

**COLUMBINE UNITARIAN UNIVERSALIST
CHURCH**

**ANNUAL REPORT
2009-2010**

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This is the Annual Report of activities at Columbine Unitarian Universalist Church for the 2009-2010 church year. Included are reports from our Minister, staff members, the Board of Trustees, and chairpersons of elected and standing committees and groups.

Congregational Meetings are held every winter and spring to approve church budgets and to elect officers and chairpersons of elected committees. All members are encouraged to take part in these meetings and elections.

Additional information regarding Board of Trustees minutes, church budget and financial records, by-laws, policies, and committee information may be requested from the church office.

Our Minister and staff are:

Minister: Rev. Dr. Barbara Coeyman
Director of Lifespan Religious Education: Martin Blue-Norton
Choir Director: David Burrows
Office Administrator: Julie Friend Highsmith

Our Lay leaders are:

Committee List

(as of 02/12/10)

Elected Committees

Committee on Ministry

Regular Meeting to be determined

Members:

Laura Scott (Chair) lauraRscott@comcast.net

Barbara Coeyman Karen Cody-Hopkins Bob Pinkham

Leadership Search Committee

Meeting no set time, usually by teleconference

Members:

Sue Zloth (Chair) zloths@q.com

Jamie Daniels Wes Howe

Standing Committees

Caring

Regular Meeting none, meet as needed

Members:

Wes Howe (Acting Chair) wbhowe@comcast.net

Communications and Outreach Team (COT)

Regular Meeting to be determined, usually Monday - currently inactive

Members:

(Acting Chair)

Darrell Dodge David Manning

Facilities/Real Estate

Meeting as required

Members:

David Manning (Chair) manning01@sprynet.com

Steve Busey Dan Gaiser John Kary Laura Scott

Finance (open to all)

Regular Meeting 3rd Wednesday - 7:00 - 8:30 pm in RE-1

Members:

David Manning (Acting Chair) manning01@sprynet.com

Loraine Kreznar

Just ACT (open to all)

Regular Meeting 1st Wednesday - 6:30 - 8:00 pm in RE-1

Members:

Sarah Manning (Chair) sarahmanning@sprynet.com

Frances Blizard (I-F) Sue Fraley (WC) Eric Gustafson

Jim Hopkins (PAH) Brian Pendleton (FLT)

Recycling Angels:

Dan Gaiser (Organizer) dangaiser@comcast.net

Bee Adams Cris Cardenas Jim Castagneri

Ruthanne Cauley

Sue Dressel Maureen Flanigan Susan Stein

Long Range Planning

Meeting as required

Members:

David Manning (Chair) manning01@sprynet.com

Rev. Barbara Coeyman (Ex Officio) Sue Zloth (LEADERSHIP)

Sue Dressel (MEMB) Sarah Manning (Just ACT)

David Manning (FINANCE) Laura Scott (CoM)

Pauline Hopkins (RE) David Manning (FAC/RealE) Amy Rowland (WORSHIP)

Sheila Hamaker (MUSIC) Suzanne Fey-Gaiser (WELC
CONG)

Membership

Regular Meeting 4th Sunday - 12:15 - 1:45 pm in RE-1

Members:

Sue Dressel (Chair) SueDressel@aol.com

Jamie Daniels Suzanne Fey-Gaiser Wes Howe

Annual Report Consulting Minister : Rev. Dr. Barbara Coeyman

This second year of Consulting Ministry at CUUC has again been busy and productive. Transitioning has continued, as this congregation evolves into a pastoral-style church. Staff positions have remained at the same time allotments as last year --- 3/4-time consulting minister, 1/2-time Director of Lifespan Religious Education, 17-hour/mo. Choir Director, and 3/4-time administrator --- but the work we have done has changed to meet the transitioning nature of the congregation. Typical of a vital church, the congregation itself has been transitioning, as some members leave, others sign on. This year has seen a congregation growing toward a more focused Unitarian Universalist identity, participating in a local 'cluster' ('Boulder/Denver'), a regional district (the Mountain Desert District), and the national UU Association.

I offer this annual report to summarize my service as Consulting Minister of CUUC and as a fully fellowshiped minister in the UUA. In my contract, developed with the board, we defined six objectives for our shared ministry. Here I will summarize my ministry this year by addressing these objectives. I also engaged in various other ministry expected of parish ministers in fellowship with the UUA, which I report on at the end. (Again this year I have submitted a monthly board report that includes a cumulative log of my activities. This log is always available to any member of this congregation, on request.)

Guide the transition from family- to pastoral-style church: Using church development literature, consultants training, and advice from the UUA and the Alban Institute, I have continued to provide information about the relationship between church size and church style (i.e. culture) to help CUUC effectively transition. Currently CUUC is 'pastoral size' --- an average attendance on a Sunday morning of 50 to 150 --- and CUUC continues to transition from 'family style' to 'pastoral style' --- having an organic organization that revolves around the minister (i.e. pastor) and other professional staff. Helping this size transition, I have continued to mentor CUUC in how to be engaged in 'shared ministry'. This year I have offered leadership training primarily at the Council level by working in shared ministry with Vice-President Judy Kary.

Foster four facets of growth: In collaboration with the Committee on Ministry, I have continued to promote growth as fourfold: numerical (measured by Sunday morning attendance), maturational (deepened spiritual development), organic (institutional organization), and incarnational (promoting UU in world outside congregation). CUUC's maturational growth has been the greatest of the four areas this year, in my view, as evidenced by on-going spiritual deepening as a UU congregation. To assist this deepening, the COM and I facilitated several workshops to help the congregation engage in 'covenanting' and 'missioning,' which has also helped significantly in the transition to pastoral style. As a result, we have new covenant and mission statements. This spring, in conjunction with leadership, I have been advising a conversation on the Future of Professional Ministry, another important aspect of growth as a UU congregation. I have also supervised the planning of Small Group Ministry (called 'Chalice Groups' here): the formation of small groups is in progress. I continue my committed to offer in every service, to the extent possible, some information about UU history, theology, or polity. In fall I also offered a course on UU history to help us move toward greater UU identity (see my comments on religious education, below).

Sunday morning attendance has steadily risen during this church year: in spring we have had several Sundays with well over one hundred in the sanctuary, up from an average of fifty on some Sundays last year. We are doing something right on Sunday mornings, for which I thank the worship committee (see my comments on worship, below), and my staff colleagues Martin Blue-Norton and David Burrows. The area in which growth has been less significant has been in number of members. I call on all of us as a congregation to continue to work on the membership process: to turn those many individuals who come across our threshold on Sunday mornings into dedicated members who commit to the work and the witness of this congregation. In membership

development, I have participated in each 'Pathways' class this year, I have met (as time allows) with the membership committee, and we together have offered a post-Pathways course, 'Articulating Our UU Faith.'

I worked with the board and the COM in their Start-Up retreats this year. For CUUC's leadership, I sponsored another type of growth event: a Leadership Workshop by the Rev. Robert Latham in January. Addressing leadership, I also applaud the board for sharing coverage of pastoral care with me, in light of the absence of a caring committee for part of this year.

UU Oriented Worship and Spiritual Development: Worship matters in our UU congregational life. Our time together on Sunday mornings offers many opportunities to find common ground on the various growth and transitioning goals this congregation has identified for its ministry and congregational development. I understand worship as a transformational time: I hope that each of us (including myself and other worship leaders) leaves worship a little or a lot different from how we entered. My philosophy toward worship in UU style is to offer a variety of worship themes and styles of presentation, paralleling the diverse spiritual and theological position we represent, through both my own services, services from our lay leaders, and from visiting speakers and preachers. To support my personal commitment to growing as a worship leader, at the UUMA Convocation last November, I participated in the four-day intensive workshop on Worship.

To fulfill my 3/4-time ministry position, I have participated in one way or other in thirty-nine services this year and offered twenty-three sermons to date. I have posted more of my sermons on-line than I was able to do last year. I have also led three new member ceremonies, two children and youth dedications; a flower ceremony; and a new Christmas Eve service. With the Director of Religious Education, we have held multi-generational services quarterly and continue to explore ways of engaging the children in the sanctuary. We had fewer 'Educational Forums' after worship service to explore service themes than last year: I hope to revive this activity with more regularity next year. I also initiated four Wednesday evening mediation services and fellowship suppers during Lent.

I am very pleased with the ministry of the Worship Committee, which is responsible for the lay-led portions of services in which I serve as service leader, as well as with the entire planning and presentations of services when I am absent. I am impressed by how well this committee works together, under the able chairing of Amy Rowland, with members Bob Blizard, Dory Pinkham, Laura Scott, Susan Stein, Kathy Derrick, and Sarah Baker fulfilling particular tasks that contribute to the well-being of the whole. This committee instituted a new practice this year, having a youth --- Sarah Baker --- on the committee and serving as lay leader for services: Sarah has done a great job, she is a fearless public speaker. After some educational development from me last year, this committee has matured this year and offers a wonderful example of shared ministry, and a very professional approach to worship leadership. (Several of my minister colleagues who have preached at CUUC this year have commented on how much they enjoy preaching here.) We held one Worship and Music Workshop this year, and plan to hold another early on in the next church year, when we will take on several new lay leaders for worship.

This year I attended a few meetings of the music committee, which has a vital relationship to worship. I have seen excellent leadership from this committee and our Choir Director, David Burrows. Communications between music and worship have gone well. I was particularly impressed by the quality of worship services in which music was central: our service to end the 2008-09 church year; the multi-generational Christmas pageant; and the recent May 2 Music Sunday. We should be very grateful to David for his connections to music resources and personnel outside of CUUC to supplement our own musicians.

Finally, in music, I offered an additional part of myself to the congregation this year: I organized a benefit concert of early music, as part of the annual auction fund-raising, performed on February 19. The concert included two musicians from the community and two CUUC members (Tracy Boykin and Dane Pribbeno) and was a rousing success. The concert also built a

relationship with another church: we repeated the concert at St. Thomas Episcopal in Boulder, CO in April, as a fund-raiser for Haiti relief.

Social Justice: Attitudinally, I give myself totally to the notion of ministerial support of social justice activities in this congregation. To this end, I consult with Just Act around sermons and services on social justice themes. This year I preached on abortion rights, Welcoming Congregation, Ethical Eating, and more. I also attended the annual district social justice workshop, Building Beloved Community, and preached the next day on the workshop's keynote theme of 'Crossing Borderlands.' I also worked with the worship committee and Just Act to schedule other speakers on social justice such as Rev. Peter Sawtell of Eco-Justice Ministries, and have helped coordinate worship with social justice Forums after services. Practically, my part-time ministry curtails my hands-on involvement with many social justice activities here at CUUC and in the community. Next year I hope to get involved in the Reproductive Rights advocacy, , using some of my previous ministerial experiences as a chaplain for Planned Parenthood.

Religious Education: Our Director of Lifespan Religious Education, Martin Blue-Norton, and I have deepened our working relationship this year. We have planned several multi-generational worship services together. We have also engaged in mutual consultations: I bring him ideas for worship, and he brings me ideas for religious education programming. I have attended some meetings of the YRE committee, but leave direct supervision of this committee to Martin and its very able chair, Pauline Hopkins. I am impressed with how much this committee and Martin have accomplished this year: increased enrollment, innovative programming, new and varied materials, new activities for children and youth, etc.

Adult religion education classes serve congregations on many fronts: they provide information, they provide yet another means of congregants coming together to get to know one another, and they provide a different means of getting to know the minister. It is unfortunate that we could not support an adult ed program per se this year because of unexpected job opportunities for lay leaders and a family emergency for Martin.. I look forward to renewing our Adult Ed program in the coming church year. In particular I am considering offering a new UUA curriculum on spiritual development, just out. Outside of an adult ed program, in the fall I offered a course on UU history, and in the spring, a course on 'Building Your Own Theology.' Each session was attended by about ten persons and they generated great discussions.

While not directly an RE activity, last summer and this, I developed the vegetable garden behind the church as the 'Minister's Garden,' to offer the children examples of how vegetables grow, and, with luck, to yield enough produce in the fall to distribute some to a few food pantries in the area.

Staff Development

In my role as supervisor of staff, I have maintained oversight of staff job descriptions, work accomplished, and overall spirit. I have continued to develop the new spirit of staff working as a collective unit. This has worked reasonably well, as demonstrated, for example in the several multi-generational worships we offered this year, which truly take a whole staff to plan successfully. One regret about staff development was the difficulty of finding common time among the four of us part-time employees for staff meetings, a situation made all the more challenging by Martin's family emergency (I ask for strong professional commitment, but, no question, family always trumps work, in my book). I hope in the coming year we can have more regular staff meetings, and also get together more for 'down' time together in social activities. Also, I have continued the process begun last year of writing staff contracts and job descriptions, and conducting regular mid-year and final evaluations. This process, developed by Judy Kary last year, enhances the professionalism of our staff. We have a great staff and I feel privileged to work with each of them..... Julie, Martin, David: Thank You!

Other Activities with Professional and Community Organizations

I have also maintained a regular routine of professional development this year. Within UUA activities, at the cluster level: I have participated in ministerial activities in the Boulder/Denver cluster, the Mountain Desert District, and national UUA levels. I have attended bi-monthly meetings of FRUUMA (Front Range UU Ministers Association). I have also served as a mentor for the 'Living Into Covenant' program, our program supporting UU seminarians at Illiff Seminary. I have also participated in two ministerial Small Groups in the cluster: a spiritual development group and the History Study Group, which I coordinate. At the district level, I attended both fall and spring ministers' retreat, and served on the program committee in fall. I attended the district social justice workshop, Building Beloved Community.

At the national level, I attended the once-every-seven-year Convocation of UU ministers in fall 2009, in Ottawa, Canada. Wearing my historian's hat, I continue my service on the boards of the national UU Historical Society, the UU Women's Heritage Society, and the UU Collegium. I am the principle consultant for the UUHS project on Congregational History, funded last fall by the UU Funding Panel. I have also been central in the formation of our new history organization, Partners in UU History and Heritage, serving on the steering committee for the first annual Convocation on UU History and Heritage in Boston in October 2010, as well as serving as coordinator for the history display booth at General Assembly, this year in conjunction with the UUA Margaret Fuller anniversary celebration.

Within Denver, I have developed outreach since my last annual report. I now work monthly with a spiritual director. I have joined the Religious Advisory Council, an interfaith group of ministers and lay leaders at the University of Denver, and a monthly interfaith women's theology group. I am also a member of a retreat series by Parker Palmer called 'Courage to Lead,' that meets in Colorado Springs every three months. In personal care, I had some health challenges this winter but these are now righted. I am active in outdoor activities through the Colorado Mountain Club. I serve as a caller and musician for the Denver English Dance group, attend contradancing in Denver at least monthly, and from time to time work with early music students (viol players) in Boulder.

Call to Congregation

As long as this ministry continues to be less than full-time, to do the work of the church, I call on each member and friend of this congregation to join with me in a productive partnership of shared ministry so that we can grow CUUC into the congregation we dream about. I call on all of us to be conscientious in our attention to communications; committed in offering our time, talents, and treasures; and nurturing to ourselves and one another as we build yet deeper relationships within the congregation and from the congregation to the surrounding communities in which we live. As we Unitarian Universalists 'Stand on the Side of Love,' we can help change the world, as we transform ourselves.

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STAFF REPORTS

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**Director of Lifespan Religious Education:
Martin Blue-Norton**

In review of this church year I believe that the Religious Education at CUUC has made wonderful growth. As with many parts of any organization there has been those 'two steps forward and one step back' moments.

It is disheartening to report to the congregation that the Adult Religious Education faltered after a good start in the late summer and early fall. Some of the short comings have been helped by the Reverend Barbara Coeyman's Building Your Own Theology (BYOT) and UU History courses. I must take some responsibility. My leadership presence has been lacking do to family difficulties.

The Youth Religious Education (YRE) Program has been a huge success the year. We have grown to an average of twenty youth and children on any given Sunday. High points from the 09/10 program year are:

- Developed and all-ages YRE Programming – Bibleodeon lessons
- Developed and mailed YRE Program brochure
- Initiated a Church startup picnic
- Participated in Trick or Treat for UNICEF
- w/Just ACT - Sponsoring of the Guest at Your Table Boxes and gifted UU Promise Beads to the congregation
- w/Worship Committee – Presented the Christmas Pageant: Would You Like to Hold the Baby, with children and adult congregants participating
- Hosted the 2nd annual Stone Soup Dinner
- w/Membership Committee - YRE created the new family-friendly registration card
- Developed a “New Family YRE Welcome” information packet

One Sunday a month, the CUUC children celebrate their own Children's Chapel during our morning worship. Working with the Minister and Worship we mirror the adult service including candles of joys and sorrows.

Though we have made many strides in Religious Education this past year there is still room for a great deal of improvement. I look forward to repeating our successes and improving on the short falls in the 2010/11 church year.

'Blue'

aka: Martin J. Blue-Norton

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**Choir Director:
David Burrows**

Choir events for the '09-'10 Church year include but are not limited to:

- The Choir Retreat was held in August at the home of MJ and George Eger.
- The Choir sang on the Capitol steps of Denver with the First Unitarian Choir, and members of the JUC Choir. MJ Erickson Eger played one of the accompaniments for this event and three Music Directors shared the conducting duties, including me.
- In December the choir sang at both the evening Solstice Service and the Christmas Eve Service.
- The Choir took on a big project of putting together a Music Sunday with the JUC Handbell Ringers, and a few members of the JUC Choir. We rehearsed twice a week in April to prepare and presented a newly written work of music. Two people joined the church on the day of the May 2 Music Sunday after the service.

- On June 6th, my friend Ivy Hartfield will return to CUUC to sing a high spirited "Alleluia" piece with the Choir and with Joe Stone, a drummer and preacher. Ivy sang at CUUC last year on Easter Sunday, in 2009.
- I will be in attendance at General Assembly this year, where one of the GA Choirs will sing a piece that I composed titled "This Sky."
- One new singer in the Choir joined this year as a result of seeing information on the CUUC website, where there is a friendly ad asking for singers to join placed there by our helpful webmaster.
- My compositions were selected for inclusion in a Composition Master Class this summer at the UU Musicians Network Conference aimed at nurturing UU composers.

--David Burrows

Office Administrator: Julie Friend Highsmith

Over the past fiscal year, there have been a few changes in the office, the largest of which was an update of our church accounting software. It was quite a transition, aided by Loraine Kreznar and Alan Popiel, and is one that I believe is making us more efficient. I will work this year to learn more about this program in hopes of making better use of it.

“Business” aside, I’d like to put into words my thankfulness to each of you. Thanks to the Board and committee volunteers for your hard work in keeping things moving forward. To the congregation...whether we have met in person, on the phone, or have yet to meet, I have felt appreciated and supported during my two years as your Office Administrator. The caring and kindness extended to me has not gone unnoticed. I look forward to the next year of working for and with you.

BOARD OF TRUSTEES REPORT

Report of the Board – FY 2009-2010

The 2009-2010 year was a successful year as we transition from a family-style church to a pastoral-style church.

We as a congregation:

1. Continued the process of moving away from a family style with help from Rev. Barbara Coeyman.
2. Worked with the Committee on Ministry to create covenant statement for the church.
3. Encouraged all committees to have covenant statements.
4. Switched from using paper to china thanks to the donation of china from Martin Blue-Norton.
5. Made more use of the district office and activities.

We as a Board:

1. Entered into a new contract on the extra church property.
2. Reviews and updated all the church policies when it was appropriate.
3. Required all committee chairs to be approved by the board.
4. Established the policy of sending the monthly Board meeting minutes out as an e-blast attachment as we work to have more transparency in the church.
5. We attended a leadership workshop with Rev. Robert Latham where we discussed the mission of the church and the role of the Board; how to address the conflicts that arise when transitioning from a family style to pastoral style church; how to improve the Board transitioning for year to year, and we revisited the “5 Vision Goals” from last year’s workshop with Rev. Latham and the congregation. We also discussed increasing staff recognition to the congregation (pictures in lobby, more mentions of).
6. We have filled in for the Caring Committee and Social Activities committee on various occasions.
7. Took on the role Sunday morning announcements.

We all thank our Board members Sally Popiel, Judy Kary, and Brian Pendleton for their work while serving on the 2009-2010 Board. We welcome our new Board members with open arms and look forward to achieving congregational goals in the coming year.

COMMITTEE REPORTS

COMITTEE ON MINISTRY

Committee Members: Chair, Laura Scott, Karen Cody-Hopkins, Bob Pinkham and
Minister: Rev. Barbara Coeyman

Statement of Purpose: The Committee on Ministry (CoM) is described in section 6.3, parts b and c of the bylaws:

“b) This Committee shall serve as a support group for the Minister and as a communication channel between the Minister and Members of the Congregation. By working with Standing Committees (such as the Religious Education Committee, Caring Committee and the Belief in Action Committee), the Committee on Ministry shall help to oversee the spiritual well being of individual Members and of the Congregation as a whole.

c) This Committee shall negotiate the Minister's conditions of employment in consultation with the Board, and jointly with the Board shall propose the minister's compensation to the Congregation as prescribed in Sec. 9.4.”

Mission Statement: We gather together as the Committee on Ministry committed to fostering the spiritual well being of CUUC’s Mission and Ministries.

What have we accomplished this year? How does your work address the Mission and Long Range Plan (vision) of CUUC?

The Committee on Ministry, in shared ministry and collaboration with the Board of Trustees and the Minister has accomplished the following this year:

- Advocated for and in some cases facilitated the writing of covenants for some committees, the council and the board.
- Facilitated, with Rev. Barbara, the process of creating of our church’s Covenant
- Assisted Rev. Barbara in the Covenant/Mission Workshop
- Guided the Mission Statement writing process in collaboration with the Refining Team
- On a continuing basis, we support and advocate for the minister, we observe and support the spiritual health ministries of the church and as part of leadership, we plan for the healthy fulfillment of our church’s Mission.
- The CoM is a member of the Long Range Planning Committee and encourages the timely fulfillment of our current Long Range Plan, especially as it relates to professional ministry.

How do we accomplish our work?

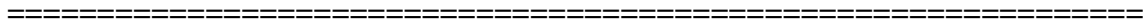
We are guided by our committee’s covenant that encourages us to practice honesty, respect, trust, confidentiality, patience and forgiveness. We strive to observe responsibility, timeliness and compassionate communication. As best we can, we do this with each other and with the committees and individuals with whom we serve.

How do you work in shared ministry with church staff and congregants?

A CoM member attends board meetings, having been invited by this year’s Board to act as an advisor to them. The CoM participates in the Ministry report at the Council meetings, working in shared ministry with Rev. Barbara to present information and education regarding healthy ministry. We invite individual members to speak with us about any thoughts, suggestions or concerns they may have regarding the church.

What is still on the table?

The Committee on Ministry, as charged by the Board of Trustees, is currently facilitating a collaborative conversation about the future of professional ministry at CUUC with the Board, the Council and with the Congregation. Building trust, transparency and inclusivity is a goal for communication amongst lay leaders and with our professional staff and is an integral part of this conversation.



FACILITIES COMMITTEE

The Facilities committee is comprised of basically 3 individuals, David Manning, Chair, John Kary and Steve Busey who primarily keep the church physically in condition. In addition Greg Bradt provides technical support for the audio system in the sanctuary.

The major work done this year was the renovation of the presentation area of the sanctuary and the upgrading of the audio system. In addition, some of the exterior railings were replaced and various minor repairs to lights and miscellaneous items were performed as required. In general, in keeping with the economic constraints of this year

facilities has been in maintenance mode. We are substantially over budget for snowplowing this year due to frequent snow storms.

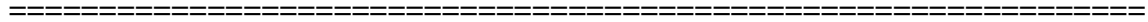
Looking forward, we have several fairly big ticket items we must attend to:

- Carpeting through-out the facility.
- Exterior trim paint
- Entrance hand railings.

The current goal budget for 2011 does not provide for addressing these issues next year and is again basically a maintenance budget.

One possible solution to these needs is to use the auction as a fund raiser for facilities. Another is to use some of the proceeds from the pending sale of Bowles to catch up on these items.

David Manning,
Facilities Chair



FINANCE COMMITTEE

The Finance committee currently consists of two people; Loraine Kreznar, Treasurer, and David Manning as Acting Chair following the resignation of Alan Popiel in December 2009 for personal reasons. A two person committee of this importance to the church is not a healthy state of affairs and we have requested for additional members to become involved thru the newsletter and e-blast. So far there have been no responses.

Several significant accomplishments have been achieved this year:

- Upgrading of Power Church, our financial management program, with a significant revision to our chart of accounts for better efficiency and accuracy in our accounting systems.
- The management of this year's budgets that have enabled the church to maintain our services and programs and operate in a fiscally prudent manner despite a downturn in income.
- The transaction with an anonymous member who accepted an unsecured note from the church for the outstanding balance of the mortgage on the Webster facility, enabling us to substantially reduce our monthly mortgage expenses.
- In conjunction with Stewardship, the development of a balanced goal budget for FY 2011 that does not rely on unpredictable sources of income.

Looking forward, FY 2011 will have many challenges. We can expect to need to continue to tightly manage our resources and hopefully will not need to make any drastic cuts to the 2011 final budget when we receive the stewardship drive results. On the bright side, the sale of the Bowels property is still looking good and on track to close in the 4th quarter of this year. We have and will continue to maintain emergency funds in the form of various dedicated funds and will not budget the use of those funds for any other purpose. Our savings are minimal at this point in history.

One major focus of the finance committee going forward, given the successful sale of the Bowles property, will be to develop a recommendation on how to manage the funds left over after paying off all existing mortgages and notes as directed in the 5 year plan, a sum estimated to be \$166,000.

David Manning,
Acting Chair, Finance

JUSTICE ACTION COORDINATING TEAM (JustACT)

Mission Statement or Statement of Purpose: While JustACT's 2007 mission statement is a full page in length it can be summarized by the first sentence: *Working to make a positive difference is our focus, healing injustice is our goal.* JustACT is designed to be supportive of individual and group efforts to effect changes in our culture's treatment of people and resources, especially those without access to full privilege. Thus JustACT is not a committee that provides service to the congregation; it is a body which encourages the congregation to serve the wider world.

Highlights of our serving the wider world include

- Expansion of the tutoring program to reach two elementary schools
- JustAct administration of the monthly Split the Plate program, whereby the congregation may directly support local non-profits which echo our UU principles, and increase congregational donations to CUUC
- Commission and receipt of a pro bono study by the OMNI Foundation of demographic study of CUUC's geographic area which provides a baseline for comparison as 2010 Census data is available
- JustACT recommendation that CUUC members be aware of and support the Freedom Fund, a social justice program of First Universalist Church of Denver and is the only non-clinic based abortion fund in Colorado
- Formation of the Advocacy Group following an MDD workshop on community building and participation in a Day at the Legislature with the Interfaith Alliance of Colorado, to provide timely information to the congregation on civic issues and proposed legislation
- Participation in workshop on classism by members of the congregation and participation in the Denver Boulder Cluster by members of the Advocacy Group

In addition, JustACT individuals and groups continue to provide the structure for CUUC members to

- Support InterFaith Community Service's food bank, and support for client families
- Deliver meals for Project Angel Heart clients
- Maintain CUUC's recycling program and work to expand it
- Participate in a congregation wide day of community service

JustAct's ability to encourage the congregation to serve the wider world has been supported greatly by our Minister's ability to work justice theology and language into many of her sermons. As important will be the development of religious education

courses and workshops exploring the impact on all of cultural systems which work against all people as we strive for equality, inclusion, sustainability, and love.

Sarah Manning,
Chair, JustACT

LEADERSHIP SEARCH COMMITTEE

Mission Statement or Statement of Purpose Recruit qualified candidates for elected positions on Board, Committee on Ministry and Leadership Search Committee

- What has your group accomplished this year? Our work is still in progress, but as of today (April 2), we have found qualified candidates for all of the Board positions. We are still working on candidates for the CoM and LSC. These candidates must all embrace the CUUC Mission and Covenant and embody the spirit of cooperation necessary to be leaders in our church. We are looking for a good mix of newcomers and “old-timers,” as both bring important values to leadership.
- How do you accomplish your work? The committee had its first meeting in January. At that meeting, we reviewed all of the members that met the criteria for length of membership, and came up with lists of potential candidates for the Board, CoM and LSC. Then members of the LSC spoke directly with the potential candidates.
- What is still on the table? Finding qualified candidates for the CoM and LSC

LONG RANGE PLANNING COMMITTEE

The LRPC has largely been inactive this year. The former chair Gary Wederspahn resigned the post in December 2009 in conjunction with relocating to Minnesota. Prior to his departure some preliminary meetings were held to try and identify the scope and nature of the next LRP process. Subsequently, the COM initiated a process to revisit and rewrite the church’s mission statement and it was felt any LRP work should wait until that was completed, which it was in February of 2010. Since then, discussions have been held at the council level on the scope of the LRPC and the respective roles of the LRPC and the COM. Currently we are waiting for a meeting between the COM, LRPC chair and Executive committee on that topic before proceeding.

There is a real need to get the LRP back up and running as we are now into the 4th year of the current 5 year plan and its time to formally assess our progress and make plans for our future. Any further delay in starting this process is going to generate a vacuum of vision for this congregation.

David Manning
Chair, LRPC

MEMBERSHIP COMMITTEE

Mission Statement or Statement of Purpose

"The function of the membership committee is to help the Church provide: a welcoming environment for all visitors, a safe place to explore what a UU community offers and CUUC in particular, the opportunity to attend a quarterly class to explore more deeply what UUism means, and expectations for our members, leading to enlarging and diversifying our congregation."

What we do:

Membership has made sure that people entering our door at CUUC are warmly greeted, given name tags, including those for their children, and are given some basic understanding of our service. After most Sunday services there is an invitation to newcomers and visitors to meet with someone from Membership to answer questions and talk about what brought them to the service. Formally or informally, they are talked with after the service. They also learn what kinds of social and informative events are available for them to try. Later on they may be welcomed via email or phone call.

After regular attendance and clear interest in CUUC is observed, we invite our visitors to attend the Pathways to Membership Class to learn more about UU, CUUC, and get to know other visitors/members on a deeper level, and we encourage them to join us. We have held 2 classes so far, with another one to be conducted this month. We have 9 new members in this fiscal year so far.

We, working in conjunction with the RE committee, have helped design a simple form that allows parents to fill out their children's names, ages, and contact information, and can put it in the collection plate or mail back to CUUC. This is proving to be a useful information form for many of us.

Attendance via nametag use has been compiled every week, and new tags made for our visitors. This information tells us how we are doing in attracting visitors and in keeping them. It also helps alert us to which members may be having some difficulty.

Shared Ministry

In our monthly meetings we often spend some time with our minister, to discuss new classes that are follow-ups to the Pathways class, and how we can better interface with other committees.

We have worked with Julie, the office manager, to create the new registration/contact card for our visitors.

Pauline Hopkins, RE chair, works with us to provide attendance info on the children attending, and to make sure we have contact information about parents/grandparents.

What is still on the table?

We have yet to have someone able to keep tabs on our members as we wish we could. We would like to encourage people with young children to become members, and will work with other committees to see how we all can enlarge this section of our congregation.

Sue Dressel
Membership Chair

MUSIC COMMITTEE

Music Committee Members 2009-2010: Sheila Hamaker (Chair), David Burrows, MJ Erickson-Eger, Tracy Boykin, Sue Fraley, Bill Hamaker.

ACCOMPLISHMENTS: The primary accomplishment for the music committee this year was to provide well prepared and beautiful music for the worship service each Sunday that supported the theme of the service and the mission of CUUC.

A. How We Accomplish Our Work: CUUC paid staff members David Burrows and MJ Erickson-Eger took responsibility for 20 services and an outside event, the *Standing on the Side of Love* Marriage Equality rally. David directed the weekly choir rehearsals and Sunday performances. He also led a choir retreat in August at the Erickson-Eger home. MJ worked as hymn pianist, accompanist and solo pianist for these services. Sheila Hamaker took responsibility for scheduling other volunteer musicians from our church for the remaining 34 services. She also volunteered as hymn pianist, accompanist and solo pianist as needed for these services. Sue Fraley scheduled song leaders and sent thank you notes to guest musicians for these services. MJ also volunteered as hymn pianist every other Sunday during the summer.

B. How Our Work Supports the Mission & Vision of CUUC: Our weekly work to provide well-prepared and beautiful music brings a transformative power to the worship theme. The choir director selects music for the choir from various spiritual paths including Buddhist, Humanist, Earth-centered and Judeo-Christian. The offsite choir performance at the Marriage Equality rally, in collaboration with First Universalist Church, supports our mission to transform ourselves and the larger community.

SHARED MINISTRY: Our committee addresses music issues from the perspective of the congregation, the choir director, the pianists, song leaders and other musicians. Our work is done in weekly collaboration with Rev. Coeyman and the Worship Committee. We encourage congregants to share their musical gifts in the service. We gratefully acknowledge the summer concerts at CUUC organized by Sue Dressel and the Early Music Benefit Concert organized and performed by Rev. Coeyman. These events brought congregants and the wider community together at CUUC.

STILL ON THE TABLE...

1. We strongly recommend that the church find a way to pay for an outside hymn pianist 12-15 times per year so that the volunteer hymn pianist does not have to cover so many services.

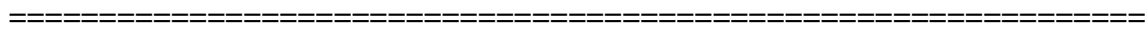
2. We need at least two more members on our committee to share the workload. Sheila will be stepping down as chair of the committee in June and we need a replacement.

CUUC Music Committee: Mission and Function Statement (rev. May 2009) The CUUC Music Committee shall:

- Be a catalyst for musicians in our church and the wider community.
- Recruit new members for CUUC's choirs.
- Arrange for and coordinate pianists/ accompanists and outside musical performers

- Coordinate with the Worship Committee for the purpose of improving the quality of services at CUUC.
- Advise Worship coordinators of hymn sing-ability while encouraging the congregation to learn new hymns.
- Provide details and historical information about music offered at services for the Newsletter and the Order of Service.
- Represent the Music Program to the board and advocate for its enhancement. □ Present the Music budget to the board yearly.
- Offer constructive feedback to the Choir Director, suggesting ways in which to build on the health and reach of the program.
- Undertake special projects that benefit the musical life of the church: hymnals, instruments, sound system, printed music, etc.
- Prepare an informational brochure about the program for the congregation and visitors.
- Assist in the process of hiring music staff
- Advocate for the Choir Director when appropriate.

Sheila Hamaker
 Music Committee Chair



STEWARDSHIP COMMITTEE

Statement of Purpose: Stewardship's purpose is to help members of CUUC fulfill their financial ministry to the church.

Stewardship Committee is a sub-set of the Finance Committee and has traditionally functioned for only 4 or so months each year. Stewardship convenes as the goal budget is being developed for the Spring Congregational Meeting. In consultation with Finance, several themes for the pledge campaign are developed and the final decision as to the tone of the campaign is made as soon as the goal budget is approved; we may have several different plans and make our choice based upon such unscientific factors as the emotional atmosphere of the meeting and the vote and response to the goal budget. It then takes about 4 weeks to write up the campaign materials with the first weeks devoted to the 'message' and the last two devoted to development of informational charts, the ask letters, and Steward training.

Ask letters are written specifically for each member. The amount suggested as a pledge and the manner in which it is requested is based on that individual's history with the congregation.

Stewards are recruited from active members who are regarded as best able to speak to the goals reflected in the goal budget for the coming fiscal year. Stewards then make every effort to hold a face to face conversation with each member. These conversations are our opportunity to clarify members' understandings of CUUC's goals as reflected in the budget (which is driven by our Long Range Plan,) to answer members' questions on CUUC processes, and to listen to members' thoughts on their church. This year a short list of appreciative inquiry style questions was used during the conversations to encourage thoughtful and deeper responses and to ensure that the same questions were asked of everyone. These interviews will be passed along to the Committee on Ministry.

As soon as most conversations have taken place and most pledge forms returned, preliminary financial results are shared with Finance. Depending on the results a second appeal may be made to the members. When appropriate, Finance makes recommendations to the Board concerning the final shape of the budget to be presented at the Spring Congregational Meeting. Stewardship is traditionally over at this point. (Please note that results are not yet available for this Stewardship season as this report is being written.)

One change, actually in place a year ago, has become apparent this year; the social start to the stewardship season is now a congregational dinner. Historically the kickoff event has been a theatrical production which was great fun, but made no connection to the purpose of Stewardship. The dinner provides a forum for formal opening ceremony and appreciation of the extra service our Stewards provide to our members.

Currently, the other committees most directly connected with Stewardship are Finance and Membership. Both are extensively consulted as Stewardship is being developed and pertinent information shared as it becomes available.

Based upon recent information from UUA publications and other professionals, Stewardship should consider operating year round with a focus during the July to December period on developing financial conversation within the congregation. Eventually Stewardship would help establish an environment in which members understand giving money to our church is in fact a spiritual act gladly made. While changing fundraising into a true ministry may take a while, we can begin by developing an awareness program this year with representatives from Finance, Membership, Caring, Leadership Development, (and yet to be created fund raising and endowment groups) and with guidance from the Minister as appropriate.

Sarah Manning,
2010 Stewardship Chair

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WORSHIP COMMITTEE

Statement of Purpose

Over the course of the 2009-2010 year, the Worship Committee has continued to grow into our relationship of shared ministry with our minister and with CUUC professional staff. Our work is largely guided by the need of the congregation for meaningful and engaging Sunday programming each week.

Accomplishments

Programming: Our minister is in the pulpit approximately 27 services during each year. The committee programs the remaining services. From September to June, we programmed 4 lay-lead services, 8 services in coordination with a community organization, and 8 guest minister services. In these services, our lay leaders work closely with the group or individual guest to create a service that is stimulating, relevant, and reflective of UU values and concerns. In addition, the Worship Committee collaborated with members on both a summer and winter solstice service. The winter solstice service was open to the community and had a full house.

Education: All members of the Worship Committee attended special workshops led by our minister (and open to the congregation) to increase our understanding of the role (or roles) that worship plays in our own lives and in the life of the congregation. These workshops have helped elevate the quality of services provided each Sunday by increasing our sensitivity to the diversity of perspectives we reach out to each week.

Sanctuary: We worked with Facilities and Music committees to redesign the sanctuary. We moved the piano, at the request of the Music Committee, so it now opens to the congregation instead of to the wall. A rug wall-hanging was taken down and replaced by a wall sculpture of UU conjoining circles which frame the speaker at the podium, giving a chalice effect similar to the UUA logo, where the speaker is the flame.

Work style

The Worship Committee works collaboratively with each other, with the Music Committee, with the minister, and with other staff. The chair acts as a point person for all administrative and policy issues that come up, bringing them to committee meetings for action. Lay leaders take responsibility for coordinating lay and guest services throughout the year. A Music Committee representative attends our monthly meetings to promote both innovation and good communication. A new and happy example of our collaborative style is evident in our bringing in our newest lay leader, Sarah Baker. Sarah is a student in the CUUC YRE program and we are excited to have her voice among the lay leaders serving the church. We work collaboratively to ensure that she is able to participate as a lay leader in a good balance with her YRE, family, and school demands.

Long Range Plan

The Worship Committee reviews the 2006/7 Long Range Plan each year, and currently is working on three identified tasks: upgrading the quality of all services, particularly as it relates to supporting UU Principles; upgrading the professionalism of all lay services; maintaining/improving the appearance of the sanctuary. One task we retired, that of establishing a Music Committee. We replaced the task to 'integrate full-time minister into Worship Committee' with the more appropriate and accurate 'work with minister to grow into a robust shared ministry.'

Work that remains

Our Long Range Plan goal was to have full-time ministry, and we, as a committee, to raise our level of professionalism with that support. While we have made enormous strides in providing more consistent and consistently good services with the help of training and resources from our part-time minister, with more time from her, we imagine even more would be possible.

We are recruiting additional lay leaders. This we expect will bring several benefits, including bringing new voices into CUUC as those lay leaders reach out to bring in community partners we may not yet know.

We do not yet have a single data-base for our speaker prospects, whether lay, community, or clergy. This is a goal for future months.

Amy Rowland
Worship Committee Chair

YOUTH RELIGIOUS EDUCATION COMMITTEE

Mission Statement or Statement of Purpose: The goal and mission of our children's program is to provide in a nurturing, safe and enjoyable experience, opportunities for children to find their own religious identity and spiritual path. We do this by creating a strong foundation built on our seven UU principles, providing exposure to major world religions, their unique spiritual practices and understanding what it means to be a Unitarian Universalist in today's complex social world. We teach no dogma, but rather encourage children at each developmental level, to explore the questions of life in a guilt free environment.

- What has your group accomplished this year?
 - Church startup picnic
 - Christmas Pageant
 - Increase in child attendance
 - Trick or Treat for UNICF
 - Hosted Stone soup dinner,
- How do you accomplish your work?
 - All ages YRE Bibleodeon lessons programming
 - YRE Program brochure
 - Registration card
 - YRE Welcome packet
- How does our work address the Mission and Long Range Plan (vision) of CUUC? Teaching children UU principles while exposing them to other beliefs allowing them to seek their own religious path.
- How do you work in shared ministry with church staff and congregants?
 - w/Membership committee and Julie Highsmith to Create a NEW Family friendly registration card
 - w/Just ACT-Sponsoring the Guest at Your Table and gifts (Flowers and Promise Beads) to the congregation
 - w/Worship-Christmas Pageant with children and adult congregants
- What is still on the table?
 - 2011 9th Grade trip
 - 2010-Summer Sunday program "The 7 Habits of Happy UU kids"
 - 2010-Summer one week Chalice camp
 - High school program for next year
 - OWL for 4th, 5th, 6th grades training for next year
 - OWL startup for 7th, 8th, 9th grades

Pauline Hopkins
Youth Religious Education Committee Chair

CHURCH GROUPS

BOOK CLUB ANNUAL REPORT

The book club is a collection of approximately twenty-five congregation members/readers who meet the fourth Wednesday of each month to participate in the discussion of a book and select a book for future discussion.

The purpose of the group is to broaden the members' readership and to enhance the members' understanding and appreciation of the books read through discussion and interaction. Through this social connection the club enhances congregational cohesion.

Books for discussion are selected by the group in advance. Books may be fiction or non-fiction.

Attendance varies from five to fifteen.

The club conducts a book sale annually, as it did in 2009.

Submitted by Wes Howe

MEN'S GROUP

The group's covenant: discussions of a personal nature are confidential and the members are non-judgmental.

The members of the Men's Group meet twice monthly to enjoy each other's company in a spirit of trust and support and thereby strengthen congregational cohesion.

Meetings generally consist of a check-in by those present and discussion of a topic chosen normally by the group or suggested in advance.

Approximately one time per quarter the group meets for dinner.

Attendance varies from four to ten.

Submitted by Wes Howe

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WOMEN'S CIRCLE

Our Covenant Statement:

The women of the CUUC Women's Circle meet together in love in order to support each member in the exploration of her personal truth and growth of spiritual wisdom. We pledge to speak honestly and respectfully, to listen actively and to build trust by honoring the confidences shared among us. The door of our circle is always open.

The Women's Circle conducted meetings on the 1st and 3rd Tuesday evenings of each month.

This year we have maintained a healthy attendance. Though our numbers vary, we average eight to twelve attendees each meeting.

Our discussion topics have varied. We are currently using a curriculum from the UUA, "Cakes for the Queen of Heaven".

We are participating in outreach to the women of CUUC by providing a circle of acceptance and enrichment always open to participation. We particularly are mindful to invite new visitors, as we realize our Circle provides a way for newcomers to make meaningful connections in the church community.

Aside from our regular meetings, we celebrated the Winter Solstice, open to all women.

The Women's Circle designed and conducted one Sunday service for the congregation.

In 2009, our annual retreat was attended by 22 women. Our retreat is always open to all women. This is a time for forming closer bonds through shared spiritual exercises, activities, meals, conversation and fun.

We touched the world community by our support this year, of our fourth "sister" from the Democratic Republic of the Congo through the "Women for Women International" organization. We share the financial support of this woman's education for one year.

The Women's Circle plans to continue its role of encouraging personal growth and close relationships among the women of CUUC and reaching out to the larger community whenever appropriate.

Submitted by Ruthanne Cauley