

# **First Unitarian-Universalist Church of Detroit**



## **Annual Report 2017 – 2018 Church Year**

DATED: May 20, 2018

THIS 2017-2018 ANNUAL REPORT IS AVAILABLE ON OUR WEBSITE

<http://1stuu.org/>



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## Celebrating Sunday Mornings!

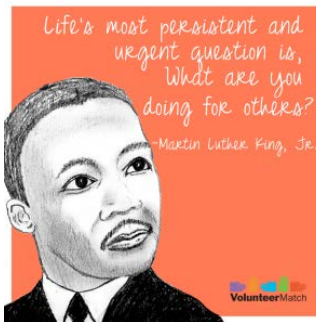
The theme of the 2018-2019 Canvass Campaign is **“Celebrating Sunday Mornings!”** Because we couldn’t do it without YOU, and YOU, and ALL of YOU!

**How do we get to Sunday morning?** What topic will inspire? Who will deliver this important message? What music will enhance it? Volunteers meet regularly to find the best way to engage, and to promote our vision and mission. Volunteers keep us comfortable and informed.

- A volunteer posts the upcoming week’s sermon title on our sign at Cass & Forest. Sermon topics, and other church news, are found in our newsletter.
- Volunteers make sure the building isn’t too cold or too hot, they shovel and salt in the winter, landscape in the summer, and organize spring and fall cleanups.
- Volunteers are found making repairs, tracking and ordering supplies, sitting in the nursery so parents may refresh their spirit without interruption, picking up and returning homebound members, running committees, and so much more.
- We couldn’t celebrate Sunday mornings without the volunteers who organize our Sanctuary before each service. The choir practices, hymn numbers are put up, the chancel table is readied, flowers are set out, pews are tidied, care cards are lined up for signing, candles are lit, water is fetched, guest speakers are welcomed, and visitors are greeted.
- It’s all reversed after the service, when everything is put away for the next Sunday and we gather to enjoy coffee hour (organized by volunteers).
- Last, but not least, “volunteering” to join us in the pews to hear the sermon, and creating community in coffee hour, is an important part of celebrating Sunday mornings!

**When you need a break, where do you turn? UU Detroit.** Why? Because you feel valued. You believe in justice, equity and compassion. You understand the importance of spiritual growth. You are in a responsible search for truth and meaning. You practice and believe in the democratic process. You want a world community with peace, liberty, and justice. You understand the interdependent web of life.

### How do we do it? **YOU, and YOU, and ALL of YOU!**



“Happiness is not something readymade. It comes from your own actions.” – Dalai Lama

“Volunteers do not necessarily have the time; they just have the heart.” – Elizabeth Andrews, Habitat for Humanity Team Leader

“Service to others is the rent you pay for your room here on Earth.” – Muhammad Ali, Professional Boxer and Activist

“Volunteering is the ultimate exercise in democracy. You vote in elections once a year, but when you volunteer, you vote every day about the kind of community you want to live in.” – Unknown

### What are we planning in 2018-2019?

- **Religious Education:** We’re exploring the implementation of a religious education program, for both adults and children. We don’t have many children, you say? To paraphrase the movie, *Field of Dreams*: “If you build it, they will come.” As we get more and more visitors, we wish to be able to offer religious education to children, and to their parents.



- **Anti-Racism Training:** An *ad hoc* committee is researching curriculum to begin an anti-racism education program. Initial plans are for an in-depth training seminar hosted by us, with outreach to other UU congregations.
- **BLUU @ AMC:** There will be a Black Lives of UU cohort at the 2018 Allied Media Conference. We hope to support the members of the BLUU cohort.
- **Pride Festivals:** We are anticipating participation in the Motor City Pride parade and LGBT Detroit's Hotter Than July activities.

As Rev. Murray preached in his April 15 sermon on the value of giving and stewardship, "Pay it Forward," **your yearly pledge is the financial backbone of our congregation.** With your support, we can keep celebrating Sunday mornings, and the rest of the week, too. **Increasing your pledge by 5% will help us pay for our projected 2018-2019 programs. Thank you!**

Donations may be mailed directly to the Church, given during the weekly service, or given on line @ [www.1stuu.org](http://www.1stuu.org).



## Letter from the Minister

It is hard to believe that we are closing in on three years since I first came to UU Detroit, initially as your interim minister and later called as the settled minister. In this past year, not only did we celebrate my installation in the Fall, but just a few short weeks ago, celebrated the ordination of the (now) Rev. Julie Brock, a daughter of this church. We are a church that celebrates well, that cherishes the moments of joy that we have together as a community. It is that joy, always bubbling just under the surface, itching to come out, which I find infectious about serving with and for this particular congregation.

However, we also go through the hard parts of life well too. This year, we held memorial services for longtime member Jerry Williams and for Stephen Thume, son of Lee Thume, who grew up in our church before relocating to California. And sure enough, our congregation came out strong to see both Jerry and Stephen off well, offering hospitality to visiting families and friends, making a space for grace in which the lives of Jerry and Stephen could be lifted up and released in a community that loves well.

This year, I officiated at six weddings whereby I met the couple through our church, although only one of the couples are members of our church: Dan Hale and Jody Wise, at the Scarab Club. I have visited members of our church at their homes and at the hospital, and over coffee and sundry other libations out along the Cass Corridor and in your neighborhoods. This year, I have attended all manner of activities of an active busy life in support of members of our congregation, from political rallies to art exhibitions to music performances. I've come over to your homes after a panicked call, and I've talked with you over the phone when I've been out of town on business.

I am grateful for the gifts that so many bring to our church, the gifts of time and behind the scenes labor to make sure that every element of our church runs well and efficiently. We have unsung heroes in our midst who make sure that snow is shoveled, that coffee hour is prepared and welcoming, that doors are unlocked, and boilers are running, and candles are replaced, and newsletters and weekly email updates are edited and sent. You know who you are, you who do all of this, and hopefully you know that you are appreciated. Thanks as well to Nancy Shattuck and Omar Davis, who also make everything go and good here at our church. We would be less without you all.

One of the things that I love about our church is that reliably, week after week, our music program is outstanding. I marvel at what Todd does as our Music Director, not only his skill as an organist, but our choir which consistently punches above their weight. And Todd is full of wonderful creativity and whimsy. Many of you know and love his "Motown Medley" (there are a couple different versions), which were featured during both Julie's ordination and my installation. But not all of you have heard, with only a week to create it at Lee's request, his organ interpretation of "Jesus Christ Superstar." We're going to have to find a reason for Todd to play it again when everyone is at church. He is a colleague extraordinaire.

I've loved my three years here so far. This is the sixth church that I have served in my career, and far and away, this is my happy place. And every day, every week, I find new reasons to fall in love with this church and you, its people. Thank you for the incredible gift in my life that is serving as the Minister of the First Unitarian-Universalist Church of Detroit.

Sincerely, and with much love,

*The Rev. Dr. Stephen Butler Murray, Minister*



## Letter from the President of the Board of Trustees

It is hard for me to believe that it was already one year ago that this Congregation voted to trust me as the President of your Board of Trustees. We — and I really mean you — have accomplished a great deal in this past year, with special events, new initiatives, new twists on existing initiatives. And we have seen new members step up and take important roles in moving the path of our Church forward.

The most pressing issue for us all is our location, and we will be talking about it more in the future. Most of you are aware of some of the physical plant issues that the Church building has. Many of you may not be aware of the hard work that several of our members have put in to help keep the place where we worship up and running. Tim Bailey, Glenn Maxwell, Dan Wiest, and others have earned our sincere thanks for their efforts.

On the happier side of things, we have had weddings, a few other special events, an installation, and an ordination! We have seen and participated in events that affect the lives of people in our local community of the Cass Corridor area, and we have supported efforts to call attention to issues that are important to the many endangered equities in our city, our country and our world. For many of us, it is our collective commitment to those issues that matters as much as anything that this Church represents.

On a personal note, I'd like to express my thanks to many of our Board members (and others) who pitched in during the time last winter when my hip decided it was time to get a replacement. I appreciated what folks did to fill in, and all of us should be thankful that we have such members who are committed to the well-being of this Congregation.

As we look into 2018-19, there are several familiar issues that will demand our attention and efforts. As noted above, we will talk more about our facility. But we also have matters involving the need for increased membership, for financial stability, for replacing a few of those members we have lost to moves or other pressing time commitments. That likely means that others of us will need to step up and contribute in new and old ways to the life of this great organization. We will also look for our newer (and younger) members to step into leadership roles to help forge our paths to even greater things for this Congregation.

And all this while, we will need to look closely at our capacity to build and enhance our membership. There are so many external and internal needs that fall within the proper concerns of our members. You will need to help guide us toward those about which we can make a positive difference — those that will lift this Congregation and help lift this City to the greatness it can achieve. As your President this past year, I look forward to serving those goals in the future in whatever way I can.

***Dan Hale, President***



## **Child Care Committee Report**

### **Child Care Committee Accomplishments in the Past Year**

- We have provided childcare during every Sunday worship service, caring for at least one child almost every Sunday.
- One paid staff and one volunteer are scheduled to be present each Sunday. We found it necessary to add a second paid childcare staff to fill in sometimes because we could not always find enough volunteers.
- Several church members have donated more toys for the room.
- No problems have been reported and some children now come regularly.

### **Child Care Committee Goals for the Coming Year**

- Continue to look for church members who will volunteer one Sunday a month in the child care room. If we have enough volunteers, it could be less often.
- Look at options for eventual Sunday school program.

***Sally Borden and Richard Hillier, Co-Chairs***



## Church Trust Report

First Unitarian-Universalist Trust assets grew to \$225,218 as of April 30, 2018. This is an increase of \$79,651 (45%) from March 31, 2017. Growth came from infusions provided by the congregation, market appreciation (up 12.78% in 2017), and a very generous gift from the estate of church member Jerry Williams.

The Jerry Williams bequest provides a fine example of how Trust assets can grow through gifts, in turn providing better financial security for the church. Remember that all earnings of the Trust can be used ONLY to support First UU Church of Detroit.

Including the Trust in your estate planning, or by purchasing a life insurance policy with the Trust or church as beneficiary, as Jerry did, can return great dividends in protecting the future of our church. We ask all church members and friends to consider providing a bequest to the Trust or church in your estate planning.

Oversight of the Trust is handled by Trust members Al Acker, Sharlene Gage, Bill McKnight, Marilyn Mitchell, and James Robinson, in conjunction with Tim Wyman, a Certified Financial Planner affiliated with the Raymond James firm.

***Bill McKnight, Trustee***





## **Communications Committee Report**

### **Communications Committee Accomplishments in the Past Year**

- Continued improvement of monthly newsletter thanks to Kathe Stevens.
- More convenient and attractive event communication thanks to Anita (Ruby) Jones.
- Church office equipment maintained and enhanced, led by Glenn Maxwell.
- Sound system enhancements led by Steve Curtin and Tim Bailey.
- Continued roll out of G Suite for communication and document management.
- Training of Board
- Documentation of procedures
- Making progress in converting website to UUA WordPress template – Martha Bogner is helping with this.
- New hardcopy church directory printed and distributed.

### **Communications Committee Goals for the Coming Year**

- Implement online membership directory.
- Continue to improve system for connecting visitors and new members with church on an ongoing basis.
- Standardize committee document management procedures.

***Dan Secret, Acting Chair***



## Finance Committee Report

### Finance Committee Accomplishments in the Past Year

The Church is experiencing a comfortable period financially. With the location continuing at the sanctuary at Cass and Forest our expenses remain low. Added to this, donations remain high probably due to the popularity of the settled minister. This has allowed the congregation to attract new members while maintaining established parishioners. As of March 31, 2018, it is clear that the Church will end its fiscal year, June 30, 2018, with a significant surplus of revenues over expenses.

With the strong financial performance, the Church has, again this year, transferred cash back to the Trust for safekeeping and additional earnings. Recently the church was the beneficiary of a little over \$40,000 from the estate of Jerry Williams, a long-time Church member. This money has been transferred to the Trust along with a lump sum pledge of approximately \$4,500 and an additional transfer of \$25,000.

The Finance Committee would like to take this opportunity to thank all the members for their generous pledges and their commitments to those pledges. Between pledges and unpledged donations, we are projecting that this will be the second year running that we will exceed our budgeted contributions. Thank you all.

The SHARE THE PLATE program continued this year. Contributions to this program have grown from last year with no adverse effect of regular pledges and donations. The program generated over \$4,100 in additional contributions for worthy projects. Those were:

LGBT-Detroit	July	\$ 266.00
St John UCC-Jackson area LGBT	August	285.40
UU Relief-Hurricane IRMA	September	539.00
UU Relief-Hurricane IRMA	September	478.00
Women’s Convention	October	289.13
Gleaners	November	462.50
Freedom House	December	330.00
Freedom House	January	626.72
Black Lives UU	February	285.00
Sienna Literacy Center	March	424.00
UU Ministry for Earth	April	177.66

This sharing of the plate does not seem to have cut into Church income. Comparing November through March (April figures not yet finalized) from this fiscal year to last shows that Church collections for the five-month period were higher by over \$2,300 this year when we are sharing. Some portion of that is due to increased attendance, of course, but more to the point, there is no apparent drop in giving to the Church from those who are participating in Share the Plate.

### Finance Committee Goals for the Upcoming Year

With the uncertainty about the Church’s location, the coming fiscal year may be a completely different picture from this year. The Congregation’s worship location and the costs associated with that are uncertain. The Finance Committee will participate in the evaluation of alternative worship spaces.

The Committee will be watching the Church finances as they happen but more importantly, the Committee will be trying to anticipate changes in cost structure as the year develops and preparing the Board to respond to those changes.

**Robert Lauer on behalf of the Finance Committee**



**2018-2019 Approved Budget**

Budget approved by vote of the congregation at the annual meeting on May 20, 2018.

**First Unitarian-Universalist Church**

**Church Budget: Approved by Congregational Meeting**

FYE 06-30-2019

	Proposed Budget 2019 v Projected Year-End			
	<i>Approved Budget FY 2018</i>	<i>Projected FY 2018 at 03/31 excluding bequest</i>	<b>Approved Budget 2019</b>	Change from Projected
<b>REVENUES</b>				
<b>Donations</b>				
Pledges	87,057	90,000	90,000	0
Non-pledged contributions	4,000	5,500	5,500	0
Plate Offerings	<u>4,000</u>	<u>3,200</u>	<u>3,200</u>	<u>0</u>
<b>subtot-Donations</b>	95,057	98,700	98,700	0
<b>Other Sunday Revenue</b>				
Social Hour	1,200	1,200	1,200	0
Other-1	0	0	0	0
Other-2	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>subtot-Oth Sunday</b>	1,200	1,200	1,200	0
<b>Events</b>				
Noel Nite	0	0	0	0
Other-Plays, etc	<u>100</u>	100	100	<u>0</u>
Other-2	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>subtot-Events</b>	100	100	100	0
<b>Other Revenues</b>				
Cass Parking alliance	17,200	17,200	17,870	670
Other misc	120	0	0	0
Other	0	<u>20</u>	<u>20</u>	<u>0</u>
<b>subtot-Other rev</b>	<u>17,320</u>	<u>17,220</u>	<u>17,890</u>	<u>670</u>
<b>Total Income</b>	<b>113,677</b>	<b>117,220</b>	<b>117,890</b>	<b>670</b>

**EXPENSES on next page**

**First Unitarian-Universalist Church****Church Budget: Approved by Congregational Meeting**

FYE 06-30-2019

	Proposed Budget 2019 v Projected Year-End			
	<i>Approved Budget FY 2018</i>	<i>Projected FY 2018 at 03/31 excluding bequest</i>	<b>Approved Budget 2019</b>	Change from Projected
<b>EXPENSES</b>				
<b>Ministerial</b>				
Fee	48,000	48,000	48,000	0
Pension	4,800	4,800	4,800	0
Reimb Exp	<u>3,200</u>	<u>3,672</u>	<u>3,672</u>	<u>0</u>
<b>subtot-Ministerial</b>	56,000	56,472	56,472	0
<b>Operational areas</b>				
Other Staff				
Office Manager	3,535	3,535	5,050	1,515
Child Care Provider	1,590	1,560	1,560	0
Custodian	2,559	2,559	2,860	301
Replacement-contract lab	0	0	300	300
Appreciation lunch	0	0	100	100
Payroll Tax	<u>466</u>	<u>586</u>	<u>724</u>	<u>138</u>
subtot-other staff w tax	8,150	8,240	10,594	2,354
Worship Budget	4,500	4,500	4,500	0
Contract Serv-Music	12,100	12,100	13,100	1,000
Communications	500	500	500	0
Comm-Telephone	520	520	520	0
Planning	300	300	300	0
Leadership	1,000	1,000	2,000	1,000
Social Justice	350	350	3,500	3,150
Membership	400	400	400	0
Canvass	500	500	500	0
Finance	<u>750</u>	<u>950</u>	<u>950</u>	<u>0</u>
<b>subtot-Oper areas</b>	29,070	29,360	36,864	7,504
<b>Events</b>				
Noel Nite	400	400	400	0
Dally in the Alley	40	40	40	0
Other	<u>150</u>	<u>150</u>	<u>150</u>	<u>0</u>
<b>subtot-Fundraising expense</b>	590	590	590	0

**EXPENSES cont'd on next page**



**First Unitarian-Universalist Church**  
**Church Budget: Approved by Congregational Meeting**  
 FYE 06-30-2019

	Proposed Budget 2019 v Projected Year-End			
	<i>Approved Budget FY 2018</i>	<i>Projected FY 2018 at 03/31 excluding bequest</i>	<b>Approved Budget 2019</b>	Change from Projected
<b>EXPENSES cont'd</b>				
<b>Administrative and General</b>				
Social Hour	1,200	1,500	1,500	0
Insurance	3,500	3,500	3,000	(500)
Office supplies	1,000	1,000	1,000	0
Copier	0	0	0	0
Utilities-Sewer	2,700	0	0	0
Bldg Maintenance	1,000	2,400	2,500	100
UUA	3,000	3,000	3,000	0
Mid America	1,200	1,200	1,200	0
EMEAC	1,800	3,600	3,600	0
Facility rent	10,200	0	8,400	8,400
Other	700	700	700	0
Installation celebration	<u>5,000</u>	<u>3,088</u>	<u>0</u>	<u>(3,088)</u>
<b>subtot-Admin and general</b>	<b>31,300</b>	<b>19,988</b>	<b>24,900</b>	<b>4,912</b>
<b>Total Expense</b>	<b>116,960</b>	<b>106,410</b>	<b>118,826</b>	<b>12,416</b>
<b>Income/(Loss) before unbudgeted items</b>	<b>(3,283)</b>	<b>10,810</b>	<b>(936)</b>	



## **Membership Committee Report**

### **Membership Committee Accomplishments in the Past Year**

Dessa Cosma was Chair of the Membership Committee until January 2018 when she resigned due to her work responsibilities. She strengthened the committee with new members who launched a Visitor Welcome Table and a Sermon Discussion Table at each of our after-service social hours. Deanna McGraw and Kathe Stevens are now co-chairs of the committee.

- Membership increased by 7% over the past year
- The average attendance for Sunday service increased by 1%

### **Membership Committee Goals for the Upcoming Year**

1. Increase membership committee by 2 new members
2. Increase visitors table volunteer facilitators by 5
3. Ensure that all outreach procedures to visitors are completed
4. Increase membership by 10 new members

*Deanna McGraw and Kathe Stevens, Co-Chairs*



## Nominating Committee Report

### Board Positions

Current terms expiring June 30, 2018 are those of current President Dan Hale; current Vice President Nathan Strickland, Jr; Trustee Dan Wiest; and Kathe Stevens, Immediate Past President. Appointees Nancy Shattuck, Acting Secretary, and Bob Lauer, Treasurer, are expected to remain on the board, as will Dan Secrest, Deanna McGraw, and Sharon Mills as Trustees.

The Nominating Committee is proposing the following Board officers and Trustee for the 2018-19 fiscal year, to be voted on at the Annual Congregational Meeting in May. Based on this slate, Immediate Past President Kathe Stevens would remain on the Board for another year.

There is some confusion about Trustee terms. The terms do not conform to the by-laws which call for two Trustees to be elected each year. The Board has been asked to address this discrepancy.

Position	Nominee	Term	Comments
President	Dan Hale	2019	One-year term, per By-laws
Vice President	Dan Wiest	2019	One-year term, per By-laws
Trustee-At-Large	Martha Bogner	2020	Two-year term

### General Assembly Delegates, Kansas City, MO 2018\* (3)

- Martha Bogner
- Nathan Strickland, Jr.
- Rev. Stephen Murray

\*GA is June 20-24, 2018, in Kansas City, MO. GA delegates may participate and vote via live streaming.

### MidAmerica Regional Assembly Delegates, St. Louis, MO 2019\*\* (3)

- Nathan Strickland, Jr.
- Nominating Committee is recommending that the congregation authorize the Board of Trustees to appoint additional candidates.

\*\*RA is April 5-7, 2019, in St. Louis, MO. RA delegates must attend in person; there is no off-site option.

### Nominating Committee (5 members, 1-year term)

- Marsha Bruhn
- Arne Johnston
- Mary Lou Malone
- Joel Batterman
- Danny Rebb

***Marsha Bruhn and Mary Lou Malone, for the Nominating Committee***



## **Worship Committee Report**

### **Worship Committee Accomplishments in the Past Year**

- Supported our established minister in his continuing efforts to address historical and current issues in context with Unitarian Universalist principles.
- Supported and help implement the installation of our settled minister.
- Hosted two award-winning poets whose work addresses social and cultural issues of the city.
- Hosted a number of ministers from both UU and other faiths to encourage a diversity of views.
- Hosted speakers from the Detroit social justice organizations — Ecumenical Theological Seminary, Michigan Roundtable for Diversity, Pan-American News Wire.
- Hosted Stephen Henderson, Pulitzer Prize winner from “Detroit Today.”
- Continued attention to our centennial celebration (Danny Rebb sermon on significant women in our church’s history).
- Added summer attendance to the attendance records due to increase of numbers.
- Continued to reevaluate the Order of Service, which includes keeping (for the time being) “Spirit of Life” and considering inclusion of responsive readings and other components.
- Determined to encourage more of our young people to speak in the pulpit.
- Rev. Murray was prompted to preach two sermons that dealt with immediate issues: Charlottesville and Me Too.
- We have continued our coordinated Mother’s Day service with Women Walking Woodward for Peace.
- We invited a local singer/musician to present a Song Sermon.

### **Worship Committee Goals for the Upcoming Year**

- Continue to reach out to our younger members and to key figures in the community.
- Continue to support our settled minister.
- Continue our journey to incorporate issues of white supremacy and LGBTQ into our services.

*Nancy Owen Nelson, Chair*