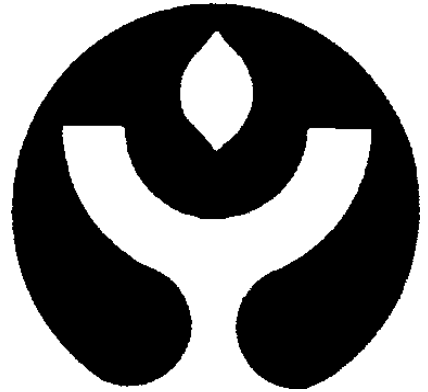


*Unitarian Universalist
Congregation of York*

*925 South George Street
York, Pennsylvania 17403*



*Annual Congregational
Meeting
May 22, 2005*

Mission Statement

*The Unitarian Universalist Congregation of York
is a religious community that inspires the mind and spirit,
honors religious freedom, and embraces diversity;
its members minister to each other with love,
and work for a just society.*

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REPORT FROM THE EXECUTIVE COMMITTEE

Patricia B. Learned, Chair

Well, you all, we have been on our Yellow Brick Road throughout the year. What a year it has been. We have hopped, skipped, jumped and danced our way along in celebration of our 50th year anniversary.

As with any journey, there have also been some detours, some unexpected events and some stops and starts. We have been joined by 32 new companions. We have lost some cherished and dearly beloved ones who walked this path for some period during the past 50 years. They made significant contributions and enhanced our journey with their presence. We will miss them. The new companions are bringing their own special gifts and talents to enrich our UUCY community.

The Board has functioned well as a cohesive, forward thinking and acting group. Procedures and processes have been streamlined. The Board liaisons have strengthened their interactions with their selected committees. Committees, for the most part, are strong and active.

A Growth Steering Committee was created to guide this congregation through the challenging time of moving from a pastoral to a program size congregation. UUCY is embracing the challenge and progressing in a well coordinated manner thanks to the combined efforts of the Board, the committees, and the congregation as a whole.

UUCY also took the first step towards becoming a Teaching Congregation. We have had the pleasure of working with a Student Minister for the first time. We both have benefited from the experience.

Another big challenge this year was undertaking a Capital Campaign. We raised \$396,000 towards a \$425,000 goal. An outstanding accomplishment. We can now honor our deceased members with plaques on the Memorial Wall. Funds will now ensure the creation of the playground for our children. We will be able to pay down a substantial portion of our debt, thereby releasing funds for additional projects and programs. Many thanks to all who contributed so generously.

Not only have we strengthened and grown locally, but we have taken a solid place in the activities of the Joseph Priestly District (JPD). In recognition of that, our own Rev. Bob Renjilian was elected to the JPD Board and Tom Kearney was elected to the Nominating Committee. Further, JPD recognized UUCY as a Breakthrough Congregation within the district and even nominated us to the Unitarian Universalist Association (UUA) for national recognition.

We will culminate the year with our big 50th year celebration. There will be toasting, feasting and entertainment for all. And to all..... A JOB WELL DONE.

It has been my great honor and pleasure to have served as Chair in this special year.

ADMINISTRATIVE COMMITTEE

Greg Roussey, Chair

Committee Members:

Deb Gogniat, Tom Kearney, Steve Snell & Craig Zumbrun

Building Use Requests continue to be one of the dominant tasks of the committee. A system has been established to alleviate the burden on the staff, Board, and Minister regarding accepting or rejecting requests. We're trying to standardize or formalize our acceptance procedures to accept or promote those requests that conform to UUCY's mission. We're continuing to be involved in other administrative and personnel issues facing the staff and congregation. We're preparing to adopt some training procedures for all committees to utilize so there is some standardization of procedures or process and their planning for future leadership development or transition.

A Personnel Sub-Committee has been established to address personnel issues. Members of this sub-committee are Jody Keller, Vicki Klinedinst, Loren Kroh, and Becca Lau. They're in the process of developing formalized procedures for employee performance reviews and compensation budgeting.

ADULT RELIGIOUS EDUCATION

Penny Blackwell, Chair

Committee Members:

Carl Hansen, Lloyd McCraney and Clem Neal

We assisted in the preparation of the Adult Religious Education brochure, assisted with Building Your Own Theology, and conducted Eat and Learn sessions. Some of UUCY's founding members, such as Rus Holmes, spoke at an Eat and Learn about the trials, tribulations and joys of founding UUCY during chaotic times. As chair, I very much appreciated the dedication, humor and patience of my committee men.

THE AESTHETICS COMMITTEE

Kay Marshall, Chair

Committee Members:

Sue Clewell, Barbara Fulton, Dorothy Winter

The Aesthetics Committee's goal has been to establish and maintain an Aesthetically pleasing atmosphere and appearance within the sanctuary building foyer, lobby — upper and lower and the Carriage House parlor, sunroom and dining area.

The Aesthetics Committee was immediately challenged in the new fiscal year. A UUCY Member had made a generous offer as a gift to cover the costs of decorating the lobby. The offer was accompanied by specific decorating ideas. At the first meeting of the new Aesthetics Committee, we learned that a PAC proposal was required due to this generous donation.

At the second meeting, as a new committee, we met and sat in the lobby to be decorated. We each shared our thoughts on the décor we pictured. Not one of us, had pictured the ideas of the donor. The Committee was speechless. What were we to do? Write the donor a very appreciative letter, was our only recourse. This challenge for the Aesthetics Committee was a bonding experience for the entire committee. We have worked well together for the entire year. Unfortunately, one member could not continue due to her many other responsibilities and commitments.

The sanctuary foyer and lobby took on a new look by fall. Thanks to Lillian Hill and her helpers, we had a freshly painted lobby and foyer to decorate. An area rug was chosen that matched with the floor and UUCY owned couch. The couch had been floating around the building and landed in the lobby with the strong approval of the Aesthetics Committee. An end table was moved from the Carriage House parlor (too many there) and a small chair was rescued from the UUCY Attic. A vase and a dried arrangement were donated by committee members to complete the sitting area. One bulletin board was donated and another purchased by the Aesthetics Committee budget. Stephen and Molly March donated Stephen's original drawing of our first home on Springettsbury Avenue. Barbara Fulton donated the Chalice print, now hanging in the foyer and the print hung in the back of the lobby, entitled "*In MY Father's House Are Many Mansions.*"

Dave Knapp very kindly did all the hanging for these items.

In the early spring, the Aesthetics Committee moved their focus to the Children's Religious Education lobby.

Artist, Ann-Marie Hober, honored us by her willingness and talent to paint the gorgeous "Rainbow" on the curved wall. The Rainbow does wonders for the entire lobby. The walls are in the process of being cleaned, the pole will be painted yellow and a sitting area was created near the door.

Aesthetics Committee Member, Dorothy Winter tends our live greenery with TLC. Dorothy comes early on Sunday to water and takes them home if they are not doing well. As a result of Dorothy's special care, our plants are thriving and add a special touch to the Aesthetics of our church home.

AUCTION COMMITTEE

The Annual UUCY Auction was not held this year. The next auction will take place in the fall of 2005.

BEECH TREE CONCERT COMMITTEE

Peter Klotz, Chair

During the 2004–2005 church year, the Beech Tree Concert Series has so far presented three concerts and two coffee houses. A fourth concert, The Modern Icons, is scheduled for May 21st.

Peter Meyer, Kevin Harvey and Don Carn were the featured musicians. Don and Kevin are in their second year with the Concert Series. The smallest audience we had was 30 people — due to a conflict of church activities — and the largest was 134 people.

So far this year we have collected \$2032. We have paid the musicians \$1335 and had \$54 in expenses for a total expense of \$1389. Our profit, given in its entirety to the church treasury, was \$643.

The committee has voted to continue the Series during the next church year. It is hoped that the congregation will support the Concert Series even more than it has in the past. Planning for next year's lineup has already begun.

BUILDINGS & GROUNDS COMMITTEE

Lillian Hill, Chair

Committee Members:

Don Brandl, Dave Knapp, Charles Kress, Bob Kruger, David MacVeigh, Greg Roussey, Charlie Seitz, Bob Riese and Mark Williams with Matt Chronister, and Bryan Stevens as adjuncts.

With the sanctuary going into its sixth year, we are getting more and more and *more* into maintenance tasks. My hope is that when this next year's budget approval time rolls around, our maintenance budget remains strong. We on the committee have all been disappointed that budget cuts for 2004-05 have kept us from getting the much needed painting done on the west side of the Carriage House.

But, we've done okay with other projects. Here's what's been happening since the first of July 2004:

- The Remembrance Wall — a PAC project. The work has been completed and dedication was on May 8, after services. Bob Kruger, Robert Maust, Chris Myers, Dave Karchnak, and et. al. worked very hard Saturday mornings over the summer to prepare the stones for the mason.

- Re-coating with a sealer of the sanctuary floor.

- Re-painting of the lobby and stairwell of the sanctuary by a group of volunteers who put in over 100 hours that week in August.

- Maintaining our ongoing relationship with our Duke Street sinkhole. The City was kind enough to fill it earlier last summer and on the fall work day we did it again, Charlie and the John Deere having rediscovered it as they partially fell in while mowing. We've been told that this area is called Springdale for a reason, we should accept this problem and just get over it. There are probable fixes using flowing materials, but since we just fixed it and a true fix is expensive, we'll just think about that another day... It continues to be roped off.

- Co-Hosting, with the Garden Committee, fall and spring workdays. In the fall, eighteen folks came out for a very productive day of chain sawing, brick resetting outside the Carriage House, of gardening, pruning, dragging, moving of rocks. In the spring we tricked twenty adults and young adults into raking, chipping, cleaning up and organizing to beat the band. A good time was had by all...

- Push mower replacing. John Johnson was diligent to a fault in researching and deciding upon the brand spanking new Honda push mower now residing in the garage. It replaces at least two not so good mowers. John was particularly happy about the clean air standards this mower is designed to meet — well above EPA's recommendations. Charlie spent hours fixing the red one, which remains as a back up. The high wheeler was fixed.

- Electrical issues: Also at their request, we are maintaining our relationship with a multitude of UUCY light bulbs and electrical devices. (Question: How many B and G members does it take to change a UUCY light bulb? Answer: None, we just light a candle).

- Our inspectables have all been inspected by all the inspectors. The costs continue to rise each year.

- We have gained three new members this year: David MacVeigh, Mark Williams and Bob Riese. It looks like the only way to leave the committee is to move away... (Charles Morreels, that one's for you...)

(continued)

BUILDINGS & GROUNDS COMMITTEE (*continued*)

- Insulation of the remaining areas in the Carriage House attic has been accomplished on a shoe string budget by Mark Williams.

- Mark too has seen to upgrading the lighting in the Board Room, the Round Room, helped with replacing storm windows on the Carriage House, and fixing a leak in the Carriage House shower.

- I don't know what we would have done without Mark Williams, for his willingness and ability to do just about anything, or Charlie Seitz for his preciseness and genuine caring about the health of many of our machines, or Bob Kruger for his willingness to be on site for various (sometime god-awful) problems, or Don Brandl for his smiling support, or Dave Knapp for his excellent liaison-to-the-board suggestions, or Charles Kress for his long-term commitment, or David MacVeigh for his enthusiastic commitment and for volunteering for *the most difficult task of all* — taking of the meeting's minutes, or Greg Roussey for lending dignity to the group, or Bob Riese for his newest member enthusiasm and ability to see things in a new light. Let's not overlook Matt Chronister — adjunct know-it-all in residence about everything concerning the building *and* the grounds and Bryan Stevens who is adjunct member in charge of grass (wow, man...).

- We conducted a study of building re-keying options, with prices, for future reference.

- By the time of this publication, the walnut trees, which are a hazard and flank the lower parking lot, should be down. The lumber from them is slated to go to cabinetmakers Walt Whitely and Todd White and will be used, in part, for at least one future church project.

- Bryan Stevens is ably organizing the mowing team once again this year.

In part, this next year's suggested budget includes replacing the cement steps which have heaved and been made a hazard from frost damage, providing modest funds to upgrade the storage facilities in RE, repainting the sanctuary, and reworking the outside lighting for the chalice and repainting the Carriage House on the west side.

CARE COMMITTEE

Mindy White, Chair

Steering Committee:

Kay Marshall, Phyllis Minerva, Donna Pullo, Joanne Walcerz, & Sue Wardlaw

Molly March, Board Liaison

Mission Statement

In accordance with the congregations' mission to "minister to each other with love," it is the mission of the Care Committee of UUCY to be aware of those among us who are in times of crisis and need as they encounter the challenges of life's natural cycles.

With the aid of the entire UUCY community, we will offer support both physical and emotional.

The Steering Committee of Care meets on a monthly basis and Reverend Bob usually attends. The Care Committee is in close contact with Reverend Bob. Working closely with Bob helps the Steering Committee to bring "Care" to those in need as quickly as possible. The Committee and Volunteers provide care through: visits, phone calls, cards, meals, and transportation. Some of the more specific Caring was: arranging transportation to the grocery store and to church for a member on a weekly rotating basis with ten different UUCY Volunteers, providing meals to a member with a serious health situation, arranging a reception after a Memorial Service, visiting a Member in the hospital or one confined to their home. We Care for Each Other in many Caring Ways.

Our UUCY Care Committee is a part of Staying Connected a Faith in Action Program sponsored by Jewish Family Services of York. Volunteers from congregations of different faiths provide services to older adults in the community. This program is in many cities across the US. Reverend Bob and UUCY Care Committee members have served on the Faith In Action Board or have Volunteered with a Senior.

The Care Committee is presently recruiting Volunteers and will sponsor an orientation/training for the Steering Committee and Volunteers in May 2005.

COMMON GOOD
Elsa Maust & Pat Potter, Co-Chairs

The Common Good Committee is responsible for making sure we have sufficient coverage for hospitality, greeters and flowers each Sunday. Volunteers willing to be greeters and to bring flowers is not a problem; our challenge each week is hospitality. We recently recruited two volunteers for hospitality but we also lost two. We would like to see UUCY Committees help to sponsor Sunday Common Good activities. On Sunday, April 3, 2005, the GLBT Committee provided a greeter, flowers, hospitality, goodies, and had a table to disseminate information about their committee and to recruit new members. This experiment was quite successful and we hope other committees will come forward to sponsor Common Good.

Although rarely a problem, we do have absenteeism of at times. To try to prevent this, Common Good volunteers are sent a schedule every three months and are notified by postcard the week they are scheduled. In January 2005, the Sunday Morning Hospitality Instruction Sheet was retyped and updated and placed in the Kitchen Book. In addition, a copy of the Sunday Morning Hospitality Instruction Sheet has been sent to all hospitality volunteers so they can read over their responsibilities prior to their scheduled time.

To help alleviate the problem with congestion in the lobby, the large coffee cart is now wheeled into the sanctuary following Sunday service. We began doing this in December 2004. A second cart remains in the back of the lobby and a third cart is placed in the hall downstairs. We have gotten positive feedback on this new procedure. It has relieved congestion in the lobby and has promoted socialization by allowing people to sit in the sanctuary and feel more relaxed.

We would like to thank everyone who has been volunteering for Common Good. Your help is really appreciated!

COMMUNICATIONS COMMITTEE
Deb Gogniat, Chair

Committee Members:
Doug Hober, Elsa Maust, Clem Neal

The most significant activity this year for the Communications Committee was the creation of a new web site, designed and engineered completely by Doug Hober. Members of the Communications Committee have continued to keep track of a variety of activities to maintain effective communications throughout the Congregation. Activities have included:

- Taking photographs of congregational programs.
- Editing and proofing "The York Beacon" twice a month.
- Maintaining the pamphlet rack of UUA materials in the lobby.
- Keeping bulletin boards up-to-date and attractive.

DENOMINATIONAL AFFAIRS
Thomas L. Kearney, III, Chair

Report not submitted.

FINANCE COMMITTEE
Wilma Skelton, Chair

Committee Members:

Joe Arsenault, David Knapp, Russ McKnight, Jake Miller & Rob Sippel

The first thing that I would like to do in my report is to name and thank our Counters and Depositors. These individuals give of their time after the Sunday services to count the money, work up the deposit tickets, make copies, and deposit the funds at the bank. Their dedication to this task is greatly appreciated. Many thanks to Joan Fulton, Eric Hoffman, Chris Due, Rita VanWyk, Charlie Seitz, Joe Arsenault, Rob Sippel, and Russ McKnight.

The Finance Committee met to review finance statements before they were presented to the Board. We monitored funds and discussed matters of budget, pledges, and financial policies. The Committee also mailed out members statements of giving. We continue to support our Treasurer, Russ McKnight.

The next year will probably be a very challenging. We are losing three of our Committee members. If you are interested in Finance and would like to join our Committee, please let Russ or myself know. We will show you what “bean counting” is all about.

GARDEN COMMITTEE
Kathy Elliot, Chair

Report not submitted.

GAY, LESBIAN BISEXUAL & TRANSGENDER CONCERNS COMMITTEE

**Tiffany Wright, Chair
Erin Gibson, Co-Chair**

Active Committee Members:

**Charles Kress, Steve Snell, Bob Riese, Kate Bortner, Colette Eckert, Sarah Schlegelmilch,
Dorrie & Henry Leader, and Randy & Holly Roberts**

Friends of the Committee:

**Doug Kauffman, Jane Riese, Wilma Skelton, Wendy Colby, Rise Durakovich,
Joanne Walcerz, Lonnie Ruth, Molly March, Elena Damrauer, and Heather Correll**

Board Liaison: Ray Kraft

We welcome new members at any time.

Activities since June 2004:

1. Meetings held every month from June 2004.
2. Updated Welcoming Congregation pamphlet housed in the church lobby.
3. Organized carpools to Harrisburg PrideFest in July 2004 and the Laramie Project, presented at York Little Theatre, in January 2005.
4. Celebrated National Coming Out Day with a Sunday Service on October 10, 2004 and a special evening gathering open to the public on October 11, 2004 in the sanctuary and lobby. Entertainment and food was provided by the committee.
5. Movie nights were sponsored by committee members and held once a month from November 2004 through March 2005 in Carriage House.
6. Recommended that Welcoming Congregation Curriculum be revisited and offered as Adult RE course in the fall of 2005. Planning is currently underway.
7. Provided first Committee Sponsored Coffee Hour after service on April 3, 2005.
8. Currently in the planning and building process of a new Committee Handbook/Notebook that is to contain History, Structure, Communication, Budget, and more.
9. Stronger connections being nurtured with community resources, such as PFLAG and Common Roads and persons engaged in forming GLBT youth groups.
10. Purchased a movie entitled "Tying the Knot" to be housed in the library and used as supplemental material for an Adult RE course. Movie depicts history and current legal state of civil unions/marriage for same-sex couples.

KITCHEN COMMITTEE

Doug Kauffman, Chair

Jo Roussey, Co-Chair

Committee Members:

Francine Baker, Sue Clewell, Rise Durakovich, Ray Kraft

Dave Knapp, Board Liaison

Mission Statement

The scope and mission of the UUCY Kitchen Committee is as a facility management team that fosters the enrichment of the congregation by ensuring that the kitchen is well organized, clean, environmentally sound and accessible to all.

- Kitchen passed York City Inspection with a score of 93 on October 1, 2004.
- The care of the kitchen is divided into ten areas, each being overseen by a committee member.
- Two major cleanings are scheduled for May and October.
- Fair Trade Coffee continues to be received well by members and guests.
- Sale of bulk coffee is not going over as well as planned, hence, more of the cost of the coffee is coming out of the kitchen committee budget.

We encourage all members to check out the kitchen and take ownership in its upkeep and usage. In return, we ask of you ...

- please clean up after your use.
- if you bring it in, take it with you, or mark it so that others may use the leftovers.
- date all items placed in the refrigerator and freezer.
- please do not use the kitchen as a storage space.
- please think “green” when purchasing items for food service or cleaning.

LONG RANGE PLANNING

Keith Gee, Chair

For the past two years, the Long-Range Planning “Committee” has intentionally consisted of the UUCY Board. We have worked together to focus on the vision, goals, plans, strengths, weaknesses, and organizational structure of the Congregation. We held our sessions during board meetings and board/staff retreats, soliciting and incorporating information from committees and members as we moved along.

Alas, a long-range plan is essentially out of date almost as soon as it is printed. That is the essence of a lively, interactive, engaged group’s efforts! The next iteration of the Plan needs to add the work of the Growth Task Force and the Case Statement from our Capital Campaign. As we move forward, the most logical approach to keeping the Plan current is to have it reviewed and updated several times a year during Program Councils, when the Congregation’s leadership assembles to share information. The long-range plan will now move into the purview of the Growth Task Force.

MEMBERSHIP COMMITTEE

Cindy Thoman Terlazzo and Leslie Johnston, Co-Chairs

Committee Members:

Todd and Sue Clewell, Joan Fulton, Suzanne Gates, Pat Potter, Craig Zumbrun

Raymond Kraft, Board Liaison

This year we have offered three visitor breakfasts, two New UU classes and by June will have three New Member signing dates. The spring New UU class was canceled because of lack of participants. We welcomed 14 new members in November, 1 in December, and 17 in March.

Our primary functions besides the above are manning the Visitors Desk, completing a pictorial directory, obtaining bios of new members, displaying their pictures, phone calls to those members we haven’t seen, sending out letters to those that have not pledged in the past year and the Befrienders group.

We also had fun ordering 250 pens with “Unitarian Universalist Congregation of York” and our website on them. They are available at the Visitors Desk primarily for visitors.

I would like to give a special acknowledgment to the outgoing chair, Cindy Terlazzo. She not only has done a terrific job as Membership Chair but has made my transition into the Chair position incredibly easy and smooth .. Thank you Cindy!

RELIGIOUS EDUCATION COMMITTEE — YOUTH

Mary Beth Fisher & Rowena Sullivan, Co-Chairs

Committee Members:

Lisa Bean, Frank Hallett, Cory Ness, Douglas Walcerz

Janice Rosella, Director of Religious Education

Board Liaison: Karen Jones

The Religious Education (RE) Committee has had a very busy and successful year and as a Committee we've accomplished a lot. We completed a new job description and contract for our Director of Religious Education; we developed guidelines for ourselves as a Committee; we developed a month by month RE Committee calendar for ourselves and future RE Committees. We also completed a DRE/Congregation covenant. We met with Carol Taylor at the beginning of the year to discuss how to proceed with all these contracts and documents. We've also organized a RE Committee book of sorts to pass on to future Committees.

This year has been a very successful year for the program as a whole. We have 118 children registered and we offered eight religious education classes. The program depends on the dedication and commitment of our 40 UUCY teachers and assistants. Classes started smoothly and we had a good number of volunteers to teach and assist in the classrooms. Overall, we received good feedback in our recent teacher surveys. While the youth program continues to be an area of concern we are looking at ways to strengthen this next year.

In addition to our regular class schedule, we had many special events this year:

- We started our year with a picnic and Rev. Sinkford's visit. We had a special event on Rev. Sinkford Sunday with storytelling, songs and special snacks for the children. They loved it.
- To celebrate our anniversary, we organized a retrospective of the RE program over the years with photos and quotes from the past.
- Janice organized a social service project "Gift of the Heart" at Christmas time and the children made health kits to send to the Church World Service.
- Winnie McDonagh organized seed planting for the children and started our own "growing" area outside the Sanctuary classrooms.
- The 6th, 7th, and 8th grade will participate in a special day event on May 1st
- Middle school students have the opportunity to attend a camp in August and we are getting the word out on this.
- We had a fun filled Easter Egg hunt.

Along with Janice, we continued to do the work of the RE Committee in running the program:

- We set up a schedule of RE greeters.
- Committee members filled in for Janice on Sundays once a month.
- We conducted a teacher survey and individually talked to the teachers in each class in the spring to get feedback on how the year was progressing and to find ways to improve the program.

(continued)

RELIGIOUS EDUCATION COMMITTEE — YOUTH *(continued)*

- We completed teacher recruitment for the year and we helped Janice organize a teacher training in September. We also started to develop a teacher training for this coming September.

- We developed a summer program “Around the World in 13 Sundays” and this summer the children will study a different country each week. We’ve been busy getting volunteers for the summer and are getting very positive feedback about the upcoming summer schedule.

- The Growth Task Force asked us to develop a two-service budget and plan for RE if we have two services in the future. We took a hard look at what our needs are now and what they will be if we have additional RE classes. Currently we have eight classes and we are looking to add another two or three in addition to another nursery program. We surveyed parents to see what time they preferred to attend service and we looked at various curriculum that would fit enrollment. We submitted a written report to the Growth Task Force outlining our needs. We concluded that at a minimum we need additional DRE staff hours in order to have a successful transition to two services.

- We looked at whether or not we want to have a Youth Adult Council (YAC) and will continue to study this next year.

- We set up a Playground Task Force (Christy Renjilian, Doug Walcerz, Mark Williams, Karen Noll) and they are moving forward with the plans for the outdoor classroom/playground.

- We are looking at simple ways to improve classroom decor before the start of classes in the September.

- We developed a behavior policy for each classroom.

- The nursery has been running smoothly with our three wonderful staff: Bev, Ben and Deb. We hope they will continue with us next year.

- We strengthened the RE Committee for next year by increasing our Committee size.

- We are currently conducting teacher recruitment for the Fall and are planning our teacher recognition event on May 1st.

Thanks to all who made the RE program so successful this year. We thank all of the members of our small Committee for their dedication and commitment to making the religious education program at UUCY such a success. We also thank all the dedicated volunteers who work with our great children and who have given so much of their time on Sunday mornings.

A special thanks also to Janice Rosella for her support; to Winnie McDonagh for her support to the RE Committee and her work planting seeds with the children; and to Karen Jones for her strong commitment to the RE program.

DIRECTOR OF RELIGIOUS EDUCATION'S ANNUAL REPORT

Janice Rosella

In addition to the day to day responsibilities that are related to my job description, I also participated in the following:

- Met with individual teaching teams during late August and early September before holding our teacher orientation and kick-off dinner in September.
- Worked with the Safety and Security Committee to ensure a smooth fire drill on the first day of religious education classes.
- Attended the Liberal Religious Educators Association (LREDA) four-day Fall Conference in Chicago, Illinois.
- Planned and conducted an adult workshop on simplifying the holiday season with Rev. Bob.
- Continued to be on the planning committee for the regional middle school events planned for middle school youth in York and in five other Unitarian Universalist churches in this region of Pennsylvania. Attended planning sessions in Harrisburg and helped coordinate the May 1st event.
- Attended the annual joint minister/religious educator meeting held in Wilmington, Delaware.
- Participated in a day-long staff team-building workshop with other UUCY staff members in Media, Pennsylvania.
- Attended an Alice Mann weekend workshop with Rev. Bob and eight members of the congregation on growth issues and transitioning from pastoral to program size church.
- Was present at all Program Council meetings.
- Supported the New UU classes by attending one session.
- Am in continuing contact with the Unitarian Universalist congregation in Gettysburg helping to support their religious education program.
- Worked with the Religious Education Committee throughout the year to compose a new contract, job description, and covenant.
- Was present at new member breakfast and opening of children's art show.

SOCIAL EVENTS COMMITTEE

Diane Kearney, Chair

Report not submitted.

SOCIAL JUSTICE COMMITTEE

Kayla Serotte, Chair

The Social Justice Committee met regularly throughout the past year. At the beginning of the year the committee met every other month. In December 2004 we took a decision to meet once a month.

Items accomplished in 2004 – 2005 were:

- Distributed 10% of cash funds from the weekly cash offerings to social justice causes. Half of the funds (5% of total) went to Our Daily Bread. The remaining half went to the Unitarian Universalist Service Committee (UUSC.)
- Continued to prepare and deliver casseroles to Our Daily Bread every other month.
- Took part in the Habitat for Humanity Thomas Street rehab project on September 17th, 2004. Ten UUCY members participated. We recently began plans to support Habitat for Humanity's "Building on Faith," scheduled for autumn, 2005.
- Conducted a four-session discussion of the book *Soul Work – Anti-Racist Theologies in Dialogue*.
- Sold Holiday Cards to benefit the UUSC
- Alerted the congregation to the UUSC's efforts to raise funds to benefit victims of the December 26th Tsunami in Southeast Asia.
- Screened two films about the history of racism and anti-racist efforts in Unitarian Universalism. Films shown were:
Black Pioneers in a White Denomination, an honest account of African American's experiences in Unitarian Universalist congregations;
Wilderness Journey, an oral history of events of the Black empowerment controversy of 1968 – 1969, which threatened to tear the denomination apart.
- Supported the run of York Little Theater's *The Laramie Project*, a play based on the murder of a homosexual youth in Nebraska. In response to anticipated demonstrations by local anti-gay activists, UUCY offered space to train peaceful activists in support of the event. UUCY members attended the training and acted as "citizen marshals" at performances of the show.
 - With People for Peace and Justice and the York County Community Against Racism, co-sponsored *Breathing New Justice*, a performance by the Jubilee Troupe. The performance was held in the UUCY sanctuary.
 - Conducted the annual Guest at Your Table fund raising program for UUSC.
 - Made plans to collect toiletry articles on an ongoing basis for clients of International Friendship house.
 - In an effort to serve our community better with the resources and talent available, we have recently begun discussions of our focus for the remainder of the year. We expect this ongoing effort to continue into summer.

SOUND COMMITTEE

Jerry Cohen, Chair

Committee Members:

Richard Burrill, Matt Chronister, Peter Klotz, Jake Miller & Charlie Seitz

Report not submitted.

WORSHIP COMMITTEE

Gregory Wise, Chair

Committee Members:

Mel & Linda Baer, Ron Besaw, Pat Brandl, Kathy Elliot, Barbara Fulton, Bill Henry
Patricia B. Learned, Molly March, Carol Stowell, Polly Thompson & Rev. Bob Renjilian

Mission Statement

*“Worship is a lifting of the spirit and an enriching of the mind.
Although the immediate focus of worship is the Sunday morning service,
the challenge is to extend the concept of worship into our individual and communal lives,
so that every act is seen as a spiritual opportunity.”*

The Worship Committee will work with the minister and the congregation to develop services that are truly ‘the work of the people,’ enabling and inspiring those who experience them to understand, celebrate, internalize and implement seven principles of Unitarian Universalism to take them into the wider sanctuary of the world at large.

In particular the Worship Committee, in partnership with the minister will:

- facilitate Sunday services which honor and enrich the spirit through word, music, meditation and community;
- coordinate the duties necessary for the formal act of worship to be aesthetically pleasing and seamless in execution;
- assist and guide members who volunteer as worship coordinators;
- arrange for guest speakers to fill the pulpit in the absence of the minister and during the summer;
- in conjunction with the Director of Music, arrange for the participation and integration of music and musicians in the service;
- submit and monitor as annual budget for worship.

Meetings of the committee will be conducted in such a way as to honor the inherent worth and dignity of every person, will evidence a spirit of compassion and acceptance and will respect the democratic process.

Two foci held commanded the attention of the Worship Committee during 2004-05. The 50th anniversary celebration has been a wonderful time of looking back and looking forward! Molly March is to be greatly commended for her work coordinating the return of almost all of the former ministers of the church. To have the former ministers return has created a wonderful year of celebration for all of us! In January, we celebrated the day the our spiritual forbearers first signed the membership book. A service recognizing the church’s long-time members and having them share with us once more was an exhilarating day! Celebrating and recognizing our 50th anniversary has been a wonderful opportunity for the congregation to reflect upon our past and be inspired about what the future holds for UUCY!

The second foci that has captured the attention of the Worship Committee this year has been the discussion surrounding the notion of moving to two Sunday morning worship services. We have had MUCH discussion about the concept, and have worked diligently toward the goal. The committee prepared three different budgets for the 2005-06 fiscal year. One

(continued)

WORSHIP COMMITTEE *(continued)*

if we have only one service next year, one if we move to two services in January 2006, and another if we move to two services in September 2005. Our major concern about the immediate move to two services is not so much financial, although finances will be greatly impacted. Our main concern is recruiting the number of volunteers necessary for two services. We will work diligently to provide the services necessary for whatever the congregation decides is appropriate action for the church at this time.

The Music Director position and the music sub committee headed by Bill Henry added tremendously to the services. Linda and Mel Baer have done an outstanding job. The music committee has given valuable support and coordinated musical offerings from within the congregation. In a show of support to the music program of the church, the committee had strong consensus on a recommendation forwarded to Greg Roussey of the Administration Committee. We recommended a 75% increase in the music director's salary whether or not we immediately move to two services. The music program is vital to any successful church program, and we feel this increase is appropriate and overdue. This increase would come with the understanding that the position would now be a 15 hours/week position as opposed to the current 10 hours/week. It would also include an evening choir rehearsal for the choir. We feel this kind of support of the music program is important and necessary as we move toward the goal of two Sunday morning services.

Peter Klotz as music coordinator has done well with the Beech Tree concerts. It is hope that the Beech Tree concerts will also continue under the music committee and grow with an advertising budget of their own under Peter Klotz's continued leadership. The function of this subcommittee of worship is to work with all musicians within the congregation and coordinate musical offerings and performances.

Kathy Elliot is to be highly commended for her work as secretary for the committee. She has down an incredible job of keeping the committee informed.

I want to thank Ron Besaw and Polly Thompson, Charles and Charlotte Conrad, Beverly Eberly, Lillian Hill, Doug Kauffman, Molly March, Jane Miller, Bryan Stevens, and Sue Wardlaw for serving as Worship Coordinators throughout 2004-05. Without their dedicated services, Sunday mornings worship would not be as smooth and meaningful as it is. Your contributions are incredibly important to the worship life of the UUCY community!

I also want to thank the members of the Worship Committee: Mel and Linda Baer, Ron Besaw, Pat Brandl, Kathy Elliot, Barbara Fulton, Bill Henry, Patricia B. Learned, Molly March, Carol Stowell, Polly Thompson, and the Rev. Robert Renjilian. Thanks so much to all of you for your commitment and support. Every committee member contributed generously of their time and talents.

There continue to be areas of discussion that will continually need to be addressed and re-addressed.

- We have worked with the Common Good Committee and Aesthetics Committee to try and alleviate congestion in the lobby after the service. By moving the name badges and moving one coffee cart into the Sanctuary, some of that congestion has been alleviated.
- We have had much feedback from the congregation concerning Candles of Sharing. We think by having Rev. Bob read cards from those willing to offer their concerns in that way, but yet allowing others who want to personally present

(continued)

WORSHIP COMMITTEE (*continued*)

their concerns, we have found a compromise that works. Candles of Sharing have been briefer and more meaningful, and we thank Rev. Bob for working through this process to such a satisfactory conclusion.

- Chimes are sounded in the lobby 5 minutes before the service to encourage members to enter. The chimes sounded by the minister are followed by silence. It is hoped that the 5 minute chime will also bring folks into a quieter space.

- Beacon articles have requested input for the worship committee and all meetings are open to everyone. As always, we are always looking for new volunteers to help with the many tasks for which the Worship Committee is responsible.

- As should be the case every year, the focus of the Worship Committee has been to continue to work with the minister and to continue to create a meaningful worshipful experience. This charge continually challenges us and forces us to stretch and grow! And we are sure that this will continue in the coming year and years!

MUSIC DIRECTOR'S REPORT Melvin & Linda Baer

- Coordinated and provided special music and hymns for three services per month
- Liaised with guest ministers and worship coordinators
- Introduced twice-a-month Thursday evening choir rehearsals
- Provided music for Victims of Homicide service
- Provided music for memorial services for Henry Ogden Barbour and Rus Holmes
- Coordinated music for Sundays we were not present
- Brought in guest musicians from outside UUCY
- Choir preparation began before Ingathering
- Choir sang at May 7 dinner
- Ongoing participation in growth planning
- More regular attendance at Worship Committee and Board meetings
- Attendance at weekly staff meetings
- Joined UU Musicians Network

STUDENT MINISTER'S REPORT

S. William Feiss, Jr.

I had two core objectives and several “measurable” and/or incremental tasks I wanted to accomplish this year when I started. Some I have met, others are still works in progress. One of the core areas that seemed important to me in the beginning when we were considering what I might do while engaged as the Student Minister at Unitarian Universalist Congregation of York (UUCY) and how this might help my ministerial development was being involved, or at least engaged as an observer, in the various committees and the structure of the lay leadership that is so important in our Unitarian Universalist tradition. I assumed that the ministerial role was different than that of the lay leader and I wanted the experience of modeling the unfamiliar minister role in that context. In the end, while this facilitated my integration into the church community, as a learning experience it was not as fruitful, or more accurately, it was not as steep a learning curve as I had anticipated. Unique to this learning for me, however, was my concurrent role as a lay leader in my home church where I could compare and contrast the functional differences between lay and professional ministry.

The second core objective was to test my theory, or explore my interest, in combining the Unitarian Universalist ministerial tracks of Parish and Community Ministry (fig. 1). UUCY was a unique opportunity to witness and participate in these two ministry tracks. Both are functioning at high levels at UUCY and the ministerial collegiality is strong and respectful. It is a “textbook” model of the tracking system as it exists today within the UUA and Unitarian Universalist Ministers Association (UUMA). It is also textbook on why I want to pursue the combining of the two. UUCY has two very gifted ministers whose work seems all but unrelated. Both have clear and cogent understandings of their roles in their respective and each other's community, i.e. Rev. Renjilian both understands and articulates his role as parish minister and can accurately articulate Rev. Bortner's function and role as Community Minister, and vice versa. The disconnect, if you will, comes in the missed opportunity to explore each ministry's strengths and vitality. While it was my intention to both witness as an observer these distinct ministries, it was also

my hope that there would be some light shed on how to better combine them, e.g. bring the community into the parish and take the parish out into the community. What I do know, is that no community will welcome a transient helper without some circumspect attached to the ‘gift horse.’ Experience tells us repeatedly that social programs not born of the community they serve rarely, if ever, make any significant strides toward the goals they espouse; no matter how noble. Too often these communities have been led to the trough of program largess, only to have the people or the program entirely disappear; a result of what Martin Luther King called the moderate white sympathizers retreating “behind the anesthetizing security of stained-glass windows.” Perhaps, with a willing Social Justice Committee, without agenda, living into one of the myriad ministries already in-place in the community, UUCY will find a place of connection that can fully take advantage of its gifts of hospitality and energy of fostering social justice. In the end, however, while I was awed by the ministry taking place, I have no real solution to report that might resolve the continuation of the church's separate venues.

[Fig. 1] – My learning goals for this learning covenant: To learn through experience how the current system of ministerial tracking works within a well-functioning U.U. church. From this I hope to learn how the two ministries differ, how they might be the same, where collaboration and boundaries are formed and why. In short test my theory of a combined ministry (community & parish) within our U.U. context.

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STUDENT MINISTER'S REPORT (continued)

The measurable tasks, “behavioral objectives” (fig. 2) as described in the learning covenant negotiated in the fall, have been, or will be, met with the exception of pastoral visitation. These objectives were modified and re-modified as all good plans ought over the course of the year. The second worship service was arranged through the help of the Student Minister Committee and will take place May 15th in Gettysburg. The pastoral visits have been replaced with my utilizing some of my experience gained through the four units Clinical Pastoral Education garnered over the past two years by offering expanded training in pastoral care techniques to the congregation as a whole and the Care Committee specifically. This is now scheduled for a late May commencement. In addition to the original objectives, I have been given the opportunity to perform a child dedication (twins on May 21st) and a wedding (May 28th). I have been working with both couples towards designing and implementing their ceremonies. Finally, in January of this year, the Board was asked to participate in the “Tree of Intentions” by hanging a leaf with a covenantal promise to the church and/or oneself. I hung two leaves. The first was to practice living in the moment and accept the process more readily (a work still in progress!). The second was to foster an environment whereby the congregation could envision itself as a teaching congregation. It was hoped that by the end of my tenure the congregation would be willing to take the necessary steps towards that official designation and become an internship site for future minister. Success of this ‘intension’ is yet to be determined though my observations are this congregation is not only ready but willing to take on the responsibilities of a teaching community. The one service I have done several people sought out and found me with critical reflections on both the content and style of the service. Two of these were in writing, and these did not include those on the Student Ministers Committee who dedicated time both before and after the service for critical review.

THEOLOGICAL REFLECTION:

We humans are by nature, relational. For me, this translates into a fairly refined theology of hospitality. Unitarian Universalist theologian James Luther Adams called it “living in right relation” as the call toward religious community and/or the divine. We gather together in community because as sentient beings it is how we understand Nature and ourselves. Religion and our religious communities are means to this end; the way in which we explore the ever evolving growth of ourselves and how we are to live with and understand our neighbor. I leave here with these understandings of how we are to live in ‘right relationship’ ever more fully reinforced. UUCY has been a wonderfully welcoming congregation, not simply for me, but this congregation models this hospitality to everyone that walks through the doors and the community beyond the doors of South George Street.

[Fig. 2] – My measurable behavioral objectives and performance tasks: Preach 2-3 times between now and the end of the academic year (May 2005) either in York and/or where part of my lay team might observe.

- Observe/Participate in parish pastoral care activities either at the Care Committee level, counsel & referral level, or home/hospital visitation level.
- Observe/Participate in Church board and/or committee meetings
- Observe/Participate in the Community Minister’s pastoral (or other) activities 2-3 times within the same time period as above.
- Observe/Participate in religious education (adult or children)
- Observe the canvass and capital campaign process.

NOTE: Please keep measurable objectives “do-able”

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STUDENT MINISTER’S REPORT (continued)

SCOPE OF ACTIVITY:

Some consideration should be given to whether this congregation is suitable for Field Education on the limited basis (10-12 hours per week) for students from Lancaster Theological Seminary (LTS). On the one hand, UUCY is here. This is no small issue given our size as a denomination. Other than the congregation in Lancaster itself, which was not available this year because of the prohibition of serving a church under the supervision of an interim minister, York is the nearest site a student from LTS could use for this critical and required experience. Even at a time when a settled minister were available at the Lancaster church, it would be at the very least an imposition to have more than one, possibly two, students at one time. On the other hand, it is here; almost thirty miles away. There were several times over the course of the semester where the opportunity to participate in an activity of significant educational value required multiple trips to the site in the same day. At 30 to 45 minutes each way, considerable time was spent commuting. Administratively for the school, the two credits received for this requirement seem disproportionately small and may hamper an already small base of Unitarian Universalist sites for this important part of the curricula. For the congregation in York, they may find this to be an impediment to attracting students in the future, especially in an age of \$2.50/gallon gasoline. Clearly for the congregation, this becomes a moot issue if/when they become an internship site and engage a full-time ministerial candidate. For the school, the issue will remain and should receive pedagogical examination.

MONTH	MEETINGS	SUNDAY	OTHER	TRIPS	MILAGE
DECEMBER	12	2	0	14	812
JANUARY	17	3	2	22	1276
FEBRUARY	12	2	4	18	1044
MARCH	8	2	6	16	928
APRIL	8	2	5	15	870
MAY				0	0
TOTALS	57	11	17	85	4930

NET EFFECT:

In almost all aspects of this field educational experience I find I have had the opportunity to grow and learn. Clearly there are areas in which further experience is required, preaching and leading children’s religious education are but two. However, under the subtitle of “*Was it Worth Doing?*” the answer would be a resounding yes. When juxtaposed with the congregation I am most familiar, I have been exposed to an entirely different model. To be sure, neither congregation is perfect, but this field ed site has all the tools to become a great teaching facility. Clearly, some of the differences were as a result of my functional capacity: in Towson I am a lay leader, member of the board; at York, I was a student and viewed and treated as a minister. It is in the differentiation of those capacities that I perhaps found my most growth. This year I found myself growing more into the role of parish minister than I had felt from my past Field Ed experiences. In no small measure, this is due to the congregation’s welcoming Nature and the seriousness with which it took its assignment of shepherding me along the path to ordained ministry. Should I ever get to that point, it would be an honor for me to have this congregation consider the possibility of assuming their right and responsibility of ordination with this lowly student.

COMMUNITY MINISTER'S REPORT

Reverend Kate Seitz Bortner

UUCY affiliates with me as Community Minister, understanding my work with the York City Police Department to be part of the congregation's ministry to the larger York community. The Board approves a Covenant of Relationship each year describing my specific duties and responsibilities to UUCY, as well as my working relationship with Rev. Bob Renjilian.

I am paid by my employer, the City of York. UUCY is not my employer nor do you pay me in any way. What this congregation does give me is blessing and support for my work in the community and on behalf of Unitarian Universalism.

As a congregation you offer me opportunities to take part in congregational life, to function as a colleague with Rev. Bob, to preach, teach, learn and to serve. I am grateful to UUCY for budgeting a generous professional expense account of \$5,000.00 to help reimburse expenses like travel, conferences registrations and professional dues directly related to UU ministry duties.

During this church year I will have traveled 3,931 miles and worked 808 hours in service to Unitarian Universalist community ministry (an average of 67 hours and 328 miles per month).

I had the great privilege of **preaching** at seven churches in the Joseph Priestley District and in South Carolina this year, conducting **2 weddings**, and **3 memorial services**.

At the **Association level**, I sit on the Board of the Society for Community Ministries (an affiliate organization for those doing community ministry), the Board of the UU Trauma Response Ministry and am part of Meadville Lombard's Modified Residency Program. In **District life** I attended the JPD Spring conference in April and participate regularly in the district ministers Chapter, UUMA-PK. For the first time a significant contingent of UUCY women (8) attended the JPD Women in Religion retreat in Columbia, PA.

I continue as **Field Advisor** to UU seminarian, Archene Turner; serve on the **Committee on Ministry** for Rev. Jeanne Lloyd. Rev. John Morgan of Reading continues as my mentor. Rev. Paula Maiorano (the parish minister serving as chaplain at UU House in Philadelphia) has invited me to serve as her **mentor** as she enters the process to be fellowshipped as a community minister.

Rev. Bob and I have completed our fourth year as colleagues in serving this community. I introduce myself at each **New UU class**, consult with the **Social Justice Committee**, the **GLBT Committee** and the **Women's Spirit Circle**. I assisted with planning for the **Samhain, Winter Solstice and Women's May Day Celebrations and a summer session of "Cakes for the Queen of Heaven."**

I contribute occasional Beacon articles, attend staff meeting once a month and Board meeting every other month.

Rev. Bob and I participated together in the **Christmas Eve** services and the **Homicide Survivors Memorial Service**. Other events in which I performed a ministerial role include this congregation's hosting Rev. William Sinkford, Charter Sunday and the 50th Anniversary banquet. Members of this congregation joined me in observing the Ramadan fast and discussion the book, SoulWork, this year.

In the **larger York community**, I am part of York Hospital's Pastoral Care Consultation committee and continue to serve as president of The Interfaith Alliance-York Chapter which sponsored the 6th Interfaith Thanksgiving Service. As part of the York Co. Victims Rights Coalition I helped plan the 19th Victims Rights March and Vigil.

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Community Minister's Report *(continued)*

Ministry Support Team Bob Kruger, Deb Lord, Karen Noll meet every other month in their capacity as committee on ministry for the Community Minister. Membership on the Ministry Support Team is by invitation and approval of the Board. Members serve from 1-2 years and stagger terms of service to maintain continuity.

The committee eagerly met with **student minister, Bill Feiss**, this year. They are also actively engaged in research and dialogue about how issues of growth impact ministry here at UUCY. As part of his Field Education Bill accompanied me on two days to meet leaders of urban ministries here in York City.

Being in relationship with the Unitarian Universalist Congregation of York is a singular privilege ... and pleasure. I look forward to continuing our work together as we vision for the next 50 years, carrying the principles and presence of liberal religion into the York Community.

MINISTER'S REPORT

Reverend Robert F. Renjilian

This has been a year of excitement, good work, and a sense that I can not possibly list everything that has been significant in this Annual Report. I am pleased to be here as your Parish Minister. Many thanks to a wonderful Board, all the committed volunteers, and our UUCY Staff!

SPECIAL CEREMONIES in the lives of UUCY families:

- I officiated at the Memorial Service for **Lynne Stansfield** (U.U. from Boiling Springs Congregation) in Mechanicsburg, PA on May 8, 2004 (performed by me since the ministers of the Boiling Springs congregation were on sabbatical at that time).
- Performed the wedding of (non-members) **Amy Marie Klyeman and Brad Michael Sprenkle** on Saturday, July 3, 2004, at the Chestnut Ridge Farm Banquet and Conference Center, York County, (Windsor) Pennsylvania.
- I officiated at the Memorial Service for **Henry Ogden Barbour** (member) at UUCY on Saturday, September 11, 2004.
- I officiated at the Memorial Service for **Edward C. Goelz** (husband of longtime member Louise Goelz), at UUCY on Sunday, September 12, 2004.
- I officiated at the Child Dedication Ceremony of **Kaden Scott Seylor-Robertson**, son of Amy and Scott Seylor-Robertson on Sunday afternoon, November 7, 2004 in the Carriage House at UUCY.
- I officiated at the Funeral of **Randolph Carl Blymire** (non-member) on Saturday, March 5, 2005 at the Workinger-Semmel Funeral Home. Randy was not a member of UUCY, but had been the producer for the York Cable Access TV programs for our congregation.
- I officiated, with Rev. Kate Bortner, at the Memorial Service of founding member **Russell J. Holmes** at UUCY on April 9, 2005. Rus would have turned 82 at the beginning of May.
- I officiated, with Janice Rosella, at the child dedications of two children on April 10, 2005 at UUCY (as part of worship that day): **Alden Thomas Miller** (son of members Emily and Jake Miller), and **Wesley Allen Norton** (son of members Allen and Michelle Norton).
- I also attended the adoption ceremony for **Angel Dash Hoffman-Hursh** (by members Eric Hoffman and Kraig Hursh) at the new York County Court House on Monday, September 13, 2004.
- I have a member wedding and another child dedication scheduled in May and June.

PASTORAL CARE

I thank the Care Committee for their ministry in this congregation, and Mindy White and Kay Marshall (co-chairs). I have been able to provide crisis intervention, make many visits or phone calls — but I honor the fact that it is the ongoing work of the Care volunteers that keeps up the ongoing response. The volunteers really came through when casseroles and rides were needed, when extra hospital visits were needed, when a member's home burned, and when it was time to put together Memorial Service receptions. Plans are underway to provide more support and training for those who wish to have more information and confidence in their good work.

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MINISTER'S REPORT (*continued*)

ADMINISTRATION

- Met with Rev. Carol Ann Taylor of the JPD as part of redevelopment process for DRE Job Description and clarification, and worked with Janice and the R.E. Committee on this task.
- Promoted and then attended the “Building a More Effective Staff Team” workshop with four other staff members; took the UUCY Staff to the Holiday lunch in December; introduced our staff members within my column in the Beacon; led weekly staff meetings; and coordinated vacation time.
- Prepared with Staff for if/when the decision for going to two services becomes reality.
- Did miscellaneous stuff such as: Fire Drill planning and implementation with Bob Coffey and Janice Rosella; took part in the hiring process for a new UUCY Nursery worker; helped facilitate the process to get a new mower; respond to questions from our insurance agent in regards to our group medical policy; responded to a UUA survey on medical benefits plan; and responded to an audit of our LREDA grant.
- Did the Employee Development Reviews.
- Attempted to find ways to support UUCY Staff as our computer database program is completely upgraded. (ongoing)
- Met regularly with the Administration Committee, and the new Personnel Committee.

RELIGIOUS EDUCATION for ADULTS and for CHILDREN

- Completed the 2004 8th-9th grade “Coming of Age” program in June, 2004.
- Taught U.U. principles related to the children’s book, “The Lorax” in one session of the 2004 Summer RE program.
- Had a role in opening the RE Teacher Orientation session at the end of Summer, 2004.
- Supported the “Our Whole Lives” parent orientation in the Fall.
- Participated in the New UU classes in the Fall (with Leslie Johnston) and Winter (with Ray Kraft).
- Guided the “Eat-and-Learn” session on “UUCY History” in the Fall.
- Co-led (with Janice Rosella) the “Eat-and-Learn” session on “Navigating the Holidays as a U.U.” in November.
- Co-led the Fall classes on “Building Your Own Theology” (with Penny Blackwell).
- Met with the Adult R.E. Committee and with the Children/Youth R.E. Committee.

TEACHING CONGREGATION:

In the Summer of 2004 I worked with Henry Barbour on a P.A.C. proposal for UUCY to explore becoming a “Teaching Congregation.” He died before the proposal could be finished. Then in the Fall, our District Executive approached UUCY with a proposal that we take on being a supervision site for a U.U. Student Minister. I worked with Board member Dave Knapp to interview Bill Feiss. With the Board’s approval he became our Student Minister at UUCY

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MINISTER'S REPORT *(continued)*

as an experimental year of being a "Teaching Congregation" got underway. I started off the first session of the Student Ministry Committee in December, and then I met nearly weekly with Bill as his mentor. I worked with Bill to include him in worship services, and coached him on taking over non-member ceremonies (such as a child dedication in southern York County).

PRESENCE IN THE COMMUNITY:

- Gave the welcome/invocation at the Manito graduation, Friday, June 4, 2004 at UUCY.
- Attended the Martin Library reception honoring Dorrie Leader.
- Worked with the York Little Theatre planning group to bring "The Laramie Project" production to reality. This ended up including a UUCY family on the panel discussion, and UUCY supplying the candles for the Vigil held after another performance.
- Co-officiated at the Victims of Homicide memorial service at UUCY with Rev. Kate Bortner.
- Attended (with others) YCCAR annual anti-racism conference, this year at Crispus Attucks.
- Miscellaneous other: Upon invitation, I participated in the new Dallastown [schools] Clergy Council; attended "Pastor's Day" morning service at St. John's Lutheran School; Participated in the ACCESS York Domestic Violence workshop; attended The Interfaith Alliance Thanksgiving Service at Temple Beth Israel; worked with Linda Love and the Staying Connected program.

WIDER UNITARIAN UNIVERSALIST MOVEMENT:

- UUCY raised \$620 for Young Adult/ Campus Ministries when Kim Mason from the Joseph Priestley District came to speak at the end of May, 2004.
- I Finished my term of office as Secretary of the Board for the UU Ministers' Priestley-Kingsbury chapter.
- I attended the UUA GA in June, 2004 as a ministerial delegate.
- I was elected to the Board of the Joseph Priestley District (JPD).
- I Worked with area ministers and Rev. Dr. Richard Speck of the JPD to arrange a District growth workshop with Alice Mann on issues for congregational growth.
- I was (again) a guest preacher in Gettysburg in September, and later in the year I wrote a letter of support for that congregation's application as a full-fledged congregation in the UUA.
- I Co-led (with Rev. Kate Bortner) a presentation about Community Ministry in our congregation for the benefit of the UU Ministers' Association Priestley-Kingsbury chapter.
- I did a "kick-off" of the Chalice Lighters program which supports growth projects in U.U. Congregations in the district. I am proud that UUCY's participation continues to be over 33% participation in this program of the JPD.

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MINISTER'S REPORT (continued)

GROWTH:

- I participated in the New Member Breakfast and New Member Ceremony in November, and in March.
- I led Board review of chapters in the “Raising the Roof” growth book, attended meetings of the Growth Task Force, and provided statistics on Sunday attendance and parking.
- With Board and congregation representatives, I attended the District workshop on “Pastoral to Program Size” transitions, presented by Alice Mann of the Alban Institute.
- I consulted with Robert Johnsen, the District’s growth consultant.

50th ANNIVERSARY and OTHER SPECIAL EVENTS:

The kickoff of UUCY’s 50th Anniversary year was in September, 2004 — with the first of our returning ministers (Rev. Yvonne Miller), and I attended the UUCY picnic. At that picnic we said goodbye to Charles & Judy Morreels who were moving from the area. I coordinated arrangements over about a two year period leading up to the preaching date for UUA President, Rev. Bill Sinkford. We held double services on that Sunday, October 3, 2004 and had overflow parking of cars on the lawn. I worked with Rus Holmes and Bill DeLong to prepare the “Eat and Learn” session on UUCY history, and (with Rus’ permission) reformatted and reprinted a packet containing history papers he had written. Made quick arrangements with Rev. Dr. Richard Speck, District Executive, to come preach when a returning minister had to cancel his trip. I had a small part in the January 16, 2005 50th Anniversary service celebration, and (along with Greg Wise, Chair of the Worship Committee) was videotaping it for posterity. I will be participating in the grand events of our 50th Anniversary Dinner on May 7, 2005, and welcoming our final returning minister (Rev. Mary Higgins) on May 15.

OTHER:

- I co-led the 8th-9th grade Coming of Age ceremony in June, 2004.
- I attended the UUCY Bonfire in June, 2004.
- My family Hosted a “Harry Potter Party” in the Summer, and an “Armenian Dinner” in November (both were UUCY Auction fundraisers).
- I attended Kevin Harvey’s pre-Christmas concert.
- I opened up UUCY for the Red Cross blood drive during the holidays, and donated blood.
- I enjoyed dancing with the men’s dance group dubbed the “Stud Muffins” in the UUCY Variety Show in February.
- I will officiate at the dedication ceremony of the Memorial Wall after service on May, 8, 2005.

CONTINUING EDUCATION / PROFESSIONAL and PERSONAL GROWTH

- I met with management consultant, Jody Keller.
- I joined the Alban Institute (a national organization which supports religious leaders through consulting, books, magazines and website materials); studied the Alban Institute “*Personnel Handbook for Congregations*” and several other books on the institutional side of church. I will be attending continuing education (in the weeks leading up to the Congregational meeting) offered by the Alban Institute on “Pastor as Spiritual Leader” and on shared-ministry/empowerment-of-lay-ministry.

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MINISTER'S REPORT (*continued*)

- I attended both the local U.U. ministers' group and the larger U.U. Ministers' Chapter meetings/workshops. Unfortunately, I missed some ministers' meetings due to several issues (date conflict with staff training, family illness, meeting with the Campaign Consultant, snow, etc.).

LEADERSHIP SUPPORT:

I met regularly with the Board, the Officers of the Board (in the Executive Committee luncheons); Met with a potential Capital Campaign consultant during my time off in the Summer, and then with the new consultant through the year. I attended Canvasser training and other Canvass events, and kept in touch with the Combined Campaign leadership. I led a Covenant Group Facilitator Orientation before the start of the Fall schedule. In the Winter I went to a Covenant Group presentation at the Unitarian Church of Harrisburg with Winnie McDonagh. I attended the Board Retreat in the Fall and participated in their Long Range Plan deliberations. I ordered the "*Raising the Roof*" books (on growth transitions) for each Board member. I attended many committee meetings and/or met with the leaders of committees (with special emphasis on Membership, RE, Worship, and Care Committees).

WORSHIP

Besides the usual array of Sundays where I preached "solo," I was pleased to work with Janice Rosella and Rev. Kate Bortner on Intergenerational or Holiday services. We did not have the Worship Associates program running this year, but I worked with our Student Minister; worked with the Committee on Ministry on the "Praying to Lady Luck" service; coordinated with Kevin Harvey and Tiffany Wright on the October "Coming Out" service; and worked with Karen Noll and Kathy Elliott (Environmental Committee) on the Arbor Day "I Speak for The Trees" service.

As an afterthought, for the History, here are some Statistics:

In Annual Reports from long ago, the minister or others would point out some statistics. I usually don't do that, but for the benefit of those who will be doing research for the 75th or 100th Anniversary, here are a few:

From Ingathering Sunday in September, 2004, through the end of April, 2005, the average combined attendance (Adults, Children and Youth) has reached a new high of just over 200 people per Sunday. Our celebration of the 50th year included almost all of our previous ministers coming back to preach, on average of one per month, which provided a boost to our average attendance. If the great summer services (led by members of the congregation) get included then the average was 185 children, youth and adults per Sunday. High attendance was for the two services on October 3, 2004 (The Rev. Bill Sinkford, UUA President) — 347 children, youth, and adults that day. I make special note that 236 children, youth and adults were at UUCY on Charter Sunday, January 16, 2005 (the service was led by long-time and founding members).