



*First Unitarian-Universalist
Church of Detroit
2012-2013 Annual Report*



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President, Sally Borden

It has been my honor to serve as your president for the past two years, a time that has shown growth and change in our church, most of it positive.

I thought it might be helpful to list many of these changes and experiences that have taken place since our last annual meeting in May, 2012.

1. Rev. Roger Mohr has been designated as our developmental minister for the next four years beginning July, 2013 and ending June, 2017. This ensures that we will have a stable ministry and presence in the community.
2. We held a Board retreat during the summer that included over 30 leaders and members of the church to set goals for the coming year.
3. 16 new members have been welcomed into our church community in the past year. That is a growth rate of over 20%.
4. Two new board members were appointed by the board, Danny Rebb and Marsha Bruhn, to fill vacant positions, so we now have a full Board of Trustees.
5. We have had several fundraisers during the year, a mystery play and a very successful organ fundraiser.
6. We have continued to organize and improve our church organizational structure, ie: set up a Communications Committee to set policies and procedures and improve our communications system. This is still a work in progress. A hospitality committee has been set up led by Joan Smykowski to greet visitors and members before the church service and during coffee hour, and the building and grounds committee was recently established and is being led by Dale Compton to help with improving the cleanliness and look out of sanctuary and the grounds.
7. We have donated our church archives to the University of Michigan Bentley Historical Library for safe keeping and to share its contents with others at no cost to us.
8. We continue to work with EMEAC on our evolving relationship with them to ensure both their success and ours.

Let's continue to work together in the spirits of love and freedom to remain a vital presence at the corner of Forest and Cass in Detroit.

Sally Borden, President



Minister, Reverend Roger Mohr

This has been a remarkable year for the church and for our ministry together. As I look back on where we were this time last year, I can see improvement in almost every area of church life, and there is every indication that we are just starting to see progress. This is what we have accomplished, relative to our goals from the leadership retreat last summer.

Membership: Goal was 85 members. After our membership chair **Marilyn Mitchell** removed inactive members, we currently have 88 members, a net gain of 15 this year. That is a phenomenal **21% growth rate**. And that translates into lots of new energy and ideas for the church. Thanks to good work on the part of the **Worship Committee**, average attendance at services is also nearing a **ten year high**, with nearly seventy people present on an average Sunday. I am grateful for **Todd Ballou** and **Gwenn Foss** for their outstanding musical offerings. Thank you for your participation and engagement!

Organization: The church organizational structure has improved dramatically, thanks in large part to the newly formed **Communication Committee** (ComCom), and to the effectiveness of our administrator, **Tamara Halliburton**. The newsletter goes out every month as scheduled, with programming and service information for the month. The order of service is printed on Thursday afternoon, complete with announcements and general information. And the database is increasingly well maintained and coherent, thanks also to **Dan Secrest** the rest of the ComCom. We have several other new committees as well, including our **Social Justice, Hospitality, and Building** committees. We are on track, and this organization is beginning to feel more organized all the time!

Money: **This is our weakness**, the one area in which I cannot report clear progress. Our goal was \$68k in pledges, but the pledges we have recorded to date do not bring us even close to this number. Why not? Well, there are lots of possibilities, starting with people just not filling out their pledge cards. But it is a concern, and it is likely that it will become a more central focus next year. Don't want that to happen? Fill out your card, and give generously. We can easily balance the budget, if we all do our part.



Programming: With the addition of our Activity Coordinator **Sherry Wells** we have become much more pro-active and effective in our programming, though there is plenty of room for more. This coming year, I hope to offer more adult RE programming, based on my doctoral project concerning cognitive complexity and spiritual growth. Many thanks to **Al Acker** for continuing his commitment to the monthly Vespers service, and to **Matt Friedrichs** for organizing our tremendous young adults group. However, much of the programming remains up to you. If you want to offer a program, talk to Sherry or me, and we will see what can be done.

Public Voice: This has been an area for enormous growth both for the church and for me personally. The church has done several major events, including **Noel Night, Nain Rouge, and Skinner Organ** fundraiser. We have been much more successful in reaching out to our immediate neighbors. And we are also building a regional image and presence. Indeed, this has been my major focus this year. First Church is very much back on the religious map in Detroit, and I am proud of what I have accomplished here. I have been invited to join the **Interfaith Clergy Leadership Forum** (elite regional clergy), as well as the **Interfaith Leadership Council's** Development Committee. I won election to the **Detroit Rotary** board of directors, and have organized several significant fundraising projects for them, including **Detroit Pro-Literacy** and **Operation Warm** (winter coats for children). I chaired the Promotion and Fundraising committee for the **Building Bridges to Understanding** interfaith conference at HFCC, and chair the Budget and Fundraising committee for the 2014 **North American Interfaith Network** Annual Conference, which will be here in Detroit next August. I have also been involved in **MOSES, Midtown Development Corporation, Detroit Athletic Club, NAACP**, and several other community organizations. I have a regular article in **Natural Awakenings** magazine, published an academic article in **The Journal of Religious Humanism**, and have begun to build a community presence and identity as a religious **Humanist** speaker and writer. With all of that said, there is much room for growth and evolution in this area, even as I am re-focusing my energy for next year.

In closing, let me say that I am grateful for First Church, impressed with how well things have come together, and optimistic about our future. The church is doing well, and we have the opportunity to make it even better. Congratulations, and thank you!

Rev. Roger Mohr



Treasurer, Dan Wiest

Explanation of Column Headings of Profit & Loss Statement

First Column – Approved Budget for 2012-2013 Fiscal Year

Second Column – Actual Totals for April Month-end

Proposed 2013-2014 Budget

Summary of differences between this year and last:

- Trust Interest payments were down 53% due to lower performance by investments
- \$6,300 was withdrawn from the Trust this year vs. \$44,000 last year
- Office Expenses were up this year due to increases in copier activity and Quickbooks (our accounting software) charges.
- The Rent or Lease category is down this year because the leases on the boilers and air conditioner units are done or almost done
- The minister's salary is higher this year for several reasons:
 - One of his paychecks for last year was recorded this year
 - Due to a misunderstanding with our accountant, the minister was paid under his former higher wage for July. The difference will be handled in this year's salary.
- Due to miscommunications with the UUA, the minister's Retirement 401K received no contributions last year. It is being made up this year.

Summary of differences between the budget and projected totals for this year:

- The increase in the Trust beyond the budget number is due mainly to an infusion of \$6,300 from the principal to help pay for the minister's 401K retirement fund. Otherwise, the portfolio did not do well and the interest received showed it.
- It was hoped that volunteering and contributions could make the Social Hour self-sufficient. This did not happen. On the plus side, Social Hour contributions covered the increased expenses.
- Office expenses were up due to increased copier and Quickbooks charges. The insufficient budget amount was due to missed amounts in the previous year and unrealistic hopes for fewer expenses due to the building situation.
- No Search Committee expenses were needed as the minister will be staying on.
- The Rent or Lease budget figure was low because it was assumed that EMEAC would assume the lease payments. A compromise was for EMEAC to contribute \$400 towards the cost.



First UU 2013-2014 Proposed Budget

	2012-13 Approved Budget	YTD Totals April 2013	2013-2014 Budget
Income			
Donations-Other	31,500	31,215.78	23,000
Fundraising/Event Income	1,000	3,747.25	5,000
Offerings	1,993	1,997.77	3,000
Pledges	66,000	53,170.02	68,000
Rental Income	3,000	899	900
Trust/Endowment Income	9,826	10,157.46	4,629
Total Income	113,319	101,187.28	104,529
Expenses			
Bank Charges	38	54	0
Commissions & Fees	138	20	20
Community Events	1,100	535	500
Contract Services	15,340	14,243.04	15,495
Dues & Subscriptions	6,090	1,683.00	500
Fundraising/Event Expenses	500	0	500
Hospitality	158	1,211.21	400
Insurance	1,862	3,547.59	2,152
Professional Fees	800	1000	500
Office Expenses	751	2,726.35	3,000
Program Supplies	1,100	319.7	400
Search Committee	5,000	0	0
Rent or Lease	4,188	7,519.35	1,629
Repair & Maintenance	2,614	679.15	1,950
Utilities	2,531	1,252.93	1,440
Hourly Payroll Expenses	4,719	5,199.15	7,800
Payroll Tax Expense	3,351	3,257.97	3,558
Salary & Wages	46,953	47,139.93	50,943
Medical, Disability, Insurance	6,986	7,419.29	9,688
Professional Expense Reimbursements	5,000	5,371.00	5,094
Retirement Expense	5,000	8,108.33	5,094
Misc Expenses	500	185	100
Other Expenses	0		0
Total Expenses	114,719	111,471.99	110,764
Income/Loss	-1,400	-10,284.71	-6,235



Worship Committee Report

Worship committee was chaired by Robert and Kathleen Johnson, and made up by Rev. Roger Mohr, Music Director Todd Ballou, and members Dan Secrest, Danny Rebb, Mary Lou Malone, Nancy Owen Nelson, Elayne Sikelianos, and Lencha Acker. Meetings were held once a month, with the goal to put on a quality worship service 52 weeks a year. Each service begins at 11:00am and will end between 12:00 and 12:15pm. This year we have Rev. Mohr full time, and for the most part, filled the pulpit for the 1st three Sundays of each month, with the Worship Committee filling in the 4th and 5th Sundays. Committee members took turns being Coordinator for the month and providing either a lay-lead service or securing a guest speaker. This year, there were also 3 special collections to go towards 1st Church memberships for MOSES and MUUSJIN as well as to allow 1st Church to attend Community speeches with HFCC in April 2013.

All in all, most things went very well. Worship Committee is a highly-functional committee with effective members, who provide a variety of topics and themes for the congregation to explore throughout the year, all while ensuring that each service runs smoothly start to finish. For the most part, the order of service was left untouched, but there were slight changes to provide smoother transitions and to make the service more effective for the church goer - both for the first-time and returning church-goer. Some changes were made in an effort to enhance our services so that they would be taking steps closer to be "camera-ready" in providing a more professional service that could be presented on TV. Such changes include moving away from Trustee of the Day, and putting in place a Worship Leader to fill those spots during the service. This allows for the Board as well and church members to sign up to be Greeters for each Sunday, to personally greet people as they enter church. More readings were incorporated throughout the year as well, and the Worship Leader now leads the congregation's response on Call and Response-styled readings. Rev. Mohr has worked with the Board and Worship Committee to develop New Member Second Sundays with new members signing the book in a short ceremony before the congregation followed by monthly potluck, a system to tastefully and comfortably incorporate Joys and Concerns as well as Visitor recognition back into the service. The Worship Committee has also sought to provide titles and descriptions for services earlier so that they can be include in the



Newsletter, website, and having effective titles for sermons for the marquee board. Worship has also added the Board to our email groups so that the Board can be kept better informed of Worship issues. Vespers has changed to once a month, usually hosted by Al Acker on 2nd Wednesdays. This helps take some of the work load off the Worship Committee members, as well as in an effort to help increase attendance for each service. These are all small changes that have helped to bring the congregation together and help us learn and grow together, making and strengthening our connections to one another. This is reflected in our average attendance increasing over the year.

Though the committee works hard and enjoys the work, there are challenges that we still face. There are still problems with the sound system as well as with the CD duplicator, which we are depending on our Technology Committee to resolve. We are also facing budgetary issues as we have gone over our proposed budget for 2012-2013. In our proposed 2013-2014 budget to the Board, we are keeping this in mind to increase our budget some so that we can be sure to have more funds available to bring in guest speakers to fill the pulpit. While there continues to be more organ issues, a wonderful fund-raiser plus asking for some organ maintenance funds will help. We are lucky to have Todd for our musician as he knows so well how to play around the problem spots on the organ. A new challenge to face 1st UU in 2014 will be our turn to host the choir Music festival. Our committee will continue to take steps towards getting our worship services “camera ready” for the internet (Youtube) and TV.

Respectively submitted by,
Kathleen Jacobs Johnson



Membership Committee and Canvass, Marilyn Mitchell

Membership

The Church has experienced exceptional growth over the past twelve months. At this time last year, we reported a membership of 73 and 6 pledging “friends”. Our current membership stands at 88, exceeding by three members the goal of 85 set at the leaders’ retreat in summer, 2012.

I want to especially thank Joan Smykowski for volunteering to design and make uniform nametags and for scheduling Sunday greeters. There is no membership committee as such, but members’ activities are being offered by Sherry Wells and others. Employing non-members to provide for social hour after the service has made our sharing time more enjoyable for all.

Canvass 2012-13

We started the Canvass for the fiscal year beginning July 1, 2013 in mid-March. Instead of having a kick-off banquet or program, we decided to use all funds for support of the Church budget, personnel and programs. Members have been approached individually to make their pledges, and some who cannot attend services have been contacted by mail.

As of the third week in May, 2013, we have received pledges totaling \$48,784.00 from 40 pledging units, which is insufficient to fund a balanced budget. At last year’s annual report, we had received more than \$46,000 in pledges from fewer members. Obviously, members who have not yet pledged need to turn in their pledges before the start of the fiscal year. Pledge forms are available every Sunday or by email request to mitchell140@comcast.net.



Greeters Group Summary

As part of our mission to make the First Unitarian-Universalist Church of Detroit an institution to “radiate kindness,” the Greeters Group was formed. Joan Smykowski was asked by the Board of Officers to create and coordinate the group.

At this time, twenty-seven members and friends of the church, have volunteered as a Sunday Greeter. We would like to thank the following thirteen individuals who have participated at the end of this fiscal year:

Joel Batterman	Sally Borden	Paul Chislett
Dale Compton	Eric Cortright	Muzummal Faiz
Matt Friedrichs	Sean McAde	Marilyn Mitchell
Kathe Stevens	Corinne Streicher	Miranda Wedge
Tommy Wyatt		

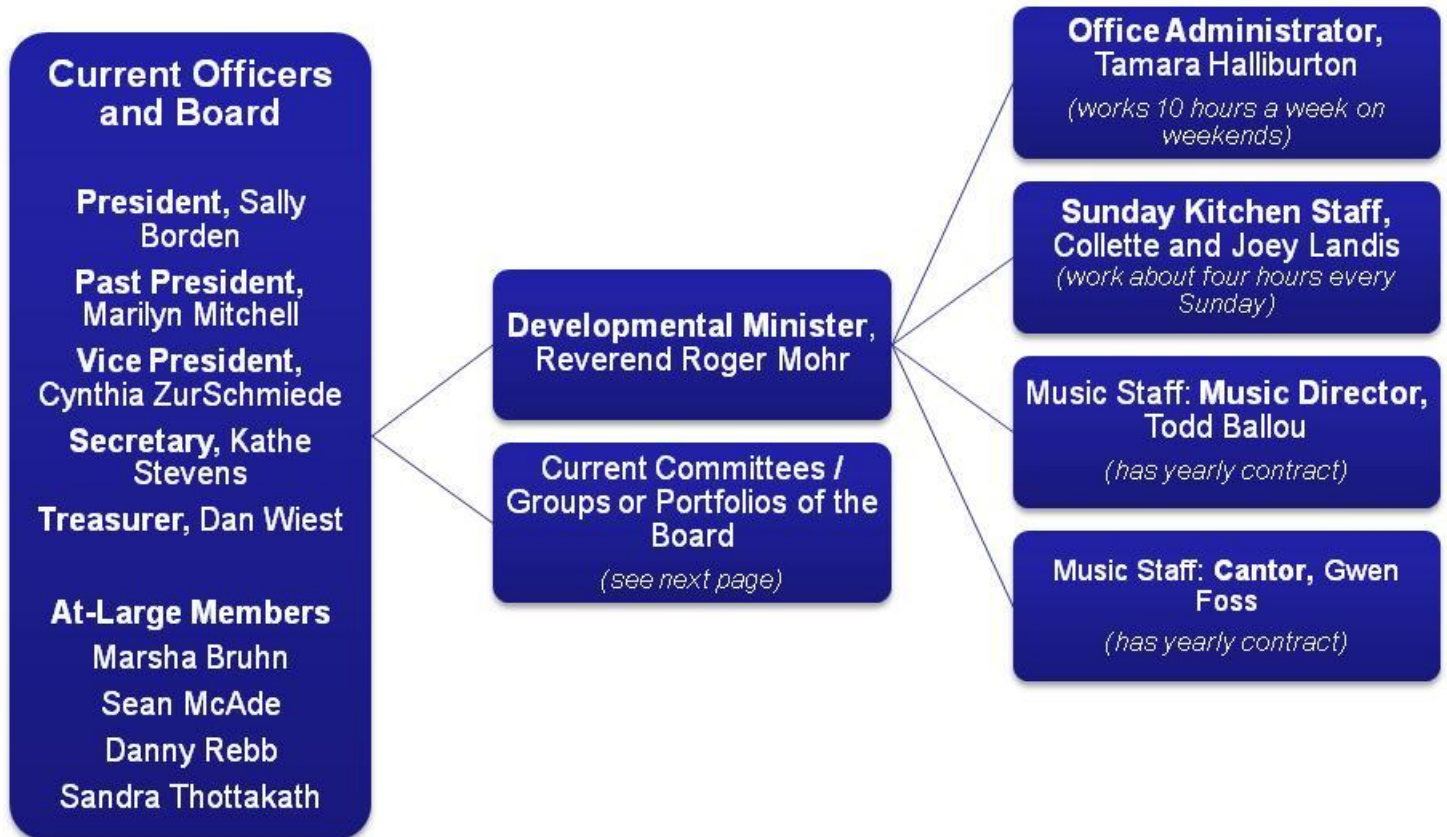
The following members and friends have agreed to volunteer for upcoming Sundays:

Marsha Bruhn	Dan Chicklas	Colleen Dolan-Greene
Melissa Duffy	Trey Greene	Carolyn Ludwig
Kevin McKinney	Danny Rebb	Johnnie Turnage
Sydney Schaaf	Dan Wiest	Sherry A. Wells
Margaret Wilkie	Roger Zeigler	

All of the Greeters have displayed a welcoming and gracious attitude to the members, guests and friends of the First Unitarian-Universalist Church of Detroit. Thank you, for your time and talents as Greeters.



Organizational Structure



Officers and board members are elected yearly at an annual meeting in May. For details of the length of their terms, please see the church bylaws.

A board meeting is held the second Wednesday of every month at 7 PM in the church house.



Current Committees/Groups or Portfolios of the Board

Worship Committee

co-chairs: Kathleen and Robert Johnson

members: Lencha Acker, Mary Lou Malone, Dan Secrest, Danny Rebb, Elayne Sikelianos, Nancy Owen Nelson, Todd Ballou

ex-officio member - Rev. Mohr

Communications Committee:

Rev. Mohr, Dan Secrest, Sean McAde, Dan Wiest, Tamara Halliburton, Sherry Wells

Head Usher:
John Angry

Webmaster:
Dan Secrest

GLBT Liaison with MUUSJN:
Danny Rebb

Publicity /Development:
Kathe Stevens

Activities Coordinator:
Sherry Wells

Building and Grounds (newly formed):
Dale Compton

Social Justice:
Sandra Thottakath

Transitions Task Force:
Bill McKnight, Dan Wiest, Sally Borden

Financial Matters / Budget:
Dan Wiest, Linda Darga

Membership and Canvass:
Marilyn Mitchell

Hospitality:
Joan Smykowski

Order of Service and Newsletter:
Tamara Halliburton, editor

Nominating Committee:
Margaret Wilkie, Danny Rebb, Toni Tront, Lencha Acker and Elayne Sikelianos
ex-officio member - Rev. Mohr

Sound Technicians:
Dan Secrest, Dan Wiest, Robert Johnson, Linda Darga, Roger Ziegler

Young Adult Group:
Matt Friedrichs