

First Unitarian-Universalist Church of Detroit Annual Report



2018 – 2019 Church Year

DATED: June 2, 2019

THIS 2018-2019 ANNUAL REPORT IS AVAILABLE ON OUR WEBSITE

<http://1stuu.org>

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Minister's Report

The 2018-2019 year at the First Unitarian-Universalist Church of Detroit has been one marked by the undercurrent of change in our community. These include changes in our membership with new members joining and longtime members passing, changes in our priorities as a congregation as we took on an intentional engagement with immigration issues, and changes in our forecast as our Board and congregation have taken on the issue of determining where and how we ought to continue to gather and worship as a congregation.

In this, my fourth year as the Minister of 1st UU Detroit, we have had a remarkable year of new members joining our congregation. Our Membership Committee hosted a wonderful breakfast for those who had joined recently, and the strength and enthusiasm of that group was telling. I look forward to seeing how those recent new members will contribute to our church through leadership on committees, and helping to frame the future directions of how we ought to live into our convictions in Detroit and beyond. At the same time, this year saw us say farewell to beloved members of our church, both those who had the opportunity to live long, full lives, and those who died too young and yet still who left remarkable legacies behind. In addition, we have reinstated a children's time into our services, in response to those families whose children are coming regularly to our church, and constituted a committee examining the future of programming and child care. Our congregation continues to shift and change with these ebbs and flows of life, and we respond with the affirmation of life, music, and an assurance of striving for a more just world.

This year, our church sought to narrow its umbrella of which social justice issues we most prioritize and as a congregation we voted to champion the cause of immigration issues. In truth, I do not think that we have lived into this commitment as strongly as we could, given the strength of the vote for us to take on immigration issues. While I have offered sermons on this topic every other month and we signed letters in support of a family living in sanctuary at the Central United Methodist Church in Detroit, we can and should step more boldly into this arena as a congregation. I will charge us to do so in the months ahead. At the same time, this commitment has meant that a more judicious conversation on other social justice topics has been less robust than it could have, and I appreciate the individual members of the congregation who have come to me asking,

demanding, that we give stronger voice to women's rights and racial justice. I hear you, and am pivoting to do so more actively in the pulpit in the months ahead.

Finally, we are facing the issue of where we as a congregation will continue to worship in the years ahead. While we love our current sanctuary where we have gathered for over a hundred years, we do not want to be caught off guard should the current owners of this building decide to move in a new direction. We want to be proactive, and not scrambling to find an appropriate reaction. And first so our Board and now a newly reconstituted subcommittee are doing the good work of looking at options, taking into account the priorities that our congregation voiced through a survey of your preferences for where we gather, how we worship, the value of music, the considerations of location and time. This will take time, and our subcommittee will do the legwork necessary to make prudent recommendations to our Board and Congregation. Our church is not this building. Our church is the wonderful array of human beings and our regular gathering together, and we need to be careful to preserve what truly matters with, for, and among us while also tending to our current sanctuary and exploring potential new options.

I am nothing but grateful to be the Minister of this church, and am excited this summer to enter into my fifth year of service here. I marvel at the work that Todd Ballou does with our music program here, and enjoy the collaborations that he makes with our resident musicians and singers. I appreciate all that you, our congregants, do to make our time together wonderful and worthwhile, and at the same time challenge those who have not yet stepped forward into leadership roles to take on the mantle of doing so. We need you and your talents and your backgrounds and your strengths as we traverse uncharted grounds.

Peace and love,
Stephen

The Rev. Dr. Stephen Butler Murray
Minister, The First Unitarian-Universalist Church of Detroit, Michigan

LETTER FROM THE PRESIDENT OF THE BOARD OF TRUSTEES

Last year I began this update saying it was hard to believe that a year had already passed since I was elected President. Now I can say that it is hard to believe that two years have passed. We have made some progress in these two years, but – as is often the case for those leaving any sort of office – not nearly enough. More on that in a moment. That said, we have done much to be proud of, and more things are waiting just over the horizon.

As was the case last year, the most pressing issue for us is our location, and we will be talking about it (again) during our Annual Meeting on Sunday. Physical plant issues remain a concern. We had some difficulties with the heating system this past winter (remember the pipes clamoring), ceiling leaks in a few spots, poor lighting in McCollister Hall. Those were all taken care of either directly or supervised by our primary and selfless team of Tim Bailey, Dan Wiest, Glenn Maxwell and others who contributed significantly, all of whom deserve our sincere thanks for their efforts.

It was also a year fraught with challenges, and occasional sadness. As is typical of our Congregation, we didn't always agree with each other or with some of the Church's direction. But that is who we are – this is not a doctrinaire led religion, and even less so as a Congregation. And I mean that in a good and positive way. Here, there is a great deal of room for differing views. But we typically come at those moments of disagreement with a willingness to understand and to embrace our differences in belief and trust that we each seek to do the right thing and to be kind to those who may see things differently. I am convinced that we as a group acknowledge and accept our differences with intended generosity of spirit and acceptance of our differences.

On the sadder side of things, we lost several former members of our Church family this year, and several of our Church members lost loved ones from their own families. One of the hardest of those losses was the death of Nathan Strickland. Nate was an active member of our Congregation and an active leader of the LGBT community of Detroit in general. Of course, he was also a musician who played for us occasionally during Church services. But I remember Nate most for his ever-present smile, his distinct laugh that was freely given, and his courage and acceptance of a very tough and very long battle for an all too brief life. We still miss him.

As in the past, we have seen and participated in events that affect the lives of people in our local community, and we have supported efforts to call attention to issues that are important to the many concerns facing our city, our country and our world. As a community, we have committed to the issue of immigration and the unacceptable intolerance toward the current and hopeful new immigrants in our community and country. Our collective commitment to those many issues continues to matter as much as anything that this Church represents.

I'd also like to express my thanks to our Board members, our committee leaders and members, and to our Congregation in general who work for our various missions and collective concerns and needs. For example, with Sally Borden's and Richard Hillier's and others' participation, we reinvigorated a children's program and continue to look for ways to improve it going forward.

As a new year begins under new leadership, there remain familiar issues that will demand our attention and efforts. Our facility, our need for increased membership, our quest for financial stability, and more. We need our newer (and younger) members to step into leadership roles to help this Congregation face those challenging matters and find new and longer-term solutions. And we need our veteran members to continue to demonstrate their commitment and to lend their leadership to the issues we face.

I do continue to believe that there are ways that we can forge to bring new vibrancy to our lives within the Unitarian Universalist experience. That energy can help us continue to support the needs of our greater community that benefits from our voices and our values. Carry on.

Dan Hale

CHILDREN'S PROGRAM REPORT

1ST UU CHILDREN'S PROGRAM REPORT FOR 7/1/18 TO 6/30/19

First a big thank you to Richard Hillier who helped get the child care program going about 3 years ago and who continues to be a volunteer monthly.

We continued to have children attending almost every Sunday for the past year, most of these children were from the Monique Martin family, but periodically we had from 1 to 3 children from other families.

Average attendance was around 5 children.

We continue to have limited volunteers from the congregation available to help our one paid part time staff. These volunteers are Russ Lorraine, Carolyn Ludwig, Richard Hillier and Tim Bailey. Sally Borden is also occasionally available.

Our long-time paid staff, Julia Cuneo, resigned to take another job in late summer so we had several paid staff (2 hrs. per Sunday at \$15/hr.) until settling on Mikka Collins.

In addition, a committee from the church is working to implement a more detailed and structured children's program for ages birth to 10 years old. The plan is to hire a part time professional to run the program. Budgeting for this program is still in the planning stages.

Respectfully submitted: Sally Borden

5/17/19

TRUST REPORT

CHURCH TRUST REPORT - 2019

First Unitarian-Universalist Trust assets grew to \$272,000 as of May 22, 2019. This is an increase of \$47,000 (21%) from April 30, 2018. Growth came from infusions provided by the congregation, market appreciation, and a generous gift from the estate of late church members Janice and James Berry.

The Berry bequest, and the Jerry Williams bequest in 2018, provide wonderful examples of how Trust assets can grow through gifts, in turn providing greater financial security for the church, and the preservation of an active Unitarian-Universalist presence in the City of Detroit. 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, for either a modest or generous gift, or by purchasing a life insurance policy with the Trust or church as beneficiary, can return great dividends in protecting the future of our church. We ask all church members and friends to consider providing for 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 and attorney affiliated with the Raymond James firm.

Bill McKnight. Trustee

COMMUNICATIONS COMMITTEE REPORT



First Unitarian-Universalist Church of Detroit Annual Report for 2018-19 Church Year Communications Committee

Vision

UU Detroit will be a healthy and active community, featuring efficient, respectful, interesting, and consistent electronic communication throughout the week. Electronic communication will support our face-to-face gatherings, and vice versa.

Key Responsibilities

- Newsletter
- Event publicity including press releases
- Organizational responsiveness
- Committee standards
- Electronic media: email, website, Facebook, document storage and management, telephone / voice mail, calendar
- Church office equipment: computer, printer, Internet, WiFi, telephone, voice mail
- A/V equipment: microphones, speakers, sound system, hearing assistance receivers, projector
-

Accomplishments

- 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
- Led my Martha Bogner, made progress in converting website to UUA WordPress template.
- Worked with Worship Committee to address issues and develop procedures for handling such issues.

- Introduced [Getting to Yes](#) to Worship Committee and to congregation at large.

Where to Find More Information

Send an email to webmaster@lstuu.org or ComCom@lstuu.org if you would like to learn more. Communication Committee documents, including roles and responsibilities, are available at lstuu.org/Communications/communications.php. Visit our website at <http://lstuu.org>, and our Facebook site at <https://www.facebook.com/groups/firstuudetroit/>.

Our motto: *Notify the group of what you want to do. Respond to any feedback. Then do it!*

----- Submitted by Dan Secrest, Acting Chair -----

FINANCE COMMITTEE REPORT

Committee Accomplishments in the Past Year

The Church has been in a financially stable position for the last few years and that has continued through this current year. However, there are some changes happening of which the Congregation should be aware:

- a) Almost all of the Church's large donors are senior citizens. As they die or move to assisted living arrangements, we should expect total Church pledge income to decrease.
- b) The City of Detroit is now charging for sewer fees on the Prentis Lot. This increases expenses by over \$1,200 per year.
- c) The City has also instituted property tax on the Prentis Lot. The amount they are currently demanding is \$5,800 per year. We are questioning this and do not know what the final number will be.
- d) The question of future location remains open. If we move this will have significant effect on both donations and expenses, likely both unfavorable.

For the moment, the Church's financial position is good. As of April 30 fiscal year-to-date, donations are running about 6% under budget. We expect this shortfall to increase to about 8% (\$7,900) by year end. Offsetting this is that expenses are also under budget. Depending on how the Prentis Lot property tax issue is resolved will determine whether the Church has a deficit or a small surplus for the year.

Finance Committee would like to take this opportunity to thank all the members for their generous pledges and their commitments to those pledges. Thank you all.

The SHARE THE PLATE program continued this year. The contributions to this program were \$1,700 with no adverse effect of regular pledges and donations

UU Service Committee	July	155.00
UU Church of the Larger Fellowship	August	161.00
Hurricane-Relief	September	209.00
Hurricane-Michael	October	199.26

Cass Community Social Serv	November	251.00
Freedom House	December	218.50
Black Lives Matters UU	January	251.50
UU Ministry for Earth	April	256.00

Committee's Goals for the Upcoming Year

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.

Submitted by
Robert Lauer on behalf of the Finance Committee

2019-2020 BUDGET

For proposed Budget for FY 2019-2020, see pages 19-20 at the end of this Report.

MEMBERSHIP COMMITTEE REPORT

Membership Committee Annual Report 2018-2019

Accomplishments in the Past Year

1. Continued to successfully offer a *Visitor Welcome Table* and a *Sermon Discussion Table* at after-service social hours. The tables have been staffed by a rotating group of four or five Membership Committee members and other volunteers. Feedback has been very positive.
2. Held a catered *New Member Breakfast* hosting 11 new members. All five members of the Membership Committee and Rev. Murray welcomed the new members. The discussion was thought-provoking and feedback very positive.
3. Introduced a *cover sheet for the Order of Service*. The cover sheet has important information about UU Detroit that will help visitors get to know us: our Seven Principles, our vision statement, a brief history, our denominational affiliations, church activities, etc.
4. *Reviewed processes* for greeters, new members, visitor and sermon discussion tables, outreach. The review resulted in
 - Ensuring that all outreach procedures to visitors are completed
 - Revising requirements to sign the member book, with Board approval obtained for the new process. The Membership Committee, Rev. Murray, and the Board agreed that signing the membership book is an important first step to a satisfactory experience at UU Detroit; the goal is for the signing to be more ceremonial and thoughtful. The *revised new member signing process* is:

<p>Joining the church can be done in one of two ways</p> <ul style="list-style-type: none">▪ At the end of any church service AT A CEREMONY in front of the congregation▪ At any time PRIVATELY before at least two (2) witnesses<ul style="list-style-type: none">○ Membership Chair/member OF COMMITTEE - REQUIRED

- Minister
- Board Chair/member OF BOARD

Additionally:

- A membership packet is given
- A new member must participate in an “Intro to UU Detroit” session, either before or after signing but participation is expected at some point
- A minimum 2-week notice is required before signing the book

5. New members current fiscal year to date: July 2018 to May 2019

October 2018: Katie Hege, Daniel Horrigan, Susan Matthews

November 2018: CR Wayne, Eric Gardner

NOMINATING COMMITTEE REPORT

NOMINATING COMMITTEE REPORT

Board Positions:

Current terms expiring June 30, 2019 are those of current President Dan Hale; Current Vice President Dan Wiest; Trustees: Deanna McGraw, Sharon Mills and Dan Secrest. Once in place, the new Board will address the appointed positions of Secretary and Treasurer. President Dan Hale will remain on the board in the role of Immediate Past President.

The Nominating Committee has confirmed that two members have an interest in the position of Board President: Scott Lehto and Dan Secrest. Because both have shared an interest in running for Trustee in the event they do not win the President Position, election voting will take place in two separate ballots – first for President followed by a vote for Vice President and three open Trustee positions.

First Ballot:

CANDIDATES	POSITION	TERM
Dan Secrest	President	July 2019 – June 2020
Scott Lehto	President	July 2019 – June 2020

Second Ballot will be determined by the outcome of the first election; only three Trustee-at-Large candidates may be selected.

CANDIDATES	POSITION	TERM
Dan Wiest	Vice President	July 2019 – June 2020
Steve Curtin	Trustee-at-Large	July 2019 – June 2021
Scott Lehto	Trustee-at-Large	July 2019 – June 2021
Sharon Mills	Trustee-at-Large	July 2019 – June 2021
Dan Secrest	Trustee-at-Large	July 2019 - June 2021

Jody Wise	Trustee-at-Large	July 2019 – June 2021
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General Assembly Delegates were elected at the Congregational meeting on Sunday, May 19, 2019. Members confirmed to attend the General Assembly June 19-23, 2019 in Spokane, Washington are:

- Martha Bogner
- Elizabeth Lehto

Election for Delegates for the Mid America Regional Assembly to take place in April of 2020 will take place at a later date.

Members have been confirmed for the 2019-2020 Nominating Committee for a one-year term.

Nominating Committee for the term July 2019 – June 2020:

Name	Committee	Term
Suzanne Baker	Nominating Committee	July 2019 – June 2020
Joel Batterman	Nominating Committee	July 2019 – June 2020
Daniel Horrigan	Nominating Committee	July 2019 – June 2020
Elizabeth Lehto	Nominating Committee	July 2019 – June 2020
Glenn Maxwell	Nominating Committee	July 2019 – June 2020
Dave Vaillencourt (alternate)	Nominating Committee	July 2019 – June 2020

I would very much like to thank this year's Nominating Committee for their work and support to bring this slate forward:

Suzanne Baker, Joel Batterman, Sally Borden, Elizabeth Lehto, and Dave Vaillencourt.

Jody Wise
Chair, Nominating Committee

WORSHIP COMMITTEE REPORT

Worship Committee Report

Accomplishments in the Past Year:

- Supported our established minister in addressing the historical and current issues in context with Unitarian Universalist principles.
- Continued attention to history of our faith (sermons by Rev. Murray about Unitarian and Universalist history as well as key figures in the history).
- Hosted members of our congregation to speak—Sally Borden, Dan Secrest
- Hosted speakers from the Detroit social justice organizations—Cinnair, Peace Action, Michigan Coalition for Human Rights, Wayne State’s Peace and Conflict Studies, Kyrris Marketing, East Michigan Environmental Action Council.
- Added the “Children’s Time” to our OOS, allowing the children’s participation in the early part of the service.
- Determined to encourage more of our young people to speak in the pulpit.
- Included services related to race and civil rights—the Underground Railroad, Jim Crow Detroit.
- Continued our coordinated Mother's Day service with Women Walking Woodward for Peace.
- Hosted speakers on the arts—memoir and poetry.
- Invited interfaith speakers—a Rabbi, and Native American sun dancer, minister from United Church of Christ and the United Methodist Church.
- Supported UUA’s theme of LGBTQ issues with sermons from both our settled minister and congregational members (Daniel Horrigan)

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.

Submitted by
Nancy Owen Nelson, Chair

First Unitarian-Universalist Church
Operating Budget: PROPOSED
FYE 06-30-2020

	FY 2019	PROJECTED YEAR END: June 30, 2019			Budget 2020
	ACTUAL at April 30 YTD	PROJECTED YEAR END	ORIGINAL BUDGET	var	PROPOSED
REVENUES					
Donations					
Pledges	72,197	82,000	90,000	(8,000)	82,000
Non-pledged contributions	5,074	6,000	5,500	500	6,000
Plate Offerings	2,282	2,800	3,200	(400)	3,200
subtot-Donations	79,553	90,800	98,700	(7,900)	91,200
Other Sunday Revenue					
Social Hour	1,100	1,200	1,200	0	1,200
subtot-Oth Sunday	1,100	1,200	1,200	0	1,200
Events					
Other-Plays, etc	150	100	100	0	80
Other-2	0	0	0	0	0
subtot-Events	150	100	100	0	80
Other Revenues					
Prentis Lot	14,900	17,920	17,870	50	18,600
Interest	14	15	0	15	0
Other	226	200	20	180	200
subtot-Other rev	15,140	18,135	17,890	245	18,800
Total Income	95,943	110,235	117,890	(7,655)	111,280
EXPENSES					
Ministerial					
Fee	40,000	48,000	48,000	0	48,000
Pension	4,000	4,800	4,800	0	4,800
Reimb Exp	3,060	3,672	3,672	0	3,672
subtot-Ministerial	47,060	56,472	56,472	0	56,472
Operational areas					
Other Staff	9,665	11,520	9,870	(1,650)	11,760
Payroll Tax	714	873	724	(149)	864
Social Hour	541	1,500	1,500	0	1,200
Worship Budget	2,515	4,000	4,500	500	5,100
Contract Serv-Music	10,687	13,100	13,100	0	13,100

REL: 20-845-PROPOSED at May 25.xlsx
 draft BUDGET

First Unitarian-Universalist Church
Operating Budget: PROPOSED
FYE 06-30-2020

	FY 2019	PROJECTED YEAR END: June 30, 2019			Budget 2020
	ACTUAL at April 30 YTD	PROJECTED YEAR END	ORIGINAL BUDGET	var	PROPOSED
Membership	795	400	400	0	400
Communications	0	500	500	0	500
Comm-Telephone	467	563	520	(43)	540
Leadership	36	50	2,000	1,950	2,000
Planning	0	300	300	0	300
Bldg Maintenance	2,176	2,500	2,500	0	2,500
Greeters	0	0	0	0	200
Social Justice	200	500	3,500	3,000	5,500
Canvass	93	500	500	0	500
Finance	480	500	500	0	500
subtot-Oper areas	28,369	36,906	40,514	3,608	44,964
Events					
Noel Nite	0	400	400	0	400
Dally in the Alley	0	40	40	0	40
Other	0	150	150	0	0
subtot-Fundraising expense		590	590	0	440
Administrative and General					
Administrative expense	344	500	1,370	870	1,220
Insurance	1,447	1,447	3,000	1,553	2,000
UUA	2,500	3,000	3,000	0	3,000
Mid America	1,000	1,200	1,200	0	1,200
EMEAC/Facility rent	3,150	3,750	12,000	8,250	3,600
Parking Lot Sewer exp	0	660	0	(660)	1,320
Other	(182)	680	680	0	300
subtot-Admin and general	8,259	11,237	21,250	10,013	12,640
Total Expense	83,688	105,205	118,826	13,621	114,516
Margin of Safety / (Shortfall)	12,255	5,030	(936)	5,966	(3,236)