST CHURCH**



## **ANNUAL REPORT**

**2009-2010**

**INTERIM MINISTER - Reverend Karen Matteson**

### **BOARD OF TRUSTEES**

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**RELIGIOUS EDUCATION DIRECTOR - Liz Grimes**

**MUSIC DIRECTOR - Wally Kleucker**

**PIEDMONT UNITARIAN UNIVERSALIST CHURCH**



**2009-2010 ANNUAL REPORT**

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**BUILDING AND GROUNDS.....BOB BOUCEK AND JIM CRAIG, CO-CHAIRS, B& G**

**COUNCILS AND COMMITTEES**

**FELLOWSHIP.....MIMI DAVIS, CHAIR, FELLOWSHIP**

**DENOMINATIONAL AFFAIRS.....PAM WHISTLER, CHAIR, DENOMINATIONAL AFFAIRS**

**MINISTERIAL SEARCH .....ANNE LAUKAITIS, CHAIR, MINISTERIAL SEARCH COMMITTEE***Annual*

*2009-2010 Annual Report prepared by Anne Laukaitis, Board Secretary*

## **2009-2010 ANNUAL REPORT TO THE CONGREGATION**

### **Rev. Karen Matteson, Interim Minister**

This church year has been a busy time of transition at PUUC, culminating in the congregation's decision to call the Rev. Robin Tanner as settled minister. The Ministerial Search Committee, Board & Program Council coordinators, staff and I have been supportive of this major effort while continuing to attend to the other aspects of congregational life. The priorities for my interim ministry this year have been quality worship planning and leadership, suggesting and implementing changes in administrative procedures and policies, and, I hope, modeling shared ministry and caring presence. Some of the details are listed here.

#### **PUUC BOARD**

This year's Board was eager to consider ways to make Board meetings shorter, more productive, focused more on policies and stewardship of congregational resources than on managing Council business and program details. It has been wonderful to watch as these changes have taken shape throughout this year under the leadership of Board Chair & Board Chair elect, Krissa Palmer and Tom Cutiletta. The PUUC Council leaders, encouraged by the Board, have concentrated more fully on their own programs and events.

During my first year as interim minister I noted that in a number of ways the church bylaws didn't reflect current or best practices. A dedicated bylaws task force (Hugh Hammond, Lucy Neel, Lou Gardiner Parks, Helen Patil and myself) took up the challenge of review not only of the problematic parts of the document but the entire bylaws. The revised bylaws are ready for Board approval this month. Before the end of June a process will be outlined to educate the congregation prior to adopting these new bylaws in time for the next cycle of board/council nominations early in 2011.

#### **ADMINISTRATIVE WORK**

A number of administrative and business practices were revised or updated this year. A new contract was negotiated with the preschool. Maybe more important than the contract itself, however, were the discussions about the future relationship between school and church. Both RE and preschool programs want to grow. These discussions have raised awareness of the on-going space constraints. I've noticed that some of the frustrations that come with shared space have eased. The groundwork has been laid for future decisions about the preschool's relationship with PUUC.

A better system for handling rental requests was put in place this year. Deb, former treasurer Joan Theida and I reviewed and tweaked the procedures for approving rental requests; the system seems to be working well.

#### **STAFF**

PUUC is fortunate to have such a competent, creative and dedicated staff: Deb Davelka, Office Administrator, Liz Grimes, Director of Religious Education and Wally Kleucker, who was

appointed music director in November, 2009. It's been my privilege to work with this team. Well-deserved merit raises were approved for the Office Admin and DRE this year. Salary increases should at least be considered as a matter of routine when the annual operating budget is under construction. It's one way to let staff know they are appreciated.

An increase in the Office Administrator's hours this church year has allowed her to add accounts receivable duties to her job description. It seems to be working out well. The Board might consider a plan to continue to add hours and financial duties to the job description over the next couple of years as money becomes available. Having a staff person responsible for both accounts receivable and payable would provide consistent record keeping and better routine financial management. It would also allow the treasurer to work on the more specialized and complicated accounting and reporting functions of his/her job.

Annual staff performance reviews have just about been completed. In the absence of a standard form or template, I created one for each of the three staff positions (administrative assistant, DRE, and Music Director). The forms are simply a place to begin to develop a standard procedure and format. I recommend that the Board appoint a small personnel task force to further develop and refine the staff review process with the new settled minister.

A more timely system for paying staff on the day their checks are due needs to be developed. A good employer doesn't ask staff to wait for their checks. I strongly urge the Board and incoming treasurer to develop a better system that will assure all staff that they will receive their salary checks on (or before!) the day they're due. There are solutions that can be considered: Direct deposit accounts may be set up through PUUC's bank; payroll services may be contracted out; a schedule for writing/signing checks can be developed that will avoid most delays.

## **PROGRAMMING**

During this year I co-facilitated a "Cakes for the Queen of Heaven" program with Wanda Harward. I think there is interest in offering it again, perhaps next spring, with some of this year's participants stepping into the role of facilitator. Interest in on-going women's groups is strong as well. I've also heard several members say that they'd like to see a Men's Group formed. In the absence of an adult RE coordinator it is difficult to know how to get a new program started.

Membership has remained one of PUUC's strongest councils. Bernadine Cutiletta is still recruiting new council members to share the work load. She and I worked together in planning and facilitating Newcomer Orientations three or four times this year.

Some of the worship highlights of this year were the holiday and special services and programs - Thanksgiving, Christmas Eve and a Passover Seder, the Gala performance of "Cats" and the Charter Sunday Celebration. Each one involved shared planning and leadership. The Religious Services Council has been very open to a wide variety of services and very helpful in planning and leading worship this year.

It was my pleasure to be able to serve as a consultant to the Ministerial Search Committee from time to time this year. What great work they've done! As I complete this second transition year, I have every confidence that the congregation's selection of Rev. Tanner as the next settled minister was just the right choice. It's my hope that congregation and minister will learn from and teach one another in the coming months and years.

I'm grateful for the trust and care you've offered me as we've walked together during this time of transition. I thank you for your warmth, kindness and patience – and especially your openness to change.

In faith, hope and love – and with all good wishes for a bright future,

Karen K. Matteson

June 1, 2010

**PRESIDENT'S MESSAGE**  
**KRISSA PALMER**

According to Wikipedia: "swan song has become an idiom referring to a final theatrical or dramatic appearance, or any final work or accomplishment. It generally carries the connotation that the performer is aware that this is the last performance of his or her lifetime, and is expending everything in one magnificent final effort." This is my last column as the President of Piedmont Unitarian Universalist Church. At the end of June, I will pass the torch into the very capable hands of Tom Cutilletta. I don't think I can "expend everything in one magnificent final effort" in this column, but I can tell you some of what I've learned this year as President of this beloved community.

I've learned I do indeed have patience. I am capable of doing things I never thought possible when laid in my path. I have learned, I hope, to be a better listener. I have learned when you tell your truth with love and listen to the other person with an open heart, it builds intimacy. Not everything is an emergency. It's OK to take your time before you respond. Sometimes people have to learn things the hard way, myself included. Being a leader means bringing out the best in everyone and giving the best of yourself as well.

I had been told that leading a UU congregation is much like "herding cats." I didn't find my presidency over the past year to be much like that. I found it instead more like the man on the Ed Sullivan show who starts plates spinning on poles and races back and forth adding new ones and keeping the ones already spinning in orbit. Here's a link to see what I mean:  
<http://www.youtube.com/watch?v=Zhoos1oY404>

No one person can do it all. We all have to pitch in. When the head goose at the front of the V gets tired, we have to be willing to step in and fly in the lead. Thank you for all those of you who have put up with me over the last year. Thank you to those who have offered me counsel, a hug and words of encouragement. I've been told that I raised the bar on what it means to be President of PUUC and I take that as a great compliment. I've been told that I was able to move change along without making anyone feeling like they had been bulldozed, which I find to be high praise.

I want to thank the Ministerial Search Committee for doing a spectacular job in finding us Robin. I want to thank those who have served with me as well as those who are stepping down from serving our beloved community or those who have chosen to step into a different role. I could not have done this without all of you. Thank you to the members and friends of PUUC who have put up with me as your leader. And last, I would like to thank Rev. Karen Matteson whose bright spirit, tender heart and graceful pushes helped me to be the best leader I knew how. I will miss you even as I welcome Robin into our congregation. You have helped bridge the past with the future, held up a mirror for us to see ourselves reflected, reminded us to cheer for ourselves and each other and to keep our arms wide open as we set a place at the welcome table for newcomers.

*May it be so. Blessed Be. Amen. Shalom.*

*Hugs,  
Krissa*

## **ANNUAL REPORT 2009-2010**

### **RELIGIOUS EDUCATION**

This has been an exciting and busy year for the Religious Education Program of Piedmont Unitarian Universalist Church.

#### **Sunday Programming**

We utilized the Unitarian Universalist Association's Tapestry of Faith curricula for our elementary and youth classes during the school year. The summer program was focused on how to help homeless animals and how the current economic situation affects families and their pets.

The children and youth participated in many different aspects of the Sunday morning worship hour. Some were service assistants; others provided music or did readings. They participated in several multi-generational worship services.

Our youth wrote and produced our Holiday Pageant this year. They drew from their classes where they learned about puppy mills and how as Unitarian Universalists they can do something to stop the abuses.

Our youth participated in Our Whole Lives Sexuality classes in conjunction with Unitarian Universalist Church of Charlotte. This year Piedmont Unitarian Universalist Church was host to several of the classes.

Our children and youth met with the Ministerial Search Committee to discuss their thoughts about a new minister.

Children's Worship Circle was introduced on the third Sunday of each month. The topic of the worship reflected the topic introduced during the beginning of the worship service in the sanctuary.

A parent education series, Being an Unitarian Universalist Parent, was presented on the fourth Sunday of each month during Second Hour. This was well received and families are making plans to get together and continue the relationships.

#### **Social Justice**

The children and youth focused their summer activities on the needs of homeless animals. They made treats and toys to donate to shelters and rescue organizations. They collected pet food and supplies to donate.

They worked in cooperation with the Social Justice Council to collect items for the various causes supported by the Social Justice Council.

The youth had a booth at the Pride Day and sold t-shirts they had designed. They made a \$300 donation to Time Out Youth from the proceeds of the sale of those shirts.

## **Social Opportunities**

We sent groups to the Mountain for Cons.

Seven children participated in the Mystery Pal program. This program was a lot of fun and allowed our children to get to know and develop relationships with adults in the congregation they otherwise would not know.

The holiday party was well attended and enjoyed by all. The youth assisted in putting on this event.

The youth provided the younger children an Easter Egg hunt on Easter Sunday.

The Religious Education Council sponsored a church wide cook out in order for our families and children to meet our ministerial candidate, Rev. Robin Tanner.

## **Administrative Tasks:**

We started off this church year with a focus on updating all registrations for children and youth. We ended up the year with 66 children and youth registered. Our average attendance for this year has been 24 children and youth. During the last quarter of this year 75% of those registered have attended classes.

All teachers and volunteers have completed background checks.

All attendance records have been kept up to date.

Data was gathered and provided to the Ministerial Search Committee as they needed it.

The Safe Congregation Policy has been reviewed and updated. A complete inspection of the facility was completed in cooperation with Building and Grounds and a representative from Church Mutual. The recommendations made are being addressed.

A Behavior Management Guideline document has been developed. It is in the process of being reviewed and implemented.

This year saw 28 people volunteer in some capacity with our children and youth. This included Sunday morning teachers, youth group advisors, leaders for Easter Egg Hunt, organizers of the holiday party, nursery volunteers, OWL instructors and special class presentations.

- RE Council: Amanda Howard, Keeley Lekavitch, Melissa Dancy, Lisa Dickinson and Laura Huffman
- Teachers: Susan Burns, John Burns, Wanda Harward, Amanda Howard, Keeley Lekavitch and Bud Subramanian
- Nursery: Madge Palmer, Lorri Barrier, Mike Howard, Ed Barrier and Connie Byrne
- Special Events: Lou Gardiner-Parks, Helen Gardiner-Parks, Kathy Schoenherr, Paul Schoenherr, Erik Dutton, Karen Dutton, Mimi Davis, Stephanie Schultz and Courtney Lee.

The Religious Education Council worked with representatives from the Board to address issues with Piedmont Progressive Preschool and shared space.

We participated in the church wide work day in preparation for the visits by ministerial candidates.

**Challenges:**

We have only a few challenges this year.

Our biggest challenge has been recruiting enough teachers for Sunday morning. Each classroom only had 2 teachers which meant that each teacher was in the classroom at least every other week. There were not enough volunteers to have two teachers in each room.

Our other big challenge has been finding people willing to serve on the Religious Education Council. This has been addressed with the addition of 3 new members-but then one moved into elected leadership and left the Council.

Respectfully submitted:

*Liz Grimes, Director of Religious Education*

## ANNUAL REPORT 2009-2010

### MUSIC PROGRAM

This has been a wonderful year for the music program. It is exciting to be Music Director with so many possibilities, so many engaged people, so many talented musicians, and so many welcoming faces. But as I mentioned in the newsletter last year, we stand on the shoulders of those who come before us. And I am indebted to Cindy Hammond for her leadership of the music program at PUUC for over a decade.

Though I began my official duties in mid-October as music director at PUUC, I scheduled two Saturday afternoons in October (the 17th and the 24th) to "Meet the New Music Director." There was a nice turnout of 15 - 20 people. Everyone had a chance to discuss their visions of what they desired for the music program.

Margaret Edwards' generous donation of a beautiful, sonorous Yamaha grand piano started us out on the path of enriching and expanding the music program.

Starting my first Sunday just 60 days before Christmas Eve was a bit of a challenge - preparing music for the holidays as well as for the following year. In order to encourage the active participation of our talented members, I felt we needed to expand both the vocal and instrumental aspects of the music program. Thanks to the board's approval of the purchase of a set of 15 handchimes, ranging two octaves from C5 to C7, we were able to engage a broad spectrum of the congregation with the chimes' magical and meditative sounds and add a new dimension to the worship service. Many people who had never played a musical instrument were excited about this new form of expression. The magical quality of the chimes worked especially well for the Christmas Eve service.

A "WinterFest" with Scandinavian food and drink helped us get to know each other and have a lot of fun at the same time. It gave me a chance to talk to people individually about their visions for the music program.

Typically, there is a reduction of energy in winter with smaller numbers of people singing in the choir. I thought it would be good to increase the energy with an exciting musical production project to support our fundraising GALA dinner. Andrew Loyd Webber's "Cats" was the vehicle. Rehearsals started after the New Year, mostly before and after services, but as we approached the GALA there were also special rehearsals with soloists during the week and with the choir as well. The resulting production included a cast of 22, including our wonderful interim minister, Karen Matteson, as the leader of the Jellicle Cats, and our energetic board chair, Krissa Palmer, as Grizabella. It's impossible not to thank, in addition, the other wonderful soloists: Erik Dutton, Evan Nash, Susan and John Burns, Cindy and Devin Hammond, Emma Gardiner-Parks, Susan Balk and Sherry Carlton-Thomas. Many others who had never sung in the choir before also joined us. And many supported the cast, from makeup artists, designers and stagehands. This musical production proved to be an effective recruitment tool for the choir as well as an unforgettable inter-generational musical experience. Many church members were happily surprised at the high level of musical talent among our fellow UUs.

More and more people are joining the choir. My goal was to select diverse music, foster an inclusive atmosphere where more people will want to make music with us, regardless of musical skill or training level, and to encourage people of all ages and voices to discover the joy of music. We performed many styles, and included many other instruments as choir accompaniment, besides the piano. The idea of a Folk Orchestra is to take whatever musicians are available and to find or arrange music, often unusual combinations, such as, accordion, flute, drums, saxophone, oboe, and guitar. All of these instruments can make music together. It turned out to be an important building block of our new PUUC musical community.

We celebrated Easter and Founders Day and the two Sundays with Rev. Robin Tanner. For those two Sundays, we had a large choir singing two anthems and with instruments and percussion.

On May 23, Music Sunday was a success, thanks to the many wonderful, talented musicians here. And this was the Sunday that the Drumming Circle played for the first time.

Looking forward to the new church year, many new groups will become part of the music program: a Celtic music group; a Bluegrass group; an Early Music group (music up to the Renaissance); a woodwind quintet; and recorder group. These small ensembles will then be able to join together into an even larger Folk Orchestra.

I thank the board for their vote at this month's meeting to give me the opportunity to participate in this summer's UU Musician's Network conference in Madison, Wisconsin and to support me in pursuing a UUA sponsored Music Leader Credentialing Program next year.

Respectfully submitted,

*Wally Kleucker, Music Director*

## ANNUAL REPORT 2009-2010 MEMBERSHIP COUNCIL

Council Chair: Bernadine Cutilletta

Council Members: Brandon Lewis, Laurene Nash, Maria Williams, Lloyd Lovering, Margaret Edwards

Karen Matteson, our interim minister, and I have met numerous times working on improving the procedures for the various membership functions.

Twenty-four new members have joined during the 2009-2010 fiscal year. 2 former members have resigned.

Some of our activities this year have been:

Membership Count for UUA: I reviewed the membership list in January\_2010. Rev. Matteson helped greatly in discussing the ongoing concern of the definition of member and friend of the church. She also helped greatly in drafting a letter to members and friends that I used in order to determine who still wanted to stay a member or friend of the church. The response I received from that letter was excellent and helped clarify the actual membership of 114.

Greeters: Margaret Edwards continued to schedule greeters, wrote new member biographies for the newsletter and photographed new members for the bulletin board during this fiscal year. However, Margaret will be heading up the Care Committee for next fiscal year so she will not be continuing these duties. She will be sorely missed. Maria Williams sends an email to the greeters to remind them of their week's commitment for Sunday service greeting.

Newcomers Orientation: With the help and guidance of Rev. Matteson, we started a new approach to acquainting non-UU's to Unitarianism and to PUUC. We call it *Newcomers Orientation* and we present it every six weeks or as needed.

This new approach has been well received and very helpful to those considering making a commitment to join the PUUC community. While the event needs quite a bit of preparation and organization, it has proven to be the most effective way of screening those who want to make a serious commitment and those that are just "shopping."

Procedure for Joining: We set aside the third Sunday of the month for friends to commit to joining the church. At that time, we discuss both the privileges and responsibilities of membership, including pledge responsibilities and getting new members included in church activities and committees.

I go over a list of the many activities and committees with new members when they join. New members are asked which activities interested them. Then I contact the chairperson of that committee and ask that they invite the new members to meetings or activities. This process has worked well as new members get involved right away.

*New Member Welcome Service*: We held two ceremonies during Sunday services to welcome new members. The ceremony has been streamlined from previous events so as not to make the service overly long.

*Visitor Follow Up*: I send out an email welcoming all visitors who sign a visitor form to welcome them as well as invite them to join the Newcomers Orientation.

*Submitted by Bernadine Cutilletta, Membership Council Chair, June, 2010*

**ANNUAL REPORT 2009-2010**  
**RELIGIOUS SERVICES**

Ed Barrier served as chair of the Religious Services Council for church years 2008-2009 and 2009-2010. His tenure will end on July 1. The council is fortunate to have Sam Treadaway and Hugh Hammond to serve as co-chairs for the next church year.

Ed would like to thank the members of the council who have served with him: Brandon Lewis, Evan Nash, Robin Mara, Wally Kleucker, Krissa Palmer, Mimi Davis, and our interim minister, Karen Matteson. Deb, our administrative assistant has provided invaluable coordination.

Mimi Davis coordinated the job of Service Assistants and provided guidance and orientation.

*The following members served as assistants from July 2009 through June 2010.*

Susan Burns  
Eva Danner  
Barbara Hollingsworth  
Liz Grimes  
Brandon Lewis  
Robin Mara  
Keeley Lekavich  
Pam Whistler  
Lucy Neel  
Mimi Davis  
Allison Brady  
Stephanie Shultz  
Melissa Dancy  
Krissa Palmer  
Amanda Howard  
Anne Laukaitis  
Maria Williams  
Erik Dutton  
Barbara Wade  
Evan Nash  
Cliff Boswell

*The following persons served as speakers for Sunday services when our minister, Reverend Karen Matteson, was not in the pulpit, or in some cases, joined with her in presenting the service.*

**Sunday, July 5: "In this Refulgent Summer..."**

Speakers: Rev. Karen Matteson & George Wolfe

On July 15, 1838, Ralph Waldo Emerson began his address to the Harvard Divinity School seniors with these words, "In this refulgent summer, it has been a luxury to draw the breath of life." Today we tell some of Emerson's story, which is in part our UU story.

**Sunday, July 12: “Love You Forever”**

Speaker: Devin Hammond

A personal struggle to find belonging and community. A heartfelt exploration of the meaning and place of family in the modern world.

**Sunday, July 19: “Pride Comes to PUUC “**

Speakers: Clay Smith and Toryn Stark, co-Chairs of the Pride Festival Organizing Committee

One week before the Pride Festival at Gateway Village uptown Charlotte, members of the all volunteer organizing committee will visit PUUC to share their vision and ideas about why support for the LGBT community is so important. You can learn more about the festival by clicking <http://www.pridecharlotte.com/> July 25th from 11-6pm. We hope to welcome many of the committee members and friends on Sunday.

**Sunday, July 26:**

**“Community, Connectedness, and Web 2.0: Changing the World One Friend at a Time”**

Guest Speaker – Melissa Dancy

**Sunday, August 2: "Standing on the Side of Love”**

Speakers: Lucy Neel and Krissa Palmer

General Assembly (GA) Report

**Sunday, August 9: “Separation of Church and State! What were they thinking?”**

Speaker: Jac Grimes

Using the book “Founding Faith” by Steven Waldman, editor-in-chief of Beliefnet.com, and the Founder's own writings, Jac will examine what was on the Founders’ minds in framing the Constitution and the First Amendment to insure religious liberty.

**Sunday, August 16: "Covenant Dreams"**

Speaker: Hugh Hammond

Am I just a dreamer, or are we ready for this?! A vision for a deeper UU religious community.

**Sunday, September 6: "Prejudice, Hatred and a Lawyer Named Morris"**

Speaker: Barbara Hollingsworth

The service was about the climate we are in post-Obama election with regard to the racism, homophobia, anti-immigrant violence and hateful speech as well as about the work of Morris Dees and the Southern Poverty Law Center to legally address these acts.

**Sunday, October 4: “Beyond Categorical Thinking”**

Two UUA leaders, Reverend Ann Marie Alderman and Diane Shipp, will present the service on the topic of *Beyond Categorical Thinking*, followed by lunch (**no potluck**) and then a 3-hour workshop on the topic.

**Sunday, November 8: From Age-ing to Sage-ing: A Spiritual Covenant**

Jeanette Leardi

What does it mean to grow old? What spiritual tasks are required of those who are aging and of society toward its elders? We'll explore a new paradigm that can move older adults beyond the confines of stereotypes and toward their rightful place as keepers of the flame.

**Sunday, November 29 at 10:30 AM**

"Lessons from the Rock"

Guest Speaker Melissa Dancy with Erik Dutton, Service Assistant

**Sunday, December 13: Intergenerational Holiday Pageant**

**Sunday, December 20, 7 pm Solstice Celebration**

MJ Lieberman & Friends

In the PUUC Sanctuary. Everyone is welcome!

**Sunday, December 27: Kwanzaa**

Robin Mara and Krissa Palmer

The name Kwanzaa derives from the Swahili phrase "*matunda ya kwanza*", meaning "first fruits".

**Sunday, January 10**

"Not So Random Acts of Kindness"

Guest Speaker, Rev. Melissa Mummert

**Sunday, January 17: A Service Honoring the Life & Legacy of Martin Luther King, Jr.**

**Sunday, February 7: The Healing Potential of Restorative Justice**

Marty Price

What if justice was about peacemaking, problem solving and healing conflicts? What if our justice system could empower victims, offenders and communities to heal the harm caused by crime and prevent crime? Marty Price, a nationally and internationally recognized pioneer in restorative justice and victim-offender mediation, will be our morning guest speaker and will conduct an afternoon workshop from 1-3pm to explore and discuss the topic further. Join us also for potluck between the service and the workshop. For more detailed information, please read the full article in our January newsletter.

**Sunday, March 14: "Wisdom from Hospice"**

Krissa Palmer

Krissa will share wisdom she has learned in her time as a hospice volunteer.

**Sunday, March 21: "How Open Are We, Really?"**

Hugh Hammond

A look at what can happen when we open-minded UUs run into differences!

**Sunday, April 18: "Faith at 39,000 Feet"**

Rev. Robin Tanner

In this religious movement of pluralistic belief and practice, what does it mean to be a faithful UU? This Sunday we'll spend some time exploring that which forms our common faith and the foundation of our shared lives.

**Sunday, April 25: "To Be Called"**

Rev. Robin Tanner

In the words of the theologian Frederick Buechner where "does your deep gladness meet the world's hunger?" As we approach a new beginning at PUUC, we will spend some time reflecting on the gifts we each bring into this shared ministry and how we might respond to a world hungry for the love and justice of Unitarian Universalism.

**Sunday, May 23: "A Celebration of Music"**

Music is essential – to worship and our very lives. Wally Kleucker, PUUC's wonderful Director of Music, and our many singers and musicians bring us a Sunday service filled with music.

**Sunday, May 30 - "Hello Again, Hello"**

This is a pivotal time in the life of the PUUC and in my own life -- a time for fresh beginnings, new chances, and for looking afresh at everything -- even at those things we have taken for granted in the past. Join guest speaker Loyd Dillon as we consider these topics.

**Sunday, June 13: "To Grow Our Souls: A year-end celebration of Religious Education"**

Liz Grimes, Religious Services Council & Rev. Karen Matteson

We gather today, all ages, to learn, enjoy and appreciate the breadth and depth of this community.

*Information provided by Ed Barrier, RS Chair, Mimi Davis and Karen Dutton*

## **ANNUAL REPORT 2009-2010 SOCIAL JUSTICE COUNCIL**

The Social Justice Council was a small but active council this year. The council was co-chaired by Joyce Lemmond and Barbara Wade, until February, when Joyce had to step down for health reasons. Other members were Rev. Karen Matteson, Barbara Hollingsworth and Anne Laukaitis. Other members participated in other ways than through meeting attendance and many members supported the work of the council.

The council met monthly on the first Thursday of each month.

### **FINANCES**

As of August 25, 2009, the Social Justice Fund balance was \$ 2,193.37.

The balance as of May 31, 2010 was \$1,538.68.

Mid-way during the year, the Board of Trustees approved a request from the council to raise the percentage of donations to the weekly plate collection (funds not designated as pledges) from 25% to 50%. Each month the council designates the social justice funds to a specific cause.

### **Membership Criteria**

Council reviewed, voted upon and approved unanimously a finalized version of the Criteria for Membership in the Social Justice Council. Barbara Hollingsworth took the lead with developing membership criteria, which were approved by the council.

### **Membership Survey**

According to the SJC Implementation Process of 2006, a survey of the congregation is to be taken annually to determine which social justice issue is most important to members at the present time. Last year's survey took quite a bit of time and only a small number of members responded but the major concern was *Economic Justice* which includes poverty, a living wage and homelessness. We all noted these issues are even timelier than last year. Anne Laukaitis asked that we not survey again this year as the Ministerial Search Committee is presently surveying members for input about choosing a new minister.

## **CAUSES SUPPORTED IN 2009-2010**

### **Mecklenburg Ministries**

Council paid the Mecklenburg Ministries annual dues of \$250 and participated in some of their activities.

### **August Project**

School Tools were collected throughout the month and a special collection was taken up on August 23 of \$320.25 and authorized by the Board for the School Tools/Classroom Central Campaign.

### **October Projects**

Members discussed the local National Coming Out Day event on October 11 and agreed, as a Welcoming Congregation, to promote this event by encouraging members to join in either the national or local *Out Parade*. In addition, Karen addressed the issue in her Sunday sermon.

Members decided that in keeping with our support of the homeless, we would discontinue our contributions to Mallard Creek School, and make a \$500.00 contribution this month to **A Child's Place**, an organization which helps homeless children stay in school.

Answering the call of the UU Ministry for Earth 350 Campaign, the council planned to work with the Carolinas Clean Air Coalition on an International Day of Climate Action event on October 24. It was a public event calling attention to the need to lower our atmospheric carbon level to 350 parts per million. Gail Haley, PUUC member and nationally known children's book author, came to tell the council what part she and Mehl Renner were offering to play in the Climate Action Day event with their very impressive Green Man Camp, Tree of Life and Green Man puppet. She also planned to attend the 350 event planning meeting being called by the Clean Air Coalition. Many members participated in this event.

### **November Project**

Barbara Hollingsworth had researched Summit House and recommended that this organization be a recipient of funds. Summit House is an alternative to incarceration for female felons who are pregnant or have small children. Council members decided The Summit House would be the recipient of our next monetary donation but that we would also look at their other needs, including any 'hands-on' projects they may have. In November we donated supplies and the food needed to prepare Thanksgiving Dinner. Many members participated.

### **December Project**

December focus was holiday gifts for the residents, ten mothers and fifteen children, at Summit House. Council members planned the details of distributing the resident's wish lists and recording the member families who volunteer to be donors. Many members participated.

An article in the January newsletter listed various ways members could assist Summit House in other ways, such as tutoring, mentoring, child care, etc.

### **January Project**

The plate collection was used to make a donation toward the construction cost of the recently unveiled **Moore Place** project, a planned 85 unit apartment building to house some of the area's chronically homeless. To date the Urban Ministry Center has raised more than \$8.2 million toward the \$10 million construction costs. The council was in agreement with a donation for the Moore Place project as it fits so well with our current focus on the homeless. \$500 of Social Justice funds were used and some unspent funds from the Minister's Discretionary Fund.

### **February Project**

The council collected 264 pounds of non-perishable foods during the month of February and designated Loaves and Fishes to receive the food. . Plate collection for February went to Second Harvest; the council donated a total of \$300.

### **March Project**

Ms. Marilyn Marks came to the February meeting to talk about the work of the **Society of St. Andrew**, a non-profit gleaning network that serves the poor. The network brings together growers, individuals, groups and agencies willing to volunteer for the gleaning of America's fields to feed America's hungry. Ms. Marks oversees the work in North and South Carolina. She told us each year thousands of volunteers glean and distribute 15-20 million pounds of fresh fruits and vegetables to hungry people in America. This food is distributed through shelters, food banks, soup kitchens, and other hunger relief agencies. At our request, Summit House was added to their list of recipients. Ms. Marks will also contact possible chefs to teach residents how to cook the fresh foods if Summit House determines the residents are receptive to this kind of help.

Member Karl Hesse volunteered to purchase from local farms, fresh, organic, winter produce and deliver it to Summit House, if they confirm they can cook and use it. Karl continued to do this through the remainder of the church year. Council members present voted for March financial donation project to be St. Andrew's Gleaning Society. Council hopes to actively participate this summer in the work of gleaning. A donation of \$460 was made to the Society of St. Andrew's. Karen conducted a Social Justice service on Sunday, March 21.

**April Project**

All Seasons Farm for 11 shares of vegetables - \$165

Pride Publishing - \$37.40

The Inspired Gardens, Inc. summer membership for Summit House - \$400

**May Project**

\$400 donation was made to the Public Library of Charlotte/Mecklenburg County because of their severe financial problems and the need for libraries in the community.

**June Project**

The June donation was made to Gay Pride.

*Information provided by Joyce Lemmond, Barbara Wade and Anne Laukaitis*

### Final Budget - 2010-2011

<b>Operating Cash Receipts</b>	Actual	-	Budget	Apr. to Date
	<u>2008-2009</u>		<u>2009-2010</u>	<u>2009-2010</u>
Pledges Paid Prior Year	\$445		\$1,500	\$2,730
Pledges Paid Current Year	\$128,977		\$130,000	\$92,826
Reserve for unpaid pledges				
Non-Pledge Contributions	\$4,026		\$3,750	\$1,683
Plate Collection	\$3,503		\$3,750	\$2,892
Social Justice Donations	\$3,658		\$2,500	\$3,689
Fund Raisers				
Yard Sale				
G & S Auction	\$5,429		\$5,500	\$9,597
<b>Special Collections/fund raiser</b>				
Religious Education			\$2,000	
Music			\$500	
<b>Other Income</b>				
Rental Income - TJD	\$3,750		\$4,000	\$2,500
Rental Income - Other	\$3,670		\$3,500	\$3,445
Misc. Income	\$873			
<b>Total Cash Receipts</b>	<b>\$154,331</b>		<b>\$157,000</b>	<b>\$119,362</b>
<b>Operating Expenditures</b>				
<b>Professional &amp; Admin. Staff</b>				
Minister's Total Package	\$60,783		\$69,713	\$54,361
Interim Search Expenses	\$4,951			
Relocation Expense				
Settled Minister Search Expense			\$7,000	\$4,700
Settled Minister Installation Expense				
Administrative Assistant	\$6,754		\$9,152	\$6,539
RE Coordinator	\$8,681		\$7,800	\$7,436
Employer FICA	\$1,268		\$1,297	\$1,761
Music Director	\$1,513		\$8,600	\$4,300
Special Donation			-\$7,000	-\$7,000
<b>Total Professional Staff</b>	<b>\$83,950</b>		<b>\$96,562</b>	<b>\$72,096</b>
	Actual		Budget	Apr. to Date
	<u>2008-2009</u>		<u>2009-2010</u>	<u>2009-2010</u>
<b>Program Expenses</b>				



<b>Total Utilities</b>	<b>\$7,346</b>		<b>\$9,000</b>		<b>\$6,261</b>
<b>Denomination Dues</b>					
District Dues-TJD	\$2,583		\$2,500		\$1,890
Denominational Dues-UUA	\$6,088		\$6,750		\$5,840
<b>Total Denomination Dues</b>	<b>\$8,671</b>		<b>\$9,250</b>		<b>\$7,730</b>
<b>Building &amp; Grounds</b>					
Building Expense	\$1,260		\$2,000		\$1,546
Grounds Expense			\$500		\$98
Property Solid Waste Fee					
Contract Labor - Janitorial	\$2,772		\$3,024		\$2,401
<b>Total Building &amp; Grounds</b>	<b>\$4,032</b>		<b>\$5,524</b>		<b>\$4,045</b>
<b>Mortgage</b>					
Mortgage Payments	\$24,498		\$29,000		\$22,089
Veatch Loan	\$2,708		\$2,500		\$2,083
Member Loans/bank loan					
Interest on Member Loans			\$400		\$400
<b>Total Mortgage and Loans</b>	<b>\$27,206</b>		<b>\$31,900</b>		<b>\$24,572</b>
<b>Misc. Expenses</b>	\$261				
<b>Total Operating Expenditures</b>	<b>\$145,932</b>		<b>\$170,066</b>		<b>\$128,291</b>
<b>Total Receipts</b>	<b>\$154,331</b>		<b>\$157,000</b>		<b>\$119,362</b>
<b>Total Expenses</b>	<b>\$145,932</b>		<b>\$170,066</b>		<b>\$128,291</b>
<b>Difference</b>	<b>\$8,399</b>		<b>-\$13,066</b>		<b>-\$8,930</b>

## ANNUAL REPORT 2009-2010 CANVASS

Canvass Co-Chairs: Mike Johnstone & Michael Williams.

Canvass Committee: Tom Cutilletta, Krissa Palmer, Lou Gardiner-Parks, Robin Mara, Helen Patil.

Canvassers: Ed Barrier, Connie Byrne, Bernadine Cutilletta, Tom Cutilletta, Melissa Dancy, Lisa Dickinson, Amanda Howard, Jeff Jennings, Mike Johnstone, Robin Mara, Trish Miller, Krissa Palmer, Helen Patil, Alan Perkinson, Claudia Perkinson, Mehl Renner, Kat Sweaney, Joan Thieda, Michael Williams.

The PUUC 2010 Canvass was kicked off in grand style at the annual Gala on March 13. PUUC Music Director Wally Kleucker produced a wonderful version of Cats featuring many talented members. This was by far the best Gala entertainment we have had in many years. It will be a challenge to top this next year. Thanks to all the Cats performers and crew, too many names to mention here. Also thanks to Mimi Davis and Pam Whistler who coordinated the Gala dinner, again with the help of many other people.

The Canvass Committee had several meetings in February to plan the canvass and to set a pledge goal. We had initially selected a goal of \$145,000 based on the current FY pledges and the expected economic challenges. This goal was then revised up to \$155,000 and then again changed to \$164,000 based on the FY 2010 budget that was being put together by the treasurer and the board. In hindsight, we should have held off on announcing a canvass goal until the FY 2010 budget numbers were better understood.

Tom Cutilletta recruited 19 canvassers and Michael Williams organized a canvasser orientation that was held on Saturday February 27. Leading up to the Gala we did a pre-canvass of the PUUC leadership. The general canvass started on March 15 with a goal of wrapping up the canvass by April 18.

As expected, there were many PUUC members who were not able to increase their pledge or had to make a reduced due to unemployment or uncertainty in their financial situation. Many members did increase their pledges but these increases were not enough to cover the effects of this great recession we are currently experiencing. It is noted however that all of PUUC's members and friends have picked up their individual contributions to our church community with their time and talents.

As the April 18 canvass deadline approached it was obvious that we would fall short of our goal. We estimated that the canvass total would be around \$130,000 and we recommended to the PUUC Board that a second supplemental canvass was needed. This was approved and we began the preparations for a supplemental canvass. Two very generous PUUC members each put up \$5,000 as a matching fund to encourage pledge increase from the congregation. On Sunday April 25, at the Congregational Meeting to select Rev. Robin Tanner, we announced the supplemental canvass and the \$10,000 matching fund.

The response from the congregation was impressive. A total of \$10,310 in pledge increases were received, exceeding the \$10,000 matching fund. The canvass total for 2010 stands at \$150,325 and this is a 12% increase over the 2009 total.

*Mike Johnstone and Michael Williams, Canvass Co-chairs*

**ANNUAL REPORT 2009-2010**  
**FUNDRAISING**

The Annual Goods and Services Auction was held on Saturday, November 7, 2009

An unbelievable 96 people attended the Auction, not including our four skillful Johnson & Wales chefs. Everyone laughed, ate the excellent offerings, was exhilarated when they won, was disappointed if they didn't and mostly enjoyed being together. We listened to Wally's and Alan's music, were entertained by John's commentary and were amazed by our professional auctioneer, Jim Adams. Total approximate proceeds were \$8546.

PUUC Craft Sale, Sunday, April 4, 2010

PUUC Craft Sale garnered approximately \$878.00 for the Operating Budget. Thank you to everyone who donated and purchased items.

NEXT AUCTION on Saturday, Nov. 6<sup>th</sup>, 2010. We would like pictures of your events or events you have attended for publicity.

Respectfully Submitted,

*Jeff Jennings & Pam Whistler, FUNdraising Co-Chairs*

**ANNUAL REPORT 2009-2010**  
**BUILDING AND GROUNDS COMMITTEE REPORT**

The Building and Grounds Committee has accomplished the following during the 2009-2010 church year:

1. Replaced the Broan Nutone fan motor and blower wheel in the women's restroom.
2. Installed signs for the mechanical room and the storage room according to the Fire Inspector's direction.
3. Painted a 3-foot zone on the floor around the water heater in the storage room according to the Inspector's direction.
4. Installed a pad under the meeting house air conditioner.
5. Replaced a lead-acid battery in an exit safety light.
6. Had Shipp's of Concord recharge and test all fire extinguishers.
7. Had electrical service run and lights with a timer installed for the church sign at the road.
8. Vacuumed off the heating ducts and rafters in the sanctuary.
9. Enclosed and capped the fireplace in the meeting house.
10. Installed a working knob on the attic door of the meeting house.
11. Replaced the knob on the Larson screen door at the rear of the meeting house.
12. Replaced the J-trap under the sink in the women's restroom.
13. Planed sticking doors in the RE rooms.
14. Had the southeast sanctuary door and lock repaired.
15. Had the meeting house drain cleaned and inspected for 145 feet (but not to its end). Rotorooter recommends a tank and lift pump to tie into the sanctuary drain as the least expensive method to alleviate the drain problem.
16. Cleaned out the hot water tank in the meeting house.
17. Mowed and trimmed the grounds, and raked leaves.
18. Cleaned windows.
19. Prepared a garden plot at the north edge of the overflow parking lot.
20. Installed threshold plates between concrete hallway and hardwood sanctuary floor at both double doors.

21. Replaced or cleaned furnace filters.

22. Replaced light tubes and bulbs.

*Building and Grounds Committee July 2009 – June 2010*

*Bob Boucek and Mike Howard, Co-chairmen*

*Jim Craig, Member*

*Karl Hesse and Lloyd Lovering. Helpers*

## **ANNUAL REPORT 2009-2010 GARDEN COMMITTEE**

### ***This Year in the Gardens at PUUC***

*Mimi Davis led a small group of very dedicated volunteers in the work of transforming the church campus into a beautiful garden. Here is her report!*

Late March (or early April, actually we can't remember) marked the one year anniversary of the Big Gardening Push at PUUC.

Unless the temperature dropped really low there was usually somebody at church twice a week planting, watering, pulling weeds, or mulching. I remember in last summer's heat gardening with wet towels around our necks and several times in the winter running my hands under hot water in the kitchen to get warm. Gardening can often be challenging, but we persevered.

The results are that most of our plants lived through the winter and established their root systems, if not their top growth. I stopped counting at over 300 plants that we relocated and just last week I counted 81 varieties of shrubs, trees and flowers that we have acquired or transplanted.

Virtually all our plants are donations. We do have a dedicated fund, and have used it for what we call the Important Plants, like the witch hazel bush that will dazzle us in early spring with a blast of yellow, and the Jane magnolia near the meeting house that will follow it with large purple flowers. We actually have quite a few plants that were found growing in various places on our grounds and relocated to new beds.

Our new project is Karl Hesse's vegetable garden on the far side of the Melton parking lot. Karl plowed the garden and planted tomato, beet, cabbage, and pepper plants and corn from seed. We're hoping to donate the produce to charity.

I'm so grateful to all the people who have come out to help: Barbara Masson, Lisa Dickerson,

Jim Craig, and Lloyd Lovering have all come out. Gail Bettuchy and Merna Hesse are there virtually every week. We're especially grateful to Connie Byrne whose plant donations are constant and wonderful and, of course to Karl for the vegetable garden.

As fortunate as we are to have these folks we could actually use a few more people passionate about plants. You don't have to know anything about gardening and most jobs are very simple. We usually meet Monday and Thursday mornings around 9 am.

*Mimi Davis, Chair, Garden Committee*

**ANNUAL REPORT 2009-2010  
FELLOWSHIP COMMITTEE**

The Fellowship Committee continues to boil, bake, fry and perk, as it supplies meals and coffee to virtually every event at church. We are instrumental in coordinating the auction and the gala, as well as the first Sunday potluck and the every Sunday coffee hour. If anybody needs to eat, we are there. Many members assist Mimi with this work.

*Mimi Davis, Chair, Fellowship*

**ANNUAL REPORT 2009-2010  
COMMUNICATIONS**

Once again this year, newsletter editor Karen Dutton did a stellar job of gathering all of the articles and publishing the PUUC newsletter on the first of every month! Members were informed by e-mail that the newsletter was posted on the web and members were easily able to access it. After doing this for many years, she will turn the editorship over to Cliff Boswell on July 1.

Our administrative assistant, Deb Davelka, edited a weekly e-mail to the entire membership, keeping everyone informed of upcoming events. She also handled the mailing of congregational meeting notices and posted new information to the PUUC website.

Karen and Deb have been invaluable to helping everyone stay informed and connected!

**ANNUAL REPORT 2009-2010**  
**DENOMINATIONAL AFFAIRS**

The OUT PARADE to support the LGBT community included about 18 PUUC members and friends marching through the streets of Uptown Charlotte on Sunday, October 11, 2009. We proudly carried the PUUC banner and the rainbow flag painted by the RE classes.

Susan Balk from PUUC participated in The National Equality March for LGBT in Washington DC, on October 11.

Association Sunday was celebrated on October 25 and addressed “GROWING OUR DIVERSITY”.

Rev. Karen Matteson gave a sermon “Our Well, Our Universe” noting how our perspectives sometimes can be narrow and unknown even to ourselves regarding diversity. Pam spoke about why Association Sunday matters to PUUC, to be in solidarity with other UU congregations and peoples of various national origins, income levels and race.

Annette Marquis has been appointed to Regional Lead District Staff Person to serve with Florida, Mid-South, the Southwestern Conference and Thomas Jefferson Districts comprising the UUA's Southland Region.

Donna Sequeira was named as the new district Social Justice Coordinator. She will serve half time as a consultant to congregations in their Social Justice Activities.

TJD Annual Meeting was held on 5/1/10 at the historic Penn Center on St. Helena Island outside of Beaufort, SC., which was established in the 1860s by Unitarian Laura Matilda Towne to educate and care for newly freed slaves. The theme was Standing on the Side of Love, and our keynote speaker was Rev. Chris Buice, Tennessee Valley Unitarian Universalist Church in Knoxville, TN. Rev. Buice eloquently connected us with our historic roots in the South during the Civil War. Items approved during the meeting included Policy-based governance and new Board Members. The motion to change the district name was defeated by 3 votes. Now is the time to make plans to attend General Assembly, June 23-27, 2010 in Minneapolis. Respectfully submitted,

*Pam Whistler, Denominational Affairs Chair*

## **ANNUAL REPORT 2009-2010 MINISTERIAL SEARCH COMMITTEE**

The Ministerial Search Committee (MSC) was appointed by the Board of Trustees (2) or elected (5) by the congregation at a congregational meeting in March 2009. Their charge was to take responsibility for carrying out the search for the permanent minister for PUUC for the 2010-2011 church year. Members included Judy Dancing, Darla Davis, Nancy Delux, Margaret Edwards, Anne Laukaitis, Lucy Neel and Arvind Patil. The MSC then began its mission and worked continuously until the election of the ministerial candidate, Reverend Robin Noelle Tanner, at a congregational meeting on Sunday, April 25, 2010.

Reverend Jennifer Slade served as the UUA Ministerial Consultant for the PUUC MSC. She led a workshop for the entire congregation, followed by a meeting with the board, in October 2008, to explain the search process. After the election of the MSC, she led a Sunday afternoon workshop with them in April 2009, to review the entire Ministerial Search Guidelines. She was then available to confer with them as needed throughout the remaining months of the search. She was also responsible for approving the Congregational Record and Information Packet before submitting them to the UUA Settlement Office.

The MSC began meeting weekly in May 2009 and continued these weekly meetings, with several short breaks, until the candidating week at the end of April 2010. At its first meeting, officers were elected:

- Chair - Anne Laukaitis
- Secretary - Margaret Edwards
- Treasurer - Lucy Neel

The team divided themselves to work on individual components of the search.

- Congregational Record - Margaret
- Informational Packet - Anne and Lucy
- Survey - Judy and Nancy
- Small Group Meetings - Anne and Lucy
- Internal and External Interviews - Darla
- Negotiating Team - Darla, Lucy, Arvind and Tom Cutilletta from the board

While an individual or a pair led a component, all members participated in completing the component to a greater or lesser extent. Everyone, for example, assisted with the small group meetings, which were held in member homes and facilitated by MSC members. Detailed summaries were prepared of all of the meetings. Everyone assisted with the interviews and detailed summaries were prepared of these. Assistance from other church members or friends was sought for several items, most notably, the assistance of Tim Tickle with the statistical analysis of the survey, the production of a video about the church by Kevin Mara, and designing the packet by Eva Danner.

- In June, meetings were focused on planning.
- In July and August, the survey, six or seven small group meetings, involving approximately 85 members and friends, and 10-12 interviews were conducted. Weekly meetings continued to review progress and plan next steps.
- In September, a board workshop was planned with Frankie Price Sterns, UUA, Compensation Consultant, who reviewed UUA guidelines for ministerial compensation. .
- In September, Anne made contact with other UU congregations, asking them to serve as neutral pulpits in February for the ministers we planned to interview.
- In September and October, the interviews were completed, the Negotiating Team carried out its work and developed the draft of the Letter of Agreement with the prospective minister, the Congregational Record was developed with input from everyone, and the Informational Packet was assembled. The board approved the draft agreement.
- In late October, a workshop entitled Beyond Categorical Thinking took place, led by two volunteers from the UUA. All of the MSC participated in this workshop and approximately 20 other members.
- At the end of October, Jennifer Slade reviewed the Congregational Record and everything contained in the Informational Packet, and approved PUUC to submit its Congregational Record to the Settlement Office of the UUA. The Congregational Record was then posted for ministers in search to review.
- At the beginning of November, the MSC was allowed to access the Ministerial Records of ministers who had reviewed the PUUC record online and were interested.
- In November and early December, eighteen Ministerial Records were reviewed and ten were eventually selected for fuller review. This consisted of contacting the minister and asking to carry out an exchange, whereupon the MSC sent its 200 page Information Packet and received the minister's packet. Many of these packets were available to the MSC electronically, which helped very much with the issue of ensuring that all seven members of the MSC had access to all of the information about each prospective candidate.
- In late December and early January, five ministers were selected for telephone conferences. Darla Davis facilitated these for the MSC, and detailed summaries were prepared by two members for each interview.
- Arvind handled the details of the background checks and was assisted by Kathleen Carpenter, DRE, at the UU Church of Charlotte.
- References were contacted for all pre-candidates and developed references were also explored and interviewed. Permission from pre-candidates was obtained prior to interviewing developed references. The MSC divided the pre-candidates among themselves to carry out this assignment.

- By mid-January, four ministers were selected to be invited to spend full weekends with the MSC. Lucy handled the logistics of travel and lodgings for all visiting ministers and also provided transportation during their visits.
- In February, the 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> weekends were taken up from Friday evening through Sunday afternoon with meeting and discussion. The group met for dinner on Friday evening and then spent all day Saturday together. The pre-candidate was able to tour the church campus and see the nearby area. On Sunday morning, each candidate was taken to a neutral pulpit to present the service and all members of the MSC traveled to the host site. The churches that assisted the MSC were the UU churches in Hickory, Columbia and Spartanburg. The planned fourth pre-candidating weekend, which was to be the first weekend of March, was canceled.
- In early March, the MSC reached its unanimous choice for the minister they wished to recommend to the congregation as the candidate.
- On Monday, March 15, the earliest date allowed by the UUA, the MSC carried out a conference call with Reverend Robin Noelle Tanner and asked her to be the candidate. She accepted.
- At the service on March 21, the MSC announced the name of the candidate to the congregation.
- From mid-March to mid-April, the MSC prepared information to circulate to the congregation, educating them about the candidate. Anne prepared a poster. A brochure was developed by Nancy and articles were written for the newsletter and website. Information was included in weekly announcements.
- The MSC prepared detailed plans for Candidating Week, scheduled for April 16 through April 25. Robin was responsible for the services on April 18 and April 25. Lucy again handled the details of travel, hotel and renting a car for the ten day period. Anne took responsibility for developing the schedule of meetings, social gatherings, etc. for Robin to attend, taking care to allow enough time for her and her partner Steph to look for housing.
- Robin Tanner visited PUUC from Friday, April 16, through Sunday, April 25. The weekend began with a social gathering that included dinner with the board and MSC and their spouses or partners. On Tuesday, she met with PUUC staff Rev. Karen Matteson, Wally Kleucker, Liz Grimes and Deb Davelka. She met with board leaders and council chairs on Wednesday and had dinner that evening with the MSC. She met with the incoming and outgoing Religious Services leaders and attended a Tuesday evening Meditation Group. She attended several social gatherings at the homes of Pam Whistler/Jeff Jennings and Darla Davis, each attended by 25 to 30 members. She also attended a family gathering on Saturday morning and two auction events.
- At the congregational meeting after the service on April 25, 83 members registered to vote and the vote was 100% YES for Robin's appointment as minister. She and Board President Krissa Palmer signed the Letter of Agreement between the minister and the church. The contract calls for Robin to begin her ministry on August 1, 2010.

- On Monday, April 26, Lucy and Margaret took Robin and Steph to the airport for their return flight to Albuquerque.
- The MSC met one final time on June 9, 2010, to conduct a summary assessment on the work that had been accomplished and prepare feedback for the UUA Transition Office.

*Ministerial Search Committee Members:*

*Anne Laukaitis, Chair; Margaret Edwards, Secretary; Lucy Neel, Treasurer; Judy Dancing, Darla Davis, Nancy Delux and Arvind Patil.*

**PIEDMONT UNITARIAN UNIVERSALIST CHURCH**  
**ANNUAL REPORT**  
**2009-2010**



**PIEDMONT UNITARIAN UNIVERSALIST CHURCH**

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