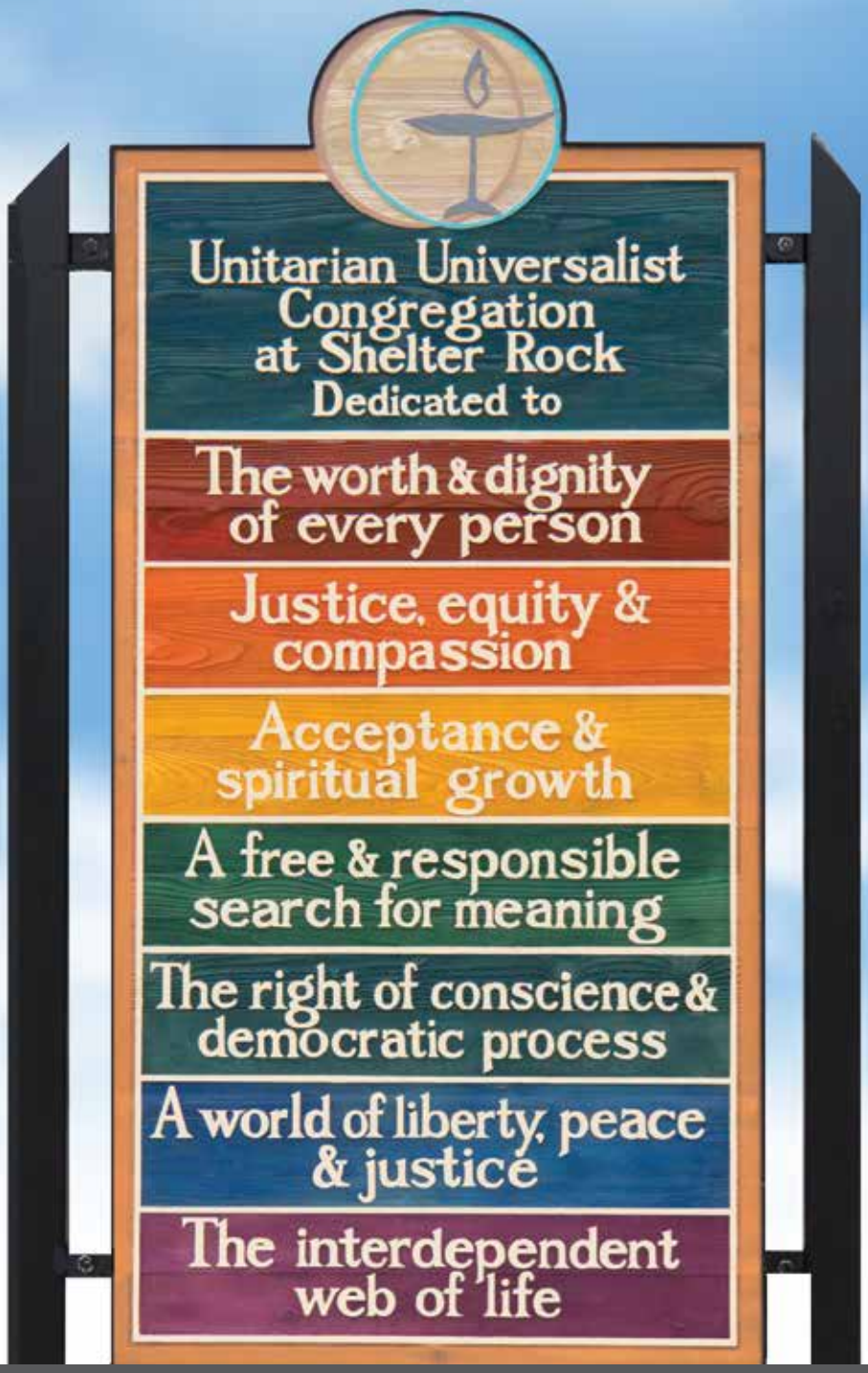
**Unitarian Universalist Congregation at Shelter Rock**




# Annual Report

## 2015-2016

UNITARIAN UNIVERSALIST
CONGREGATION AT Shelter Rock

48 Shelter Rock Road • Manhasset, NY 11030
516.627.6560 • www.uucsr.org

## Congregational Covenant

At the November, 22, 2015 Congregational Meeting, members voted to approve the following detailed Covenant.

We, of the Unitarian Universalist Congregation at Shelter Rock, choose to become part of a community with a common purpose to foster an atmosphere where the Unitarian Universalist Principles will be learned and practiced.

We covenant with one another to freely explore our religious (or theological or spiritual) beliefs and to honor our diversity as a source of communal strength. We will work together to reach our highest potential as individuals and as a community by:

…Accepting, respecting and celebrating differences among us, always remembering the "Golden Rule";

…Contributing to the Congregation intellectually, financially and with gifts of time and energy and by honoring each person's need for self-care;

…Expressing thoughts and feelings directly, speaking honestly with kindness, keeping an open mind and listening deeply, balancing our need to be heard with an obligation to listen, assuming good intentions in all interactions, and;

…Acknowledging that while we may not always agree with congregational decisions, we will honor the decision making process and respect the outcomes.

We will attempt to resolve any conflict with another congregant by direct communication with that person first, or by seeking the assistance of a minister and/or the Committee on Ministry. Should a congregant choose not to participate in dispute resolution, then that congregant agrees to drop the matter and not involve others.

Recognizing that our Covenant is aspirational, and in affirmation of the common purpose that unites us, we will support and do our best to abide by this Covenant.

## Our Unitarian Universalist Principles

**We affirm and promote:**

- The inherent worth and dignity of every person;
- Justice, equity, and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregation;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

## Vision Statement

We aspire to be a loving, religious community where we can grow spiritually and build a more just and joyful world.

## Mission Statement

**We gather together in religious community:**

- To live, honor and promote the 7 Principles of Unitarian Universalism.
- To nourish the spiritual needs of current and future members.
- To grow a diverse and multi-generational religious community, bound together with love.
- To commit our time, talents, and unique resources to building a just and compassionate world.
- To celebrate the joy of living, lifelong-learning and building lives of worth and purpose.

Approved By The Congregation, March 18, 2012

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# Board of Trustees

## Officers of the Congregation:

**PRESIDENT:** Arnold Babel

**VICE PRESIDENT:** Klaus Masuch

**SECRETARY:** John Ryan

**TREASURER:** Paul Drezner

## Term Trustees:

Vince Chimienti

Ed Frank

Diane Lombardy

Tara Miner

Barry Nobel

Nina Weber

Latifa Woodhouse

# Staff at Shelter Rock

**REVEREND JENNIFER L. BROWER,** Minister for Pastoral Care

**REVEREND NATALIE M. FENIMORE,** Minister of Lifespan Religious Education

**REVEREND DR. PAUL S. JOHNSON,** Senior Minister

**OSCAR SINCLAIR,** Ministerial Intern

**ADAM BARSHAK,** Congregation Operations Administrator

**NED WIGHT,** Executive Director, Veatch Program at Shelter Rock

## Congregational Staff

**MUSIC DIRECTOR:** Stephen Michael Smith

**MEMBERSHIP VOLUNTEER COORDINATOR:** Ben Bortin

**SOCIAL JUSTICE COORDINATOR:** Claire Deroche

**ASSISTANT TO MINISTERS:** Temporarily Staffed

## Administrative Staff

**EXECUTIVE ASSISTANT:** Tammy Weil

**COMMITTEE LIAISONS:** Elaine Corrao, Sharyn Esposito

**MARKETING AND COMMUNICATIONS ASSOCIATE:** Jen Sappell

## Finance Staff

**ACCOUNTING & FINANCE DEPARTMENT MANAGER:** Ivonne Moreira

**ACCOUNTING COORDINATOR:** Sue Kimler

**ASSISTANT BOOKKEEPER:** Debbie Lalji

**STAFF ACCOUNTANT:** Andrew Gallienne

## Religious Education Staff

**RELIGIOUS EDUCATION COORDINATOR:** Jeanne Nametz

**YOUTH AND YOUNG ADULT PROGRAM COORDINATOR:** India Harris

**RE ADMINISTRATIVE ASSISTANT:** Carson Jones

## Veatch Program at Shelter Rock Staff

**ASSISTANT DIRECTOR:** Molly Schultz-Hafid

**PROGRAM OFFICERS:** Marjona Jones, Faron McLurkin

**PROGRAM ASSOCIATE:** Denise Centkowski

**GRANTS ADMINISTRATOR:** Janice Fellenbaum

**COMPUTER SYSTEMS & FINANCE COORDINATOR:** Sara Lorenz

## Facilities Staff

Facilities Director: Adrian Rivera

Facilities Supervisor: Andrew Aarevalo

Custodial Staff: Roberto Aguirre, Michael Grannum, Enrique Porras, Anthony LaPorta, Preston Roberts, Lorenzo Smith.

## Hadley House Staff

Hadley House Social Worker: Susan Bagnini

Hadley House Superintendent: Joe Corradetti

The Nominating Committee is pleased to present its nominees for the June 2016 election cycle to the Unitarian Universalist Congregation at Shelter Rock. These candidates share important attribute: a willingness to give their time and talents to serving their fellow congregants. They were chosen because of their demonstrated leadership and sustained commitment to our UU principles.

After carefully reviewing the qualifications of each of the candidates who had been proposed to us by the members of the Congregation and considering the current needs of the Board of Trustees, the Veatch Board of Governors and the Housing Board of Directors, as well as next year's Nominating Committee, we propose the following slate of candidates to the Congregation and recommend that these nominees be elected at the Annual Meeting on June 5, 2016.

It has been my pleasure the work with the Nominating Committee members this year.

**Respectfully Submitted,**

## 2015-2016 Nominating Committee,

**Barbara Grosmark** *(carryover)*, **Chair**

**Lee Geisen**

**Richard Guilbert**

**Dana Gumb**

**Heidi Warm**

**Nominating Committee's**

# Slate of Candidates 2016 - 2017

**SECRETARY OF THE CONGREGATION**

**(7.1.2016 – 6.30.2018)**

## John Ryan

John is a Senior Vice President of Investments and a Cert Long Term Care Specialist with Janney Montgomery Scott LLC in Garden City, New York. He has been in the financial services industry for over 30 years. John studied for both his Bachelor's and Master's degrees in Economics and Finance at St. John's University, and received his Master's Degree in Gerontology and a Post-Master's Thanatology certification from the College of New Rochelle. John completed his New York State Article 81 Guardianship training at The Brookdale Center for Healthy Aging of Hunter College, CUNY. He has received the prestigious "New York State Office for the Aging Award" in recognition of his financial and estate planning work, as well as his grief counseling work with seniors and their families.

John is a Reiki Master, Chakra Therapist, and has received certification for completing his studies in Clinical Hypnotherapy. He is a past associate member of the American Psychotherapy Association, and a past member of the board and grief support group facilitator for Heartbridge Center for Loss and Transition in Manhattan. John is also a hospice volunteer who was trained at The Landsberg Comprehensive Community Hospice at Parker Jewish Institute.

In Great Neck, where John resides with his wife Stephanie, he is the Past President of The Rotary Club of Great Neck, Past Deputy Governor, Past Assistant Governor of Rotary District 7255, and recipient of multiple Paul Harris Awards. He is the President of the Great Neck Social Center, President of CLASP (Children Learning After School Program), Treasurer of The Great Neck Democratic Club, founder of Project SAFE Long Island and co-founder of the Great Neck Business Circle. He is the Senior Program Consultant to The Town of North Hempstead and host of the weekly radio program series Project Independence and You on 88.1 FM from 10:00AM to 12:00PM every Friday, which is dedicated to a variety of senior issues. Most recently he was elected as Chairman of the North Hempstead Democratic Committee.

John is Secretary of The Unitarian Universalist Congregation at Shelter Rock, where he also serves on the Social Justice Committee.

**TREASURER OF THE CONGREGATION**

**(7.1.2016 – 6.30.2018)**

## Paul Drezner

Carla and Paul joined the congregation in 1983 with their children, Nicole and Eric, who were active in the RE program since infancy. Carla and Paul consider UUCSR their religious home as well as a community of friends.

Paul began volunteer work in RE as a fourth grade teacher and has been teaching for close to 30 years. He is currently a co-advisor in the Coming of Age class. He has also been a member of the RE Committee and also RE Chair. Paul chaired the Construction Sub-Committee during the time the facilities at Shelter Rock were constructed. During his terms as Vice President and President of UUCSR, Paul served on both the Housing and Veatch Boards. He was active in helping to bring Small Group Ministry to the Congregation and also served as a SGM facilitator for three years. After his service on the Board of Trustees, he chaired the Stewardship Committee. Paul has also chaired the Ad Hoc Governance Task Group and Budget Coordinating. He is currently active in DAC and oversees the All Congregation Retreat Planning Group for Silver Bay, and finally, he is the Chair of the Board's Mediation Task Group.

Paul has been in practice as a certified public accountant since 1978 with a home office in Manhasset.

**TERM TRUSTEE**

**(7.1.2016 – 6.30.2019)**

## Edwin Frank

After graduating from Adelphi University, Ed was drafted into the army, served overseas on the front line in the infantry in active combat, rose in rank to Sergeant First Class and was awarded a commendation medal for meritorious service.

Ed and Sandra married before he was sent overseas. They have two children and two grandchildren. For 40 years Ed owned his own insurance agency specializing in hard-to-place risks.

Ed and Sandra signed the UUCSR membership book 9 years ago. He found that the more involved he became, the happier he was. He attends Worship Service with his wife almost every Sunday. Ed was a delegate to the 2013 General Assembly and he attended LILI (Long Island Leadership Institute) in 2013.

From 2011 through 2014 Ed worked closely with two consecutive Chairs of the Financial Development Committee to facilitate our pledge drive, giving him insights into different members' issues with congregational life. As past Chair of Membership, Ed has consistently worked at integrating new members into the UUCSR community. With his wife Sandra, he officiated over the 2013 and 2014 Passover Seder offered at UUCSR.

Ed currently serves on Board of Trustees. Committees: Veatch Search Committee; Membership, Music, is a founding member of the Mental Health sub-committee of the Social Justice committee. For the past 8 years, he has helped facilitate the Dramatic Reading group sponsored by the Adult Program Committee.

**TERM TRUSTEE**

**(7.1.2016 – 6.30.2019)**

## Marilyn Fischell

Marilyn currently lives in Great Neck, where she has resided for the past 25 years.

Marilyn has over 30 years' experience in Human Resources & Management for not-for-profit organizations and has acted as plan administrator for pension and 401K plans. Marilyn attended LI University, CW Post and the University of Michigan.

Marilyn has been a member of UUCSR since February 2012, but has attended Sunday services sporadically since 2000. Marilyn participated in the Superstorm Sandy assistance in conjunction with the Social Justice Committee, is a member of the Adult Program's Committee and Women's Group since 2012, and a member of the Personnel Committee since 2014.

**TERM TRUSTEE**

**(7.1.2016 – 6.30.2019)**

## Victor Weit

Vic has a B.A from CCNY, a M.A. from NYU, and a Juris Doctor degree from Brooklyn Law School. Vic has taught Social Studies and Forensic Science classes as well as coordinated a business magnet & legal studies program. He is a member of the NYS Bar and he is currently conducting a private practice law firm.

Since joining UUCSR in 2007, Vic has participated in several committees, including the Nominating Committee in 2012/2013. He also chaired the SR Forum during the two years ending July 2015.

**VEATCH BOARD OF GOVERNORS**

**(7.1.2014 – 6.30.2017) TERM I**

**(Completing term of Rosemary Lopez)**

## Carol Garbarino

Carol has been a member of UUCSR since the early 1990's. Her two children went through the RE program and she taught 4th Grade in RE for 4 years. Carol has participated on the Caring Committee, the Personnel Committee, the Nominating Committee, and most recently on the Bylaws Committee. She has served on the Board of Trustees for 3 years, was on the Hadley House Board for 4 years and was Chair of it for two of those years. Carol has chaired a BOT Ad Hoc Committee to look into possible expanded use of the Veatch House. Recently she retired from the practice of medicine, where she has been a psychiatrist for 32 years.

**VEATCH BOARD OF GOVERNORS**

**(7.1.2016 – 6.30.2019)**

## Mark Hartman

Mark and his wife Karen became members of the congregation more than 25 years ago. Since then, Mark has been elected by the congregation to the Board of Trustees, Veatch Board of Governors (and served as Chair), and the Nominating Committee, including as its Carry-Over member. He has served on various standing committees, including the Religious Education Committee, the Budget Committee (Chair), the Stewardship Committee (Chair), the Personnel Committee (Chair), and the Bylaws Committee. Among the Ad Hoc Committees on which he has served are Large Grants (Chair), Large Grants Review Committee, Governance and Operations (Chair), and Veatch Review Committee. He currently serves on the Large Grants Advisory Committee.

Mark is a healthcare attorney and is currently a Deputy Counsel with the New York City Health and Hospitals Corporation. Mark is also a director and officer of a not-for-profit long-term care health system in New Rochelle, serving on the boards of its nursing home, two assisted living facilities, one independent living facility, and foundation. For the past five years, he has chaired its strategic planning committee.

Mark and Karen live in Port Washington. They have two adult children, David and Katherine, each of whom is a graduate of the congregation's Religious Education Program.

**VEATCH BOARD OF GOVERNORS**

**(7.1.2016 – 6.30.2019)**

## Renee Silver

Renee received a B.A. from the University of Pittsburgh, Hunter College and a M.A. from St. John's University. She also attended NYU and CW Post. Renee was a translator of geological reports & legal documents, and also taught French, Spanish, and English in the NYC system. Since retirement, Renee has written and published a memoir of her childhood experience during WWII.

Renee enjoys reading, linguistics, music, art museums and animal causes. Renee has been a member of UUCSR since 2000. She has been a facilitator of Small Group Ministry here and at Hadley House. She has also been a member of the Steering Committee, Committee on Policy Governance, Caring Committee, Women's Group, Adult Programs and has been the Chair of the Art Committee.

**HOUSING BOARD OF DIRECTORS**

**(7.1.2016 – 6.30.2020)**

## Sandra Frank

Sandra and her husband Ed have two adult children and two grandchildren. They joined UUCSR nine (9) years ago; about the same time as she retired from her last job as an office manager for a not-for-profit organization, Long Island Fund For Women and Girls. Sandra always belonged to organizations and donated her time as a volunteer.

Sandra is currently happily involved in the vibrant congregational community life. At present she is President of the UUCSR Women's Group Board. Committees at UUCSR include the Worship Committee (past Chair), Adult Programs, Membership, Mental Health subcommittee of Social Justice, MRC – Council at Large, Small Group Ministry facilitator and with her husband, Ed, officiated over the 2013 and 2014 UUCSR Seder. Sandra is also a Board member of the UUWA Metro district, and co-organized and led their last 6 Annual UUWA Women's Renewal Weekends.

Sandra was a GA delegate in 2010, and also attended two Metro District Assemblies.

Sandra was a member of the "Review and Renewal of the Senior Ministry Task Force" and on the Nominating Committee several years ago.

**HOUSING BOARD OF DIRECTORS**

**(7.1.2016 – 6.30.2020)**

## Nancy Van Dyke

Nancy and her husband, Rick, are joyfully beginning their 7th year as Hadley House residents. She is retired as a professional Social Worker and they are 36-year members of the congregation, having raised their sons, Jeremy and Benjamin, at UUCSR.

Nancy has served in many leadership roles in the congregation, including President and Vice President of the Congregation, Veatch Board of Governors, Vice Chair; as well as many years on the Women's Group Board, serving as Treasurer. She has also served on a myriad of committees, among them, Personnel, MRC, Search Committees for two Veatch Executive Directors and for two interim ministers, as well as several ministerial advisory committees.

In the broader denomination, she served 7 years on the Board of the Unitarian Universalist Women's Federation, having retired as President in 2007. She was a planner for two Large Church Conferences, as well as an attendee and delegate at 20 General Assemblies.

Nancy recently retired after 4 years as Treasurer of the Hadley House Residents' Association and sings with Willow, as well as cooks for the Inn.

**HOUSING BOARD OF DIRECTORS**

**(7.1.2016 – 6.30.2017)**

**(Completing term of Aida Nema)**

## Lisa Armband

Lisa joined the congregation with her family in 1991. Shortly after joining the church community, she took on a leadership role as a member of the Religious Education Committee for 4 years, and later, as the Chair of RE. Her interest in the inclusion of multi-generational events has always been a focus, even now as she continues to be involved in the congregation. She later served as a Board of Trustee for 4 years and most recently had the privilege to complete a 6-year term as a Veatch Board of Governor. Lisa currently serves as the Director of Compliance at a nonprofit agency in Brooklyn that operates schools, residential, and day programs that serve people with disabilities.

## NOMINATING COMMITTEE

**(6.5.2016—ANNUAL MEETING 2017)**

**(6 new members and one carryover)**

### John Bohan (6.5.2016 - Annual Meeting 2017)

John has been a member of UUCSR for approximately 20 years and has served on many committees. John is married and has three daughters who went through the entire RE program. He has taught seventh graders for 17 years. John was on the Hadley House Board for three years, and served a short time on the Board of Trustees where he was a liaison to the Stewardship Committee and the Budget Committee. Many years ago, John served on the Nominating Committee and was the carryover for a second year. He is currently volunteering every Sunday at the UU Café. Come by anytime.

### Beverly Fox (6.5.2016 - Annual Meeting 2017)

Beverly has been a member of the UUCSR congregation for over 15 years after having searched for a spiritual community for herself and a religious community for her daughter, Jaiden. She has served on the Personnel Committee and the Committee on Ministry. She is a college dean, Fulbright Adviser, and member of the New York Hotel Trades scholarship selection committee.

### Andrew Greene (6.5.2016 - Annual Meeting 2017)

Andrew and his wife Barbara joined the congregation in 1994 with their two daughters, Carolyn and Laura, now 30 and 27. Both of their daughters participated in the Religious Education program and in Coming of Age. Andrew served in RE as a fourth grade teacher (one year) and as an advisor for the Coming of Age class for three years. The Boston trip with the Coming of Age group was a particularly rewarding experience.

Andrew also served on the congregational Steering Committee with Rev. Hartford for a year. He was a member of the Board of Trustees for a full term, and served on the Ad Hoc Committee of the Board which interviewed and hired Ned Wight. Also, as a member of the Board, Andrew toured New Orleans immediately

after Katrina and met with Veatch grantees involved in the recovery there. His wife, Barbara, served on the Housing Board, and they continue to attend services and events at the congregation.

### Richard Guilbert (carryover) (6.5.2016 - Annual Meeting 2017)

Richard has been a member of NSUUS/UUCSR for over twenty-five years and has been part of the Religious Education program for fifteen of those years. He has been on the Religious Education Committee two times, once for six years and then for three years. Richard was Chair of RE for two years, and he also served on the MRE Search Committee and on two Interim Search Committees.

Richard also served on the Board of Trustees from 1993 to 1996, and served on several task force groups of the BOT during this time, including Ministerial Compensation (Chair), Financial Responsibility Task Force, Budget Study Group, Governance, Ministerial Evaluation Study Group, and others.

Richard has served on many church committees over the years and he is presently on Socially Responsible Investment. He served on the Veatch Board of Governors and was Chair; the Investment Committee and was Chair; Stewardship and was Chair; and on the Socially Responsible Sub-Committee and was Chair for two years. Previously he was on the By-Laws Committee and was Chair, and was also on the Nominating Committee about four years ago.

Richard and his wife (Fredda) were attracted to this congregation in order to give their children a religious identity and education, which would have been difficult for them individually since they were an interfaith marriage. He has taught for fifteen years in the RE program, fourteen of which were with his wife teaching the fourth grade class.

Richard enjoys most sports, fishing, carpentry, computer programming, and taking vacations when he permits himself the luxury. He looks forward to the challenge that is ahead.

### Toni Logue (6.5.2016 - Annual Meeting 2017)

Toni has been a member of UUCSR since 1998. She was a member of the BOT from October 2010 to June 2015. Prior to her BOT service, she served on the Membership Committee and the Personnel Committee, where she was Chair for one year. Toni is a long-time Religious Education teacher, first as part of the 2nd grade teaching team for 12 years, and now in her fourth year of teaching with the 7th grade religious education team. Toni's three children, Shane, Ryan and Jesse all attended our wonderful Religious Education program. Outside of congregational life, Toni works as an Assistant Attorney General for the State of New York.

### Diane Mansell (6.5.2016 - Annual Meeting 2017)

Diane has been a member of UUCSR since March 2000. Diane has served as Chair of the Caring, the Worship and the Denominational Affairs Committees. In addition, she has been on the Board of Trustees, the Nominating and Membership Committees. She is an active member of the Women's Group, having been both Secretary and Vice-President. Currently, Diane enjoys serving in the UU Café on Sundays and cooking for the INN the first Thursday of the month.

### John Murphy (6.5.2016 - Annual Meeting 2017)

John and his family joined UUCSR about 17 years ago in response to his young daughter Ali's question, "What am I?" They had found a congregation whose beliefs were similar to theirs, so their daughter was enrolled in the RE program, and they attended services. John volunteered that same year to help out in the summer program, and the following fall was asked by Barry Andrews to join the RE staff. He settled into the third grade curriculum and, as John says, "hasn't looked back."

John has been a member of the Board of Trustees and he served on the Nominating Committee. His previous cooking experience led him to cook for the INN on Saturdays and for various other functions at the congregation.

# CONGREGATION OPERATIONS ADMINISTRATOR

In Fiscal Year 2015-2016, the administrative staff continued its efforts to enhance the efficiency, timeliness of support, availability and transparency of information, safety and upkeep of our Shelter Rock property and greater level of community awareness of congregational opportunities for faith and fellowship.

Significant emphasis was placed on our external communications this year. With the drive and energy of Jen Sappell our Communications Associate along with the support of two temporary workers, Carole Ross and Linda McCarthy, a new advertising strategy focusing on Unitarian Universalist faith was put into place. This is a change in strategy, as the congregation's print media had primarily communicated its programming independent of the faith and the congregation's worship services and religious education. New full page advertisements have run in Newsday's Long Island Weekly as well as local subscription and free papers through the Anton Press, Blank Slate Media and the Queens Chronicle. Further, print advertisements were expanded beyond our traditional geographic reach of Port Washington, Manhasset and Great Neck to other local Nassau and Queens towns. In support of Unitarian Universalism, the advertisements also direct interested parties to the Metro District's website to find a congregation that may be closer to them. In addition to a change in print media strategy, the congregation also began digital advertising with the Anton Press through their websites and on Newsday through its affiliation with Anton. Over 30,000 banner ads appear monthly on these sites. Clicking on these ads will take the viewer to the congregation's website to learn more about Shelter Rock. It is the administration's belief that continued engagement with the community through our website and social media is essential for local awareness of Shelter Rock opportunities and congregational growth. We continue to see positive trending of visits to our website, "likes" and other engagement on Facebook and followers on Twitter and Instagram. Finally, in conjunction with the Publicity and Promotions committee, a marketing consulting firm, Austin & Williams was engaged to help the congregation develop a long term community outreach effort. Through extensive discovery by way of individual and focus group interviews of Shelter Rock members, members of another UU congregation and non-religiously affiliated local residents, they have provided extensive information as to how we can best promote our offerings. This report is scheduled to be shared with the Board of Trustees in June and with implementation to begin in FY17.

Our Facilities team led by Adrian Rivera, Director and Andrew Aravelo, Supervisor along with custodial staff, Roberto Aquirre, Enrique Porras, Anthony LaPorta, Michael Grannum, Lorenzo Smith and Preston Roberts continued to do an outstanding job maintaining the building and grounds and support the 3000 calendared activities that happen each year. Also much thanks goes to the team for the immediate and vigilant responses to our winter weather events. While other staff and members are at home shoveling, this group is at Shelter Rock clearing snow and ice to ensure congregational activities can resume as soon as possible. In addition the day to day operations, and in conjunction with the Buildings and Grounds committee, several major capital projects were completed in FY17 including the repaving of the main drive way and the lower parking lot, the installation of new external lighting providing enhanced luminosity and energy efficiency, replacement of Veatch House roofing, and continued upgrades to our heating and ventilation systems. All of these projects have been part of a carefully thought out infrastructure capital plan developed in conjunction with external engineers and architects to ensure efficient and safe building operations.

The Finance Department led by its Manager Ivonne Moiera and includes staff Andrew Galliene, Sue Kimler and Debbie Lalji continued to support the accounting and finance needs of the congregation in an efficient and timely manner. With this effort, the department introduced a new digital expense reimbursement system "CONCUR" to the staff this year, eliminating the need for paper receipts. Expense receipts associated with credit card transactions are now captured digitally through an APP on a smartphone or by scanning them into the CONCUR system. Expenses are approved and imported into our accounting system electronically. To maximize this system and to benefit from Reward points, the majority of our expenses are now paid through our American Express corporate credit card. The congregation has earned over 2MM in Rewards Points in the last two years, of which approximately 500K were used to pay for the airfare of those who participated in the College of Social Justice Trip to Haiti. The Board of Trustees will be engaged in a policy discussion in FY18 on procedures for future use of the points. In addition to managing expenses, the CONCUR system, in partnership with ALTOUR a travel management company, allows staff to have centralized booking for their travel and lodging. Additionally, members who are traveling on approved congregational activities such as General Assembly will be able to book their flights through ALTOUR, with the congregation's corporate card, eliminating the need for members to pay for this expense directly and wait for reimbursement.

On the technology front, two major initiatives were completed. First, new videography equipment was added to the Worship Room allowing for the recording of worship services and other events. Services will now be available for viewing on our website for those who were unable to attend or who may be interested in

learning more about the congregation. Secondly the first phase of a digitization project has been completed. All of the Board packets/minutes dating back to the congregation's inception are now available for electronic viewing via the "archived documents" link in the MY UUCSR page of the website. The goal will be to digitize all archived congregational meeting information and committee minutes by the end of FY18.

Finally, where would we be without the committee and administrative support staff? Tammy Weil, Executive Assistant, Sharyn Esposito and Elaine Corrao, Committee Liaisons work tirelessly to ensure committees have the necessary resources to have successful meetings and events. All of them help the Chairs and designees plan and prepare for all aspects of their events. Additionally they support over 500 activities related to outside groups that use our space for a nominal fee and committee sponsored groups who use hold events at no cost that require their attention and support. They are truly the engine that keeps the congregational machine moving. Of course their efforts are not done in a silo as the entire staff works as a team to help support the congregation. As such I would also like to acknowledge the work of the Veatch, Religious Education and Ministerial support staff for their work during the fiscal year.

Finally I would like to thank the Board of Trustees and all of the committee and taskforce members that I worked with during the year as well as the Ministers and Ned Wight. As always, it is a pleasure to serve the congregation and support its purpose of promulgating Unitarian Universalism.

**Respectfully submitted,**

**Adam Barshak, COA**

# PRESIDENT'S REPORT

From the perspective of Board members and those who worked with them, this has been a highly intense and, we hope, productive year in terms of the number of task forces created or participated in. It was also a year in which an important lesson was driven home to me and to others as well.

Let's start with the lesson. Last year the Board had tasked the Stewardship Committee with coming up with a plan for financing Large Grants, whose financing resolution was due to expire at the end of this fiscal year. The Stewardship Committee came up with the concept of moving the remaining Large Grants set aside into the Capital Expenditure (CAPEX) set aside and financing Large Grants as a budget item. At the time, this seemed a reasonable suggestion to the Board which accepted it and passed it on to the Congregation in the form of two resolutions. Unfortunately, we had failed to discuss the resolution with the members of the various committees or to hold town meetings on the resolution. Unfortunately, what seemed so reasonable ignored the strong emotional commitment of the Congregation to Large Grants and the desire to keep it safely funded apart from the budget process. As a result, the resolution was tabled. Because three town meetings held subsequently by the Veatch Board of Governors by direction of the Congregation did not produce a definite answer to the financing issue, I received permission from the Board of Trustees to organize an ad hoc task force to seek a solution to the Large Grants financing issue. This included members from Finance, the Board, Large Grants Advisory and Veatch. Thanks to their effort, we rapidly came up with a solution that was accepted by the Board and passed by the Congregation. Important lesson learned and hopefully not to be forgotten.

We will apply the lesson learned next year when we consider options for the financing of CAPEX.

One area where we did it right from early on was with the Congregational Covenant. The effort began about 2 years ago in a totally different direction. We have a safety policy that provides explicit procedures that are to be followed for handling threats or actions against members. But we do not have procedures that define how to handle member disagreements. My initial reaction was to develop such procedures. Fortunately, the suggestion was made that we survey the membership to find out what it would like. It turned out that it wasn't procedures that the membership wanted but a covenant instead. After drafting the covenant and bringing it before as many people as we could for comment and revision, the revised covenant was passed overwhelmingly at a congregational meeting.

Other issues that the Board has dealt with or is currently dealing with are Hadley House, the retirement of our Senior Minister, a report recommending a shift in organizational responsibilities, religious education wing space use, an assessment of the performance of our investment portfolio, the request for financial support from the Collaborative Campaign of Unitarian Universalist organizations, difficulty in filling leadership positions and the impact of the drop in our royalties. These are in addition to the many routine matters handled by the Board.

Hadley House was a particularly perplexing matter whose solution turned out to be far simpler than we initially thought. We had been notified by our real estate lawyers, Nixon Peabody, that our procedures for managing rent and subsidies might put us in violation of IRS regulations against private benefit. After much work on the part of the Hadley House task force and considerable concern on the part of all and especially on the part of the residents of Hadley House, the private benefit issue was cleared up to the relief of all.

First, the official rent, the rent residents would pay if there were no subsidies, must be sufficient to cover all Hadley House expenses. We were pleased to discover that it is already sufficient. Second, there must be clear, written procedures for the granting of subsidies. These have been developed and are currently being finalized. The subsidy that the Congregation provides Hadley House for its operation and the rent subsidies provided to individuals in need can continue. The recommendation by Nixon Peabody that we create a legal structure (a Limited Liability Corporation) for Hadley House is totally unrelated to the issue of subsidies. Subsidies may continue with or without an LLC. The main purposes of an LLC would be to allow Hadley House to be insured under its own liability policy and not as now under the Congregation's liability policy and to provide some legal/financial protection to the Congregation in case of an incident at Hadley House. The issue of an LLC will be brought before the Congregation next year.

The decision of our beloved Senior Minister, The Rev. Dr. Paul Johnson, to retire as of August 15, 2016, created the need for the creation of a search committee to recommend to the Board a temporary replacement. The bylaws specifies that this be a committee of 7 members, 2 of whom may be Board members, the balance to be recruited from the Congregation. The members chosen by the Board are: Klaus Masuch, Barry Nobel, Shanti Flot, Toni Logue, Mary Watts, Elizabeth Gold and Rebecca Smith. The members of the Executive Committee and the remaining ministers developed a charge to the committee and a job description for the incoming minister. The position is titled Transitional Senior Minister. The term transitional is used

because multiple terms for temporary (non-called) ministers are used (interim, contract, consulting, developmental) and the Board did not wish to bind the Congregation to a particular term. Based on a recommendation from the Ministerial Transitional Task Force, the Board authorized a term of up to 3 years with a 180 day right of separation. The first meeting of the search committee was held at the beginning of April. The UUA window for application for a non-called minister opened April 15th and the selection had to be completed by May 18th. Amazingly, the committee was able to complete its work within that brief time period. Ministers were interviewed and the board is considering the committee's recommendation.

The Ministerial Transition Task Force was formed upon notification of the planned retirement of our Senior Minister. Its mission was to contact other large UU congregations that have demonstrated growth and to bring back to the Board its observations and any recommendations including suggestions on the form ministry at Shelter Rock should take in the future. A consultant, Rev. Roger Bertschausen, was chosen to aid the investigation. Under his leadership, the Appleton, Wisconsin Unitarian Universalist Congregation grew from about 100 members in 1990 to over 700 members in 2014. Various UU congregations were contacted and 3 were chosen to visit – First Unitarian Universalist Church of San Diego, California, First Unitarian Church of Portland, Oregon, and Unity Church-Unitarian, St. Paul Minnesota. While there were differences in administration among the churches, each had shifted much routine decision making from the Board to a team that included the ministers. Their boards were thus able to concentrate on visioning and oversight. The findings on the task force will be presented to the Congregation for discussion next year.

Almost two and a half years ago the Board voted to end allowing First Class Child Care to use our religious education wing – giving them a very generous two and a half year notice. First Class never truly met the mission of serving a significant number of minority children in need.

In addition, there was the wear and tear on our facility, the occasional damage done, the cost to the Congregation of about $70,000 per year and the great burden placed on our staff moving their equipment out for our religious education classes and back again for them every weekend. Their time with us ends August 31st and they have found a new facility. To determine of what use to put the RE wing during the week, the Board created the RE Wing Space Use Task Force. It has spoken with many groups at Shelter Rock and will present to the Congregation ideas for discussion next year.

Each year the Congregation employs auditors to audit our finances. This is not only common sense but an absolute requirement of our fiscal responsibilities. Yet, up until this year, we have never had the equivalent of an audit performed to evaluate the performance of our portfolio and depended solely on the reporting of our financial adviser, Greystone. We have now rectified this situation. The Board appointed the Investment Portfolio Assessment Task Force to find and recommend a consulting firm that could perform such an evaluation. After considering and evaluating a number of firms, MESA Investment Consulting was hired. The report has just been completed and is under review by the Board.

By now most congregants are aware of the financial request for assistance that has been made under the auspices of the Collaborative Campaign. This is a joint request to us from 6 Unitarian Universalist organizations for $20 million to expand awareness of our faith. None of the money would be used for current budget needs and much of it would be seed money to encourage others to give. The 6 organizations are the UUA, the UU Service Committee, Meadville Lombard and Starr King theological schools, the Church of the Larger Fellowship and the UU Ministers' Association. The task force, which was created last year, spent considerable time this year working with the UUA to flush out what their financial requirements were and how any money would be used. In addition, the task force carefully analyzed the financial impact on us of the request using the Stewardship model. Additional financial modelling is scheduled to be performed.

Once again we have had considerable difficulty in finding members willing to serve in positions of leadership. An open Board position has remained unfilled for much of this year because the Nominating Committee could not find two able members willing to have their names submitted. Chairs for both Stewardship and Financial Development could not be found and Board members had to fill in as conveners of both committees. And the Member Resource Committee had to struggle to fill any number of committee positions.

We have to ask ourselves some serious questions. What causes this problem? Is it the demographics of our congregation with a high percentage of older members? Are the younger members so busy that they simply do not have the time? Is it that we have too many committees? This is an area on which we will have to work next year.

Lastly, this was not a good year for us financially. The drop in gas prices has dramatically reduced our royalties. They are expected to come in at slightly above $9 million, less than half

those of 3 years ago. But this is not a cause for panic as we have a very large portfolio. Instead, we should congratulate ourselves on our foresight that we built up the portfolio to the point that we can now draw the needed funds from it and still allow the portfolio to grow by at least the rate of inflation. We remain on solid financial ground able to continue through our Veatch program to serve those who need our help.

We have accomplished much this year; I look forward to next year.

**Respectfully submitted,**

**Arnold Babel, President**

# VICE PRESIDENT'S REPORT

Reflecting back on this first year as Vice President, it's hard to sort out where to start. Program Council, one of my responsibilities, has, surprisingly to me, been rewarding. It's enlightening to meet with the lay leadership every month and hear what's going on in the Congregation. To begin the year, Reverend Natalie Fenimore presented the Program Council Orientation, which was enthusiastically received by all those in attendance. Natalie defined the role of a committee Chair, explained briefly Roberts Rules of Order, UU history and theology, Policies and Procedures, how to lead a meeting and committee norms (lighting of the Chalice, etc.) what the ministerial teams' responsibilities are to the Program council and the BOT role in congregational polity. Staff liaison resources for committee chairs, the importance of the " Box" and the guiding documents to be utilized (By-Laws, Property Use Manual, The Compendium of Policies and Procedures, and the Calendar). One piece of learning for me in this presentation was what she termed "Alphabet Soup", that it is important to give the full name of our many abbreviations, such as DAC, MRC, RE, explaining it excludes new members from the conversation by not doing so. Adam Barshak also presented to the Council as part of the leadership development initiative, talking about the various programs of the Church and the funding and administration thereof. The enthusiastic response to this effort by Natalie and Adam deserves notice; people were eager to get this information. Leadership development will continue to be a vital need if we are to grow. Providing clarity to our lay leaders about procedures and expectations will lessen the frustrations that the trial and error approach produced. Lay leadership should be promoted as a spiritual practice but it will only be so if we provide leadership training and development.

The Council budget that was presented this year had to be cut by 3%, this even after a 10% invasion of the over/under fund. With the Program Council budget funded by our pledging it seems that we may need to take a multifaceted approach to rethinking programming at UUCSR. One solution, obviously, being to increase our annual pledging and/or, in conjunction, we may want to take a critical look at programming to evaluate what serves the Congregation best.

The bulk of my efforts this year have been devoted to participation on various initiatives of the BOT. Not necessarily in order of importance they have been, The Hadley House Transition Task Force, The Ministerial Transition Task Force, The Portfolio Assessment Task Force, and the Large Grants Task Force. Presently I am also on the search committee for the transitional minister.

### Hadley House Transition Task Force

As of this writing the Hadley House Transition Task Force has completed its initial draft of the rental guidelines and the subsidy policy for Hadley House. We have given those to our attorney, Nixon Peabody, for review and finale drafting. The intent is to have a vote on these at the May BOT meeting. These will be implemented regardless of the outcome of the vote by the Congregation to transition Hadley House to an LLC. The task force had as its goal a Congregational vote on the LLC and the Housing Resolution removal at the May 1st Congregational Meeting. However, because of other matters that were more time sensitive and had to be on the May agenda, it has been decided do this in the fall. There is still more work that the task force needs to do. One item on the list for the fall is for a town hall meeting with a question and answer session with our attorney regarding the LLC, and the other is for a polling of the congregation regarding funding of subsidies at Hadley House.

The decision by the BOT to transition Hadley House to an LLC caused some uncertainty amongst the residents at Hadley House. Unfortunately no specific assurances could be provided until the task force had time to work through the details of some of the changes that needed to be implemented in regard to IRS regulations. Two changes will be implemented going forward. One will be that rents have to pay for all costs at Hadley House. By doing this we avoid the possibility that living at Hadley House can be viewed as a private benefit that inures to members of the Congregation who live there. As it turns out the rents are covering costs once the subsidies are taken out of the equation. The second major change is that subsidies will be decoupled from the costs of Hadley House. They will now be considered a charitable activity of UUSCR. Going forward rents will be calculated every year by averaging all costs for the previous two year period to determine the rental rate each year. This will result in very little or almost no change in the rents at this point, depending on some minor specifics that still need to be worked out.

Of concern to the task force from the start had been that any changes which needed to be implemented result in minimal disruption to the residents of Hadley House. To the relief of residence and task force members, I believe we have accomplished this by establishing a rental policy that is in alignment with IRS guidelines and by decoupling the subsidies from the costs of Hadley House. The remainder of the work that needs to be completed at this point is really for the good of the congregation as whole. The Housing Resolution Task Force, the Monticciolo Report, and the Report of Nixon Peabody, all recommend a transition of Hadley House to an LLC. It needs to be noted that doing so should have no material effect on Hadley House because the things that needed to be corrected will happen no matter what. But it would be of benefit to the Congregation in that it would

provide a greater measure of liability protection, would allow for separate insurance coverage for Hadley House and would remove the congregation from the role of landlord.

### Ministerial Transitional Task Force

Having been a member of the Review and Renewal of the Senior Ministry at UUCSR I felt it was important to take part in the Ministerial Transitional Task Force, since this task force came about from some of the recommendations of the R & R report. This was a huge undertaking, not only because of the scope, but also the time constraint imposed by the need to finish in time to start the search process by April 15th for a transitional minister. Without elaborating, it involved travel to interview leaders in three congregations, San Diego, Portland Oregon and St Paul Minnesota. Biweekly meetings and all day Saturday retreats allowed us to complete the report by March 9 and present it to the BOT on March 17. This report has outlined some foundational guidelines to use as we say goodbye to our long term senior minister and assess how things might change going forward. Issues around growth, governance and cultural change will need to be discussed and debated. Lets see what happens, it will be hard, but I am sure we can do it.

Instead of a hiring an interim minister for the traditional two year period the BOT has voted to hire what the UUA is now calling a transitional minister, which will be for a for a maximum of three years. This was done as per the recommendation of the task force, it was felt that the three years was a more appropriate time frame to lay the groundwork for the some of the changes suggested. Engaging and involving the Congregation, facilitating a senior staff team that functions well together, moving the BOT to being more vision and mission oriented, and revitalizing the Sunday worship experience being among some of the mane ones. These are large tasks that will take more than the three years but hopefully we will have made some meaningful changes in that time frame. Of the UU Congregations that the task force visited they all stressed that transformational change takes many years and persistence.

### Portfolio Assessment Task Force

The BOT empanelled the task force to do an assessment of our portfolio manager but also to evaluate how well our internal systems and governance structure function and serve us in regard to managing our portfolio. As of this writing the consultant has completed her report, presented to the task force and will be presenting to the BOT some time in May. Since this report is still confidential it is not possible to say anything further other than that I have learned al lot and it has been most interesting and very enlightening.

In closing all I can say its been an interesting year. With the retirement of our Senior Minister Paul Johnson, Veatch Program director Ned Wight leaving, solving the issues pointed out by our attorney in regard to Hadley House, having to think about hiring a transitional minister and the challenges and opportunities that face us in regard to ministry and governance, it has seemed at times that this year has given the lie to the idea of lay leadership as a spiritual practice.

This is especially true when I allow myself to think about some of the things that I should have done but had no time for: Housing Board meetings, by-laws committee meetings, stewardship and adult program meetings. But on the positive side it did prevent me from turning into a coach potato now that I am retired.

**Respectfully submitted,**

**Klaus Masuch, Vice President**

# TREASURER'S REPORT

Our Congregation has been blessed with a large financial tool which we wish to use in ways that promote our Unitarian Principles & Values. We also are charged with managing that tool in a fiscally responsible way so that our future members have similar opportunities as they make decisions and as our leadership changes from generation to generation. In short, we are charged with managing our financial resources so that they will last in perpetuity.

We have been using a spending limit model to accomplish this goal; to manage our current spending, to forecast our future income, and to balance the two in ways that allow us to support the various initiatives and spending that our collective decisions drive with the ability of sustaining our resources for the future. This is not an easy task, but we have been aided by the framework(s) that have been put in place to do just that.

We are still discussing some modifications of this entire process particularly as it relates to our total spending each year and to make decisions as to what should be set aside (restricted) for particular uses; what shouldn't be so defined; and what impacts various models may make on our overall goals. I am optimistic that we will continue to make steady progress in these areas and will build on the good work that has already been done.

As I had stated last year, we are now in a time period where we will increasingly rely upon our endowment as our main source of income to drive our financial needs. Our Royalty income continues to decline, as we knew would occur, and we are still projecting the fiscal year 2024/2025 as our year of sustainability; when we will essentially rely upon income from the endowment for all of our financial needs; except for our Program spending which is supported solely by our pledging. It is true that the Royalty Income will continue at some rate well after 2024/2025; but it will not be a major factor in our financial support. We will still be discussing how much of our endowment we should use each year and how much we need to save and reinvest in order to continue our budgeted and other spending without making dramatic cuts in any year. Along with these discussions and decisions we would include spending requests that will be made in the foreseeable future for funds which are presently not included in our spending model and therefore may influence the future trajectory of our spending limits. I expect that these issues will continue for the next several years and I am hopeful that our Congregation will participate in those decisions and become knowledgeable about our financial facts and make informed objective decisions about spending as the issues are brought to general discussion.

The day to day financial functions are supported by a dedicated staff; Ivonne Moreira, Sue Kimler, Debbie Lalji and Andrew Gallienne without whom, my job and responsibilities as Treasurer would be made greatly more difficult. Time after time they go above and beyond their respective job descriptions whenever I ask them for information, help, and/or to participate in some financial matter that I need assistance with.

I also wish to thank our COA, Adam Barshak, for his continued support and expertise in all matters financial.

My wish is that as we go forward together we can maximize our financial tools in ways consistent with the sometimes competing principles that are put before us.

**Respectfully Submitted,**

**Paul Drezner, Treasurer**

# STATEMENTS OF FINANCIAL POSITION

**Unitarian Universalist Congregation at Shelter Rock**

**Statements of Financial Position**
**June 30, 2015 and 2014**

| | 2015 | 2014 |
|---|---|---|
| **Assets** | | |
| Current Assets | | |
| Cash and cash equivalents | **$ 11,607,166** | $ 11,436,930 |
| Royalty income receivable | **868,809** | 1,004,640 |
| Current notes receivable - loans and mortgages | **613,923** | 364,693 |
| Investments, at fair value | **388,430,471** | 386,649,634 |
| Prepaid expenses and other current assets | **186,057** | 296,647 |
| **Total current assets** | **401,706,426** | 399,752,544 |
| Property and Equipment, at Cost | **52,565,210** | 49,621,532 |
| Less Accumulated Depreciation | **(15,032,243)** | (13,896,908) |
| **Total property and equipment, net** | **37,532,967** | 35,724,624 |
| Other Assets | | |
| Long-term notes receivable - loans and mortgages | **1,562,939** | 2,078,609 |
| Security deposits | **55,584** | 54,719 |
| **Total other assets** | **1,618,523** | 2,133,328 |
| **Total assets** | **$ 440,857,916** | $ 437,610,496 |
| **Liabilities and Unrestricted Net Assets** | | |
| Current Liabilities | | |
| Accounts payable and accrued expenses | **$ 1,290,885** | $ 1,069,048 |
| Grants payable | **4,014,052** | 3,885,702 |
| Due to Morgan Stanley Smith Barney | **48,276** | - |
| **Total current liabilities** | **5,353,213** | 4,954,750 |
| Security and Escrow Deposits | **85,403** | 107,097 |
| **Total liabilities** | **5,438,616** | 5,061,847 |
| Commitments and Contingencies | | |
| Net Assets - Unrestricted | | |
| General operating | **416,078,748** | 409,779,923 |
| Congregation-designated: | | |
| Large Grant Fund | **14,365,731** | 15,177,088 |
| Capital Expenditure Fund | **4,974,821** | 7,591,638 |
| **Total unrestricted net assets** | **435,419,300** | 432,548,649 |
| **Total liabilities and unrestricted net assets** | **$ 440,857,916** | $ 437,610,496 |

See Notes to Financial Statements.

# STATEMENTS OF ACTIVITIES

**Unitarian Universalist Congregation at Shelter Rock**

**Statements of Activities**
**Years Ended June 30, 2015 and 2014**

| | 2015 | 2014 |
|---|---|---|
| Non-Portfolio Revenue and Other Income | | |
| Contributions and offerings | $ 261,230 | $ 222,053 |
| Royalty income, net of expenses of $213,712 in 2015 and $258,465 in 2014 | 14,372,084 | 19,638,885 |
| Loans and mortgages interest, net of bad debt expense of $40,000 in 2014 | 70,956 | 28,852 |
| Miscellaneous | 52,211 | 9,220 |
| **Total non-portfolio revenue and other income** | 14,756,481 | 19,899,010 |
| Investment Income | | |
| Dividend and interest income | 11,613,749 | 9,172,323 |
| Net realized and unrealized (losses) gains | (2,308,259) | 41,284,738 |
| Investment expenses | (960,343) | (912,365) |
| **Net investment income** | 8,345,147 | 49,544,696 |
| **Total revenue** | 23,101,628 | 69,443,706 |
| Expenses | | |
| Program funding and services | | |
| Veatch grants | 12,213,600 | 12,000,000 |
| Veatch program expense | 924,142 | 891,331 |
| **Veatch grant and program expenses** | 13,137,742 | 12,891,331 |
| Large grants | 1,200,000 | 950,000 |
| Large grant program expense | 13,965 | 16,661 |
| **Large grant and program expenses** | 1,213,965 | 966,661 |
| Hadley House income | (689,825) | (645,051) |
| Hadley House expenses | 692,400 | 682,098 |
| **Net Hadley House expenses** | 2,575 | 37,047 |
| Member committees expense | 226,808 | 222,884 |
| **Total program funding and services, net of Hadley House income** | 14,581,090 | 14,117,923 |
| Supporting services | | |
| Worship, including religious education and music | 1,353,195 | 1,421,869 |
| Congregational and denominational support | 614,851 | 538,132 |
| Administration and office support | 1,444,974 | 1,572,009 |
| Facilities | 1,218,078 | 1,115,113 |
| **Total supporting services before depreciation** | 4,631,098 | 4,647,123 |
| Depreciation Expense | 1,018,789 | 969,116 |
| **Total supporting services after depreciation** | 5,649,887 | 5,616,239 |
| **Total expenses, net of Hadley House income** | 20,230,977 | 19,734,162 |
| **Excess of revenue over expenses** | 2,870,651 | 49,709,544 |
| Net Assets | | |
| Beginning | 432,548,649 | 382,839,105 |
| Ending | $ 435,419,300 | $ 432,548,649 |

See Notes to Financial Statements.

# STATEMENTS OF CASH FLOWS

**Unitarian Universalist Congregation at Shelter Rock**

**Statements of Cash Flows**
**Years Ended June 30, 2015 and 2014**

| | 2015 | 2014 |
|---|---|---|
| Cash Flows From Operating Activities | | |
| Excess of revenue over expenses | **$ 2,870,651** | $ 49,709,544 |
| Adjustments to reconcile excess of revenue over expenses to net cash provided by operating activities: | | |
| Depreciation | **1,018,789** | 969,116 |
| Net realized and unrealized losses (gains) on investments | **2,308,259** | (41,284,738) |
| Bad debt expense, loans and mortgages | **-** | 40,000 |
| (Increase) decrease in: | | |
| Royalty income receivable | **135,831** | 421,992 |
| Prepaid expenses and other current assets | **110,590** | 11,988 |
| Security deposits | **(865)** | (1,653) |
| Increase (decrease) in: | | |
| Accounts payable and accrued expenses | **221,837** | 232,814 |
| Grants payable | **128,350** | 248,725 |
| Security and escrow deposits | **(21,694)** | 23,881 |
| **Net cash provided by operating activities** | **6,771,748** | 10,371,669 |
| Cash Flows From Investing Activities | | |
| Cost of building improvements and purchases of equipment | **(2,827,132)** | (1,905,060) |
| Collections on loans and mortgages notes | **266,440** | 707,582 |
| Increase in loans and mortgages notes | **-** | (1,315,250) |
| Proceeds from sales of investments | **36,726,204** | 73,822,422 |
| Purchases of investments | **(40,815,300)** | (82,301,724) |
| Due to (from) Morgan Stanley Smith Barney | **48,276** | 177 |
| **Net cash used in investing activities** | **(6,601,512)** | (10,991,853) |
| **Net increase (decrease) in cash and cash equivalents** | **170,236** | (620,184) |
| Cash and Cash Equivalents | | |
| Beginning | **11,436,930** | 12,057,114 |
| Ending | **$ 11,607,166** | $ 11,436,930 |

See Notes to Financial Statements.

# STATEMENTS OF OFFERING AND COLLECTIONS

**The Unitarian Universalist Congregation at Shelter Rock**
**Special Worship Service Offering and Collections and**
**Committee Sponsored Fundraising Donations to Outside Not-for-Profit Organizations**
**FY 2015/2016**

| Date | Organization | Amount |
|---|---|---|
| September, 2015 | UUSC-UUA Refugee Crisis Fund | $ 1,965.49 |
| November, 2015 | UU United Nations Office | 898.00 |
| November, 2015 | Thanksgiving Family Service | |
| | The Aids Center of Queens County | 677.52 |
| | The Interfaith Nutrition Network | 677.53 |
| December, 2015 | Christmas Eve Services | 3,459.00 |
| | Long Island Council of Churches | |
| January, 2016 | Youth Council of the Shinnecock Nation | 828.00 |
| March, 2016 | Juvenile Diabetes Research Fund | 668.06 |
| March, 2016 | COPAY Inc. | 1,162.40 |
| March, 2016 | UU Congregation at Rock Tavern | 1,050.18 |
| March, 2016 | Special Worship Service collection on 3/20/16 for Haiti | 2,875.00 |
| | **Soulful Sundown Service Collections** | |
| July, 2015 | Pajama Project | 796.00 |
| October, 2015 | Family & Children's Association | 566.50 |
| November, 2015 | UUA - Unitarian Fellowship of Huntington, West Virginia | 856.52 |
| December, 2015 | Safe Center of Long Island | 1,302.00 |
| January, 2016 | Murray Grove Association | 800.00 |
| February, 2016 | God's Love We Deliver | 800.00 |
| March, 2016 | Long Island Council of Churches | 777.00 |
| | **Religious Education** | |
| January, 2016 | U.S. Fund for Unicef | 83.60 |
| March, 2016 | Long Island Coalition for the Homeless | 479.00 |
| | **Social Justice** | |
| December, 2015 | Christmas Toys for Children in Hempstead | 106.85 |
| December, 2015 | Food Drive | 3,280.13 |
| January, 2016 | UUSC - Guest at Your Table | 1,335.24 |
| February, 2016 | UUSC - Book Proceeds | 225.00 |
| | **Women's Group** | |
| December, 2015 | Hempstead Boys & Girls Club | 975.30 |
| | Total Collected | $ 26,644.32 |

# REV. DR. PAUL S. JOHNSON, Senior Minister

In this my final report as senior minister, I would like to review our success in meeting the goals set as part of the visioning process which began during the first year of my tenure, 2002-2003. The Steering Committee developed six general areas after two congregational visioning meetings and further input by committees. An overriding suggestion was to hire additional program staff to assist in the development in all of the areas—a youth and young adult coordinator, a membership/volunteer coordinator, and a social justice coordinator. All of these positions were filled and remain so to the present.

### Far Larger

The Steering Committee purposely did not set specific numbers to this goal, but it can be said that we have grown to some degree. In 2002 we reported 614 members to the UUA and in 2016 we reported 645 but it has to be noted that we currently count members in a different way than we did in 2002. Then, everyone who had signed the membership book and made a contribution of record within the past two years was a member in good standing. Now one has to make a pledge every year and a payment on that pledge by December 31. If the 2002 policy had been in place this year, we would have reported 703 members. Ben Bortin, as membership/volunteer coordinator has been very helpful in keeping track of newcomers, seeing that they have been invited to newcomer events and orientations as well as maintaining a database on newcomers interests and skills in order to invite them into volunteer possibilities. He also has kept in contact with members during their first year of membership.

We developed a professionally designed and maintained website and began placing regular display ads in area newspapers. We even placed a series of ads on Channel 21 for a time.

### More Diverse

Three areas were suggested here: young adults, singles, and the gay, lesbian, bisexual, transgender community. Our youth and young adult coordinators (three of them so far, currently India Harris) have developed programming for young adults and for several years we had a campus ministry outreach to C.W. Post University. Lilyan Strassman initiated a singles program and led it for a couple of years followed by a brief hiatus before Ben Bortin, membership/volunteer coordinator, started the group again along with several dedicated volunteers and it ran again for a number of years. Then a brief hiatus followed before Lilyan assumed leadership for a second time. Regular monthly meetings over the years have attracted as many as 85 persons and special dances have attracted as many as 150. A good number of our members have been involved over the years as well as a significant number of non-members who have been introduced to our congregation. On the GLBT front, we continued to support our Interweave group, march in the Gay Pride Parade in Huntington, and place some advertising in the GLBT press. The Interweave group has now become a sub-committee of our Social Justice Committee.

### Spiritual Grounding

In this area we have taken several initiatives. This list is suggestive and certainly not exhaustive

- We established Soulful Sundown, an alternative worship service held the second Friday of the month preceded by a light meal and in recent years followed by a coffeehouse. The service is non-sermon based and features contemporary music. For the most part, Jennifer Brower has led the service in recent years.
- We added an Easter morning Sunrise service each year.
- This past year we added a winter solstice and a Good Friday service. Both were led by our ministerial intern, Oscar Sinclair.
- We continued our Small Group Ministry Program.
- We increased our offerings on Unitarian Universalism.

### We had several offerings on the Bible

- We added a film series offered each fall featuring films with a religious/spiritual message.
- When the nearby Ignatian Retreat House closed, we invited their meditation group to meet at our congregation which has opened up an additional area of spiritual growth for our members.
- We offered the UUA course "Building Your Own Theology" on several occasions.

### Stronger Fellowship

Again, I will not attempt to be exhaustive, but will list a number of initiatives we have taken in this area

- We have established the UU Café as an every Sunday offering, even during the summer months, so that people may count on a meal and fellowship on a consistent basis. My ministerial colleagues are amazed when I tell them that we are able to mount this effort every week thanks to the

dedication of so many volunteers.

- The simple act of putting out beverages and bagels before the service on Sunday mornings has led to a fellowship opportunity for as many as 30 people.

- The establishment of affinity groups by Ben Bortin has been a real help in this area. Examples are the Bridge Group, Expeditions Group, and monthly Lunch Bunch Group. Other initiatives have been hiking and biking outings.

- Our Memorial Day Weekend Retreat at Silver Bay has continued to grow in popularity. As of May 15, 244 people are registered for the 2016 retreat which is a record.

**Commitment to Community**

This has been a area of remarkable accomplishment due in large part by the good work of Claire Deroche, our social justice coordinator.

- We assisted in the construction of two Habitat for Humanity houses. We were the largest contributor to the building of the first one with members of our congregation giving $22,000 of their own funds (endowment and royalty funds were not used)

- We held informational programs on the proposed Workforce Housing Bill which called for affordable Housing set-asides for every housing development on Long Island. We lobbied our representatives and signed petitions. The bill was finally passed.

- We hosted training sessions for Literacy Nassau and at least 15 of our members took the training to become tutors.

- We were involved in the founding of Family Promise, a program to house homeless families in area churches until permanent housing could be found for them. We housed a family for a week. The program had to be cancelled, however, because not enough clients could be enrolled in the program.

- Through our Large Grants Program assisted many local social service agencies dealing with such issues as mental health, domestic abuse, hunger, and homelessness.

- We funded a program to train the police in Hempstead in how to more effectively deal with mentally ill persons.

- Our Music Committee established a music scholarship, awarded annually to a Nassau County high school senior.

- Our Music Committee has also established a community orchestra, composed of our members and others for the community which presents a concert each summer and also performs at our annual Handel's Messiah concert and Music Sunday each year.

- We have assisted veterans at United Veterans Beacon House by funding construction projects through our large grants program, cooking meals for them, and collecting food and clothing for them.

- After Superstorm Sandy volunteers from our congregation spent five Saturdays in Long Beach providing meals and distributing clothing. Our members also helped rehabilitate three houses. A group of volunteers also spent a Saturday removing debris from the waterfront in Long Beach

- We successful lobbied the North Hempstead Township supervisor, John Kaiman, and the Township Council to pass legislation allowing for accessory apartments in private residences which would have opened up a significant amount of affordable housing. They passed the measure in the summer but then rescinded it in the fall due to public protest. This was greatly disappointing after all of the work so many of our members had done on the issue.

- In cooperation with Jobs with Justice, we softened some of the untoward results of the privatization of the Nassau County bus system. By our public witness we helped to save the health benefits of Long Island janitors and to raise the salary and benefits of Food Court janitors at Roosevelt Field Mall.

- We have increased the number of non-profits using our facility for meetings for low or no cost. Last fiscal year 31 outside groups held more than 500 of the nearly 3,000 meetings and events held here.

**Using our Resources Creatively**

- We established a Socially Responsive Investment Committee which has taken many steps to use our resources creatively. We have begun to vote our proxies according to our values. We have devoted up to 2% of our endowment with returns of one to two percent to community investment entities.

My favorites are credit unions involved with under served minority communities and Greystone Bakery which hires those with criminal records. We have become active with the Interfaith Center for Corporate Responsibility. Claire Deroche has actually taken the lead in their dialogue with Hormel to encourage them to lessen and in some cases eliminate their use of antibiotics in meat production. We bought Hormel stock so that we could bring and vote on shareholder resolutions. A year ago last January I, Claire, and then president Nancy Baldwin attended Hormel's annual meeting to speak on the issue. Since then they have been much more amenable to addressing the issue and have actually purchased an antibiotic free meat producer—Applegate Farms.

- We installed an extensive solar array on the roof of our religious education building.

- We established a community garden for the use of our members.

- We established a Large Grants Program which allow the congregation to fund worthy projects which may not be specifically within the purview of our Veatch program. I am particularly pleased that we contributed over $200,000 to our partner church in Romania towards the construction of their beautiful, serviceable new building. I was pleased to be part of a delegation from our congregation which was present for the dedication ceremonies.

A number of other initiatives which don't relate directly to the visioning process deserve mention.

We sent a large group of young people and adults to aid in Katrina relief efforts and another group of several folks to actually build a house for someone whose home had been destroyed.

We established a Metro New York Leadership Training Day held at our congregation which has now been offered for more than a decade.

We hosted the 2014 annual meeting of the International Council of Unitarian Universalists which involved more than 125 people from 25 countries. In a way this was a very creative use of our building resources.

We certainly can be proud of our accomplishments in line with our vision. I have heard it said that our congregation creates visioning plans and then does not follow through on them. This certainly has not been the case. Let us celebrate our accomplishments. It has been an honor and pleasure to have been your senior minister for the last fourteen years.

**Submitted respectfully,**

**Rev. Dr. Paul Johnson**

# REV. JENNIFER L. BROWER, MINISTER FOR PASTORAL CARE

**"Church is the place where you get to practice what it means to be human"**

**James Luther Adams, 20th century Unitarian minister, theologian and social ethicist**

As this congregational year comes to a close, I give thanks for the blessings we have shared. I applaud our successes and I look forward to what we will yet accomplish as a community of faith.

I wish to honor the many dedicated UUCSR members who have volunteered their time, energy and talents in order to enhance our shared congregational life. I would like to thank those serving on our three Boards – our Board of Trustees, our Veatch Board of Governors and our Housing Board - and those on our Board appointed task forces who have given so generously of themselves in service to our congregation. I appreciate the congregational leadership they have provided during this exceptionally busy year.

In addition to those serving on our Boards and task forces, many other members have also made meaningful contributions to the life of UUCSR. No matter what the task, whether high profile or hidden behind-the-scenes, each and every one of our member-volunteers has enriched our congregational life. And so, I thank each of you for helping us to achieve what we could not have without your involvement.

I extend my deep appreciation to the staff members of UUCSR. In all departments our staff members' individual contributions, good humor and collaboratiFve efforts have provided our members, programs and ministry team with service of a high caliber. Without our staff members' good work we would be unable to carry out the "good work" of our active religious community, and so I thank them for their service to us and to Unitarian Universalism. It is, truly, a gift to serve with people who are so talented in their unique area of expertise and so pleasant to work with day-after-day.

I also wish to express particular thanks to Lea Titza, the Rev. Natalie Fenimore, the Rev. Dr. Paul Johnson, Oscar Sinclair, Ministerial Intern, the Rev. Ned Wight, Stephen Smith, Susan Bagnini and Adam Barshak. I appreciate your unique contributions to our common quest and I am so glad for the camaraderie we share.

As we prepare for the retirements of the Rev. Dr. Paul S. Johnson, our Senior Minister and the Rev. Ned Wight, our UU Veatch Program Executive Director, I extend a special word of thanks to each of them. As you may be aware, Paul and I began our ministries with UUCSR – and so many of you - in the same year. Just a few years after we'd settled into service, along came Ned Wight. We have served as a team for ten years now. I expect that it will take some time for me to grow accustomed to serving without Paul and Ned. I wish them every blessing in this next chapter in their lives and respective ministries. I hope that I will see them at General Assembly, if not elsewhere, in the years to come.

Planning for the retirements of Paul and Ned, a significant portion of this year has been devoted to preparing for our time in transition and welcoming new leadership. In anticipation of the ministerial transition, our Board of Trustees created the Ministerial Transition Task Force, which – after countless hours of work – determined that we would be best served by having a transitional minister serving up to three years. A search committee has been established and is reviewing and interviewing candidates to assist us in the work before us. That work includes exploring who we are as a congregation now that we are 75 years of age, reflection upon our sense of purpose – our mission and vision – and reviewing our organizational systems. We describe Unitarian Universalism as the "living tradition," a tradition that changes, evolves and grows. We, too, are engaged in the work of change and growth. The next few years are sure to be an exciting time of exploration and experiment within our congregation.

The ministry of pastoral care with individuals and families has included both the celebratory and sorrowful, though frankly, we have had far more sorrowful than celebratory. Since July 1, 2015, 11 members of our congregation have died. Each year, we mourn the deaths of 10 to 13 members of our community. In addition to our mourning so many UUCSR members, many within our congregation have also experienced the death of an immediate family member. With our thoughts often turned toward matters of mortality, we are holding more frequent conversations on end-of-life care and death, which is not always easy to discuss, but it is important and healthy for us to do so.

Members of all ages have experienced crises of health – acute and chronic. We have members coping with financial crisis. Others are seeking recovery from addiction. Some have moved into assisted living and skilled care facilities. Others are living with emotional and mental illness. And this list identifies just some of the challenges members of our congregation experienced this year.

Our Caring Ministry, which encompasses our Caring Committee and Lay Chaplains and ministry team, extended care to members in times of distress and occasionally in times of joy as well. Our Caring Committee, led with great love, by Barbara Dilsner, has been extraordinary in its ministry with the members of UUCSR.

I wish to acknowledge the dedication and hard work of all of the Caring Committee members - who are too many to name without surely leaving someone out inadvertently - and those who assist the committee with various caring outreach projects. Though I have not mentioned you by name, I hope you will each know that your volunteerism has truly made a meaningful difference in the lives of fellow members, and in creating an environment of support and care within our congregational community. I urge you to read the Caring Committee report contained in this Annual Report.

Our Lay Chaplains, Angela Cesa and Melinda Nasti have also extended care to the members of our congregation. As representatives of the ministry team, the Lay Chaplains have provided confidential, spiritual companionship to fellow members. We are truly blessed to have chaplains who are professionally trained and I am deeply grateful to them for their very generous and ongoing service to UUCSR. It is also a great gift to us that each is working in a local hospital and able to companion our members who are hospitalized.

Small Group Ministry has been thriving at Shelter Rock for more than a decade. I wish to thank Betty Gold for her steadfast, ethusiastic and creative leadership. She is an SGM evangelist! I invite you to read Betty's report to learn more about Small Group Ministry and the wonderful volunteers who facilitate our groups. Thank you, facilitators, for serving our congregation through Small Group Ministry!

I am grateful to our Worship Committee, led by Susan Caravello, for all that they do to keep things running smoothly on Sunday mornings. Thank you, Worship Committee members! Also meaningfully enhancing our worship services are Katy and Paula Schall. The Schalls create for us the most striking chancel arrangements week after week. I wish to celebrate their incredible talent and thank them for their generous volunteerism.

Speaking of being generous with their time... I would like to thank our choir members. Our adult choir, our section leaders/soloists, regular and guest musicians were outstanding, as usual, this year. We are blessed to have such a rich musical life at Shelter Rock. Our worship experience is elevated by these talented musicians and also by our wonderful Young People's Choir. I am grateful to the members of our Music Committee and Stephen Michael Smith, our Music Director, and George Weisman, our RE Music Specialist, for all that they have each done to enrich our congregational life. I would also like to offer a word to our pianist Evan Solomon, who will soon be moving on to new adventures in his home state of Ohio. Thank you, Evan, for sharing with us your musical gifts and your remarkable sensitivity to the gathered. We will miss you, and wish you every blessing in the days to come.

With the passing of time, I have led fewer and fewer Sunday morning worship services and more and more of our Friday night services. In my early years of ministry here at UUCSR, I led Sunday worship once a month. This year, I led Sunday worship only twice. In July, I led a Soulful Sunday Morning service on the topic of Purpose. In February, I led worship on reinvention and growth as part of our preparation for the transitions we will experience with the retirements of Paul Johnson and Ned Wight.

I joined my colleagues in leading our Family Services:

Homecoming

The Blessing of the Animals

El Dia de Los Muertos

The Thanksgiving Service

The Hanging of the Greens

Christmas Eve

The Hinge of the Year

Easter-Passover Sunday

Flower Communion

Coming of Age

I assisted the Women's Group and my colleagues with their services, and joined in an interfaith Thanksgiving service at Temple Tikvah. This year, I also conducted the usual round of religious observances: services for infants, weddings, memorial and burial services.

As my involvement in Sunday services has diminished, my worship and preaching ministry continues to grow through Soulful Sundown. I have led all ten Friday evening Soulful Sundown services this year. Soulful Sundown, which has expanded to include dinner prior to worship and a post-worship Coffee House

is steadily growing. I am pleased to report that the members who attend our evening service do so with great regularity. Month after month, they can be counted on to join in the singing and dancing at Soulful Sundown. We have also seen a growing number of newcomers at worship and for the coffee house, which features a guest singer-songwriter and a guest host who is well known in New York music scene.

Soulful Sundown has the benefit of outstanding volunteers, who cook and serve dinner, collect and count the offering and greet any and all. I offer my very great gratitude to Carla and Paul Drezner, Jerry and Pat Rudnick, Melinda Nasti and Martin Schwartz and others who join in from time to time. Thank you all for helping to make our Soulful Sundown evenings special.

In addition to my ministry of pastoral care, worship, rites of passage, support of our committees, tasks of administration, my ministry also includes the development of events and programs, such as Ask the Undertaker, involvement in our publicity and advertising, and with the support and encouragement and help of Jen Sappell in our Communications Department, maintaining a growing social media presence. Thank you, Jen!

Before reaching the conclusion of my look back over the year, I would like to acknowledge and thank the members of our Committee on Ministry (COM) for their thoughtful work and vision. The COM members put in many hours of hard work during and outside of committee meetings while maintaining their good humor and optimism for our congregation's health. The COM members this year were: Rebecca Smith, Chair, Judy Granger, Riki Birk, Amit Sur, Cornelia Maxted, Judith Wylie-Rosett and Frank Teltsch. Thank you for your service.

In closing, I wish to extend a word of special gratitude to our President, Arnold Babel, for the leadership he has demonstrated during the first year of his presidency. Arnold, the other Board officers and term trustees – and the members of the ad hoc committees and task forces they have established - have put in incredibly long hours in service to our congregation. Their hard work is moving us ever closer to clarifying our vision and defining our mission and preparing us for the future. As this work requires that one be focused and "fully present," I strongly encourage our Board members to tend to their spiritual lives. Congregational leadership, though work, should be more enlivening than depleting. I hold out hope that our congregational leaders – on our boards and committees – will feel rewarded by their volunteerism with the Unitarian Universalist Congregation at Shelter Rock. For certainly, we all benefit from their dedicated service.

I hold out hope that the Unitarian Universalist Congregation at Shelter Rock will continue to grow in health, vision, spiritual depth, social concern and, through these means, in membership, too. I look forward to the day when we will be well-known, within our Unitarian Universalist Association and beyond, as a flagship congregation, a model of excellence for all religious communities, known as much for our ability to transform and enhance the lives of individuals as for our generous financial support of ministries and social justice work across the country.

**So may it be…**

**Yours faithfully,**

**Rev. Jennifer Brower**

# REV. NATALIE M. FENIMORE

MINISTER OF LIFESPAN RELIGIOUS EDUCATION

This is a year of change at Shelter Rock; the retirement of Rev. Paul Johnson and Ned Wight, Veatch Executive Director, has led to many thoughtful gatherings to discuss transitions and plan for the future. The year is also a time of appreciation and celebration of Paul and Ned's contributions to UUCSR. Being present for meetings of the Ministerial Transition Task Force and the RE Space Use Task Force, I have witnessed UUCSR leaders bring forward ideas for a bright future for the congregation. In our community there is both sadness and concern about change - and anticipation of new adventures in ministry.

In the midst of change, I am grateful for the dedication of the Religious Education Committee: Cynthia Winkler - Chair, Karin Lyngstad-Hughes, Faye Babel, Heather Borriello, Beth Fedirko, Mindy Burton, Jessica Vega, Kenn Doza, Marisa Albanese, Karin Belfiore, Judy Wylie-Rosett, Susanna Seto. And I am grateful for the Adult Programs Committee: Marcello DaSilva – Chair, Bob Nuxoll, Angela Cesa, Latifa Woodhouse, Sandra Frank, Dorothy Andrews, Phyllis Borsky, Marilyn Fischell, Jean Judd, Rita Kaikow, Roslyn Levinson, Roslyn Weit, Victor Weit.

These wonderful lay leaders work with the Religious Education Staff Team to develop and implement our programming and are partners with me in my ministry. Particular highlights of programming this year are: Adult Programs at Hadley House, and Special RE Programs each Sunday when classes are not in session, ministerial participation in the Religious Education teacher orientation, a mid-year teacher "in-service," a Worship Breakfast for RE volunteers, the formation of a Small Group Ministry for Young Adults, gathering of minister and the Youth Chaplains, Pub Theology for young adults.

UUCSR has effective and enthusiastic RE staff: Our Children's Music Specialist, George Weisman, continued to develop the talents of the Young People's Choir. In addition, our children participated in the Jazz Ensemble. Leslie Arluck, our Child Care Coordinator, works with our team of child care providers to provide care and security for our youngest. India Harris is Youth and Young Adult Program Coordinator. Jeanne Nametz serves as Religious Education Coordinator. Carson Jones joined us this year as RE Program Assistant. All of the RE staff team have worked to build a strong and vital program which values their commitment and contributions and is ready to implement the mission of the congregation and the Religious Education and Adult Programs Committees.

With my partners in ministry, the Revs. Jennifer Brower and Paul Johnson, I share responsibility for worship, pastoral care and learning. Together we work with the UUCSR Board of Trustees and goals to move the congregation forward. For the 2015-2016 congregational year, the ministry team has been joined by our Ministerial Intern, Oscar Sinclair.

Among the events I participated in: a panel sponsored by Hofstra University and the Interfaith Alliance speaking on "Islamophobia, Racism and the Election", the Annual Interfaith Thanksgiving Worship Service at Temple Emanuel in Great Neck and the Annual Martin Luther King Worship Service at St. Pauls' AME Zion Church in Great Neck. I will present two workshops at the UUA General Assembly in June 2016. This year I entered UUA Final Ministerial Fellowship and will participate in the Service of the Living Tradition at General Assembly.

I have felt privileged to officiate at UUCSR weddings and Memorial Services this year. I am grateful for my colleagues in administration, social justice, membership, outreach and communications, music, finance, facilities and ministry. Along with the congregation, I benefit from working with a talented staff.

I helped to facilitate adult learning and leadership development and support as ministerial liaison to the Religious Education Committee, Adult Programs Committee and the Program Council. I led this year's Religious Education Teacher Orientation. I facilitated the planning retreats of the Social Justice Committee and the Mental Health Task Force. I led these Adult Programs: Membership Orientation, Book Discussion of Coates book – Between the World and Me, and Book Discussion – Just Mercy.

I have enjoyed dropping into the RE classes on Sunday mornings, meetings and retreats with the 1st, 4th and 6th grades, Coming of Age and Senior Seminar classes. I traveled to Boston with the 8th Graders for their UU Heritage Trip. I led worship services for Coming of Age, Bridging classes (Grade 2, Grade 6 and graduating high school seniors) and Children's Chapel which reflected the congregations care for these young people and their families. A highlight this year was the congregational service learning trip to Haiti – this was a life-changing experience for many who traveled together.

I offer my appreciation for the many dedicated members and friends here at Shelter Rock.

**With Faith,**

**Rev. Natalie Maxwell Fenimore**

# OSCAR L. SINCLAIR, MINISTERIAL INTERN

I began at the Unitarian Universalist Congregation at Shelter Rock in September 2015. Congregational internships are an integral part of ministerial formation in the Unitarian Universalist Association, and I am grateful to the ministers and lay leadership of Shelter Rock for all the opportunities of the last year. The job description for this internship described the intern as 'involved in all aspects of ministry' at Shelter Rock, and I feel we have achieved that.

### Preaching and Worship

I preached from Shelter Rock's pulpit five Sundays during the congregational year, October 4, November 29, January 31, February 14, and May 8, as well as leading Children's Chapel on February 28. I participated in Sunday services as a member of the ministry team about three times a month. I was a regular presence during Soulful Sundown services. Additionally, I developed and led two 'special services' for the Winter Solstice and Good Friday, held in the evening in the chapel. These were well attended and well received, and I hope that they will continue in the future.

### Religious Education

In addition to participating in Children's Chapel several times, I met with both the Coming of Age and Senior Seminar. With India Harris, we have attempted to begin regular "Pub Theology" programming for Young Adults. Along with the Reverends Paul Johnson and Natalie Fenimore, I participated in the congregation's trip to Haiti through the UU College of Social Justice. Rev. Johnson and I also jointly presented "God and Evil," a discussion of process theology in Unitarian Universalism prompted by a paper written by Rev. Johnson. Individually I taught a one night discussion of the Psalms in the fall and a longer, 10-week course on "Building Your Own Theology" this spring.

### Pastoral Care

Over the course of the year I have been a part of the ministerial team's on call rotation, as well as working with congregants during individual and family sessions, and visiting congregants in hospitals and rehabilitation facilities in the area.

### Administration

I have been included in weekly senior staff meetings, as well as regular Board of Trustees meetings. I meet with Rev. Johnson weekly to discuss my progress, activities, and topics of general Unitarian Universalist interest ranging from history to theology. Additionally, I meet monthly with the lay internship committee, a group of congregants charged with evaluating my progress and working as a primary point of contact between myself and the congregation.

I would like to thank all the congregants who have served on my committee over the course of the year, our Chair Robert Nuxoll, Betty Gold, Jim Peters, Darcy Hector, Richard Fuhrman, and Matthew Koos. I would also like to thank the members of the ministry team and senior staff who have welcomed me into the work of ministry with grace, advice, and counsel more times than they probably knew. Lastly, thank you to all the congregants at Shelter Rock for being a part of this process of learning with me.

**Respectfully Submitted,**

**Oscar Lewis Sinclair, Ministerial Intern**

*Veatch Board of Governors (from left to right): Mary Lardner, Carole Alexander, Bill Kahn, Chris Morris, Carol Klitzner, Katie Kurjakovic, Lawrence Bernstein, Carol Garbarino, Claire Bock. Not pictured: Arnold Babel, Jake Campbell, Rev. Paul Johnson.*

**Highlights of the Year 2015-2016**

[Denise: Please insert Katie/Ned photo from the 2015 Veatch Annual Report]

Ned Wight and Katie Kurjakovic

## Message from the Chair of the Veatch Board of Governors

There are many images emblazoned on my mind from this year's work on Veatch. Among them is one of an intrepid group from UUCSR heading out into the Boston Blizzard of '16 during our site visit, determined to reach the UUA at all costs. Next is the view from inside the offices of Beacon Press, being surrounded by shelf after shelf of books, feeling like a kid in a candy store and being so proud of our role in bringing such important and provocative works to print. Finally, one image that kept repeating consists of photos and headlines about the "Fight for 15" as it gained momentum throughout the country, thanks in part to years of work by our Veatch grantees.

This year began a period of transition as we prepared for the departure of Executive Director Ned Wight. It has been a joy to serve on the Board of Governors under Ned's leadership. He has kept Veatch on the cutting edge of social change through philanthropy. He has nurtured and supported a staff that is nationally recognized for its integrity, innovation and vision. He has made sure that all members of UUCSR had the opportunity to engage with the Veatch Program in whatever way they chose, whether through orientations, panel discussions, Quest articles, website links, bus site trips, or simply by the pride of knowing the contribution UUCSR is making to social justice across the United States. For ten years, Ned has shown limitless patience in introducing each new generation of Governors to the Veatch theory of social change and the possibilities it presents. As is the mark of a good leader, Ned leaves the Veatch Program stronger than it was before he came and poised to carry UUCSR's hopes and dreams for a just society further still.

As I write this, the search committee is in the middle of interviewing for a new executive director. As hard as it is to say farewell to Ned, the Board of Governors is excited to welcome someone who will bring his or her unique experiences and qualities to the position.

I owe a thank you to the entire Board of Governors, and especially to Vice Chair Carole Alexander for her generous gifts of time and support over the course of the year. We will be saying goodbye to two Governors this summer: Chris Morris and Lawrence Bernstein. Chris brought to her role a deep understanding of the congregation, as well as experience in the world of grant-giving. As Governor and former Chair, Lawrence gave careful thought not only to individual grants; but also to the Program as a whole,

as it is viewed both within and outside the congregation. I also want to recognize Rev. Paul Johnson for his service on the Veatch Board of Governors and for the ways he helped bridge the congregation's visions of social justice philanthropy and religious life. I am so grateful to all three of them. Those taking their place will join a Board that is committed to the Veatch Program and to the spirit of collaboration and community.

**Katie Kurjakovic**

### Message from the Executive Director of the Veatch Program

This is my final report as Executive Director of the Veatch Program. It has been a privilege and an honor to serve in this position for the past 10 years. My thoughts and feelings at this time of transition are best captured in three words: gratitude, inspiration, and hope.

**Gratitude for**

- The best staff any Director could ever ask for: Jan, Sara, Molly, Denise, Marjona, Faron --competent, passionate, principled, visionary, committed
- Amazing members of the Board of Governors—all drawn from this congregation over the past decade—inquisitive, persistent, motivated, thoughtful, astute
- Extraordinary Board of Governor leadership—Katie, Carole, Lawrence, Jana, Karen, Pat—smart, patient, skillful, gracious, dedicated
- Supportive staff colleagues—Paul, Jennifer, Natalie, Adam and all the members of the UUCSR staff, who have enabled the Veatch Program to meet its goals year after year
- This generous congregation, which has demonstrated consistent support for funding systemic social change for over five decades

**Inspiration from**

- The Veatch staff once again, who give 110 percent of themselves to the work of funding justice and generating creative ideas within the wider field of philanthropy
- Our Veatch grantees, who strive day after day against formidable resistance to build a movement for greater inclusion, equity, and a better life for all people in this country
- The children and youth in our congregation—the 6th grade classes, Coming of Age groups, Senior Seminars with whom I have met each year—and from whom we all learn so much about savoring each moment
- Participants in the Student Activity Fund, who amaze me with their insights and their struggles with issues of justice and fairness, and fill me with hope for our collective future
- And hope that
- This Congregation will embrace my successor with the same openness and affirmation with which they have embraced me over this past decade
- The leadership of this Congregation—clergy and lay—will recommit themselves to building a community of mutual trust and love that can transform its members and, through their actions and influence, transform our little piece of Long Island
- The values and principles that have guided Veatch grantmaking for over five decades will continue to inspire and sustain enthusiastic congregational support for funding systemic social change through this unique philanthropic program
- We will all live to see significant progress toward having our nation move closer to being the kind of inclusive, open, just and equitable society that our best minds and most expansive hearts have envisioned.
- Thank you all for your support and the kindness you have shown me during my tenure here at the UU Congregation at Shelter Rock.

**Cheer and blessings,**

**Ned Wight**

## HIGHLIGHTS OF THE 2015-2016 YEAR AT VEATCH

Veatch Program Goals for the Year: At its 2015 Fall Policy Retreat,

the Board of Governors selected the following priorities for fiscal year 2016:

1. Effectively allocate $12,305,202

2. Ensure smooth Executive Director transition

3. Continue congregational engagement activities

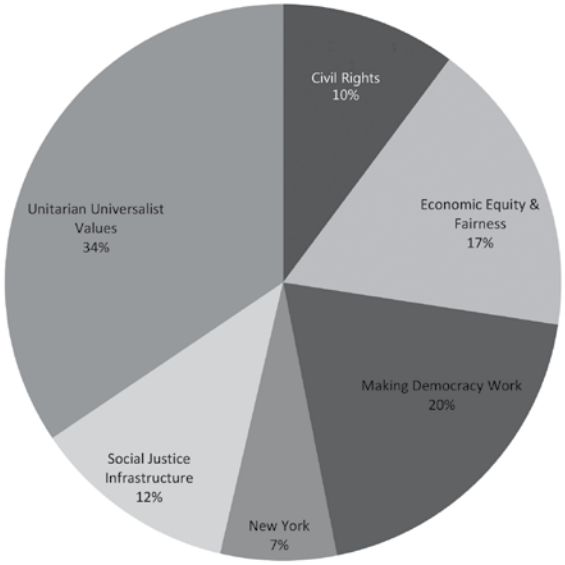
4. Support Year 9 of Large Grants Program (including wider congregational discussion about the future of the Program)

5. Codify the Veatch Program's mission and vision in written form

The rest of this report documents ways in which we have addressed these priorities.

### 1. Effectively allocate $12,305,202

Grantmaking for the 2016 fiscal year (not yet completed as of this writing) is projected at $12,305,202. A complete report of all grants made this year will appear in the Veatch Program's 2016 Annual Report that will be mailed to all UUCSR member households in December. Here is a graph of the fiscal year 2016 projections by funding cluster:




As part of our longstanding commitment to racial justice, the Veatch Program allocated additional funds in FY16 to support black-led organizing around the country in collaboration with partners in philanthropy that came together as Funders for Justice in the aftermath of widespread concern about lack of police accountability in the deaths of a number of black citizens across the country. We also tried to maintain some resources to support implementation of DACA and DAPA regulations regarding immigrants, pending a Supreme Court decision on these forms of administrative relief initiated by the Obama administration.

### 2. Ensure smooth Executive Director transition

At its September retreat, the Veatch Board of Governors met with RoadMap consultant Emily Goldfarb to consider leadership transition challenges and opportunities. Emily also met with the Veatch staff to identify their concerns. In November the Board of Trustees appointed a Search Committee for a new Veatch Executive Director and authorized them to select a consultant to assist them in their work. In January, they announced that Mary Heidkamp from Chicago would serve in that role. The job was posted in mid-February with a March 29 deadline for applications. Thirty-four applicants were culled down to a list of eight semi-finalists, whom the Search Committee interviewed via Zoom virtual meeting technology in April. The Search Committee identified three finalists in late April for in-person interviews with the Veatch staff and Search Committee in mid-May. A finalist will be chosen shortly thereafter to be presented to the Veatch Board of Governors for their approval on June 13, and to the Board of Trustees for their approval on June 14. It is hoped that the new Executive Director will be able to begin their work before Ned Wight retires on July 22.

### 3. Continue congregational engagement activities

Assisted by Jen Sappell of the Communications Department, we continued a "Grantee Spotlight" click-through on the Veatch landing page of www.uucsr.org to link to a video of a grantee success or win. Featured Veatch grantees have included Jobs with Justice, Community Voices Heard, Make the Road New York, National Day Laborer Organizing Network, Public Religion Research Institute, and Working Partnerships USA. We also continued "Veatch Views" as a bi-monthly Quest column, featuring articles by board members and other staff as well as the Executive Director. We produced a small-format print version of the Annual Report to free up resources for development of more visual materials about our grantees.

Veatch Weekend, January 9-10, 2016, picked up on the theme of the 2015 Veatch Program annual report, "Signs of the Times" (which was distributed to members of the congregation in mid-December). The VIP dinner on Saturday, 1/9, featured Maria Mottola, Executive Director of the New York Foundation, Hillary Goodridge, Director of the UU Funding Program, and Ned, our own Executive Director. Ned preached at the service on 1/10, and Darren Sandow, Executive Director of the Long-Island-based Hagedorn Foundation, joined Maria and Hillary for a

lively response panel following UU Café. Copies of the text of Ned's sermon from Veatch Sunday were made available to the congregation.

**Religious Education:** Staff from the Veatch Program continued their practice of meeting with classes and groups of the Religious Education Program—specifically, Senior Seminar and the Coming of Age group.

**Annual Site Visit:** This year's Veatch site visit for selected Governors and representatives from the Board of Trustees was a three-day trip in early February to snowy Boston, MA, to learn about both Unitarian Universalist and community-based Veatch grantees, including the UU Service Committee (meeting via Zoom because of the storm), the UUA and Beacon Press (at the 24 Farnsworth headquarters building, which was opened especially for the delegation despite the storm), UU Urban Ministry (UUUM) and the Jericho Road Project (with which UUUM partners to train and place skilled UU volunteers to work on projects with Roxbury-based nonprofits), Political Research Associates (which monitors hate groups), and Alternatives for Community and Environment, Community Labor United, and Neighbor to Neighbor Education Fund (which have jointly developed a 10-year movement agenda for Massachusetts). We learned a great deal about the powerful collaborative work of Veatch grantees to make a difference in Roxbury, greater Boston and throughout the state of Massachusetts.

### 4. Support Year 9 of Large Grants Program (including wider congregational discussion about the future of the Program)

At the request of the Board of Trustees, the Veatch Board of Governors sponsored three Town Hall meetings to consider the future of the Large Grants Program. Three Governors serve on the Large Grants Advisory Group, and the Veatch Program's Executive Director serves as Large Grants staff (along with consultant Susan Sapiro). The Board of Governors reviewed summaries of crisis proposals for Syrian refugee aid at their meeting on November 10, 2015, and recommended that all six of the proposals be forwarded to the congregation for their consideration at a congregational meeting on Sunday, November 22, 2015. The Governors also reviewed 14 regular Year 9 Large Grants proposals and voted to pass 13 of those along to the congregation for their consideration at the May 1 congregational meeting. (For further details about Large Grants, see the "Large Grants Program" pages in this Annual Report.)

### 5. Codify the Veatch Program's mission and vision in written form:

At the Board of Governors' meeting on January 12, 2016, Hillary Goodridge, Director of the UU Funding Program, facilitated a process to solicit input from Governors and visitors about the pros and cons of funding UU entities. At the Board of Governors' spring retreat in March, the Board engaged in a brainstorming process to identify concepts, phrases and words that might be included in both vision and mission statements for the Veatch Program. The Board will continue its deliberation about these statements at the June meeting, and expects to adopt final versions of operating vision and mission statements in calendar 2016.

### Staff

This was a year of staff transition as Senior Program Officer Eileen Jamison left in November 2015 to begin a new job as Vice President for Development at Planned Parenthood Federation of Nassau County. She had been responsible for the New York, Environmental Justice and Informed Public Discourse program areas. She had been with the Veatch Program for 13 years. We deeply appreciate her years of service, and wish her every success in her new venture. On May 23, 2016, we welcome her successor, Faron McLurkin, whose bio appears below.

Program Associate Denise Centkowski provides administrative, communications, logistical and program support to the Veatch Program. She has been a full-time, permanent member of the Veatch staff since December 2012. She is a long-time resident of Long Island and she is active in the New York Chapter of the Grant Managers Network.

Grants Administrator Jan Fellenbaum, a long-time member of the Veatch staff, is often the first point of contact for current and potential Veatch grantees. She facilitates communication from applicants and manages a detailed database history of the Program's multimillion-dollar grantmaking. As the program's eagle-eyed copy editor, she also edits all grantee write-ups and external communications.

Assistant Director, Molly Schultz Hafid joined the staff in September 2007, bringing to the Veatch Program nearly a decade of grantmaking experience. She works closely with the Democratic Participation, Community Organizing and Civil & Constitutional Rights Program Areas. Molly is the co-founder and co-chair of Funder for Justice and serves on the Boards of Grantmakers Concerned with Immigrants and Refugees, Neighborhood Funders Group and the National Committee for Responsive Philanthropy. Molly also teaches grantmaking and fundraising as an Adjunct Assistant Professor of Public Service at the Robert F. Wagner Grad-

uate School of Public Service and as part-time faculty at The New School Milano School of International Affairs, Management, and Urban Policy. She serves as an Expert Reviewer for the Corporation for National and Community Service Social Innovation Fund (SIF) and a Peer Reviewer for the journal Foundation Review. Molly holds a Masters of Public Administration with a specialization in International Nonprofit Management from the Robert F. Wagner Graduate School of Public Service at New York University.

Program Officer Marjona Jones joined the staff in August 2014, transitioning from work as a Organizing Coordinator with Brown Community Development Corporation (BCDC) in Brooklyn, NY. BCDC was part of a coalition with Brooklyn Speaks that organized a deal to guarantee affordable housing as part of the Atlantic Yards development. She was a social justice activist during her college years at SUNY Cortland, then an organizer with UNITE (a labor union representing 270,000 working people across North America, whose members work in the hotel, gaming, food service, manufacturing, textile, distribution, laundry, transportation, and airport industries), and later with New York Jobs with Justice. She has also worked with Arab Women in Arts and Media (AWAAM).

Computer Systems and Finance Coordinator Sara Lorenz has served the congregation for more than 20 years. Sara coordinates with the congregation's Information Technology services provider, troubleshoots Veatch's computer information and telecommunications systems, and administers the program's finances. In addition, she serves as our Veatch photographer and photo archivist.

Program Officer Faron McLurkin is responsible for the New York, Environmental Justice and Informed Public Discourse program areas. Prior to joining the staff of the Veatch Program, McLurkin was the Executive Director of Veatch Program grantee the Center for Third World Organizing (CTWO)--one of the oldest training and capacity building institutions in the country committed to supporting people-of-color-led community organizations. As the Executive Director of CTWO, Faron doubled the organization's funding by redesigning its core programmatic structure, rebuilding its philanthropic relationships, and reinvigorating the organization's core constituency. Faron has also been a national organizing director within the labor movement, and led multiple successful campaigns that challenged multinational corporations to provide stable middle class jobs for working families. Faron holds a bachelor's degree in political science from Hampton University. In his free time, Faron is a cultural artist and martial arts practitioner.

Ned Wight began his service as Executive Director in July, 2006, after 14 years as a UU parish minister in California and Massachusetts. Currently in his final year as Executive Director, he is continuing to sing in the tenor section of the Shelter Rock choir (and once again thoroughly enjoyed serving as one of the emcees at this year's music scholarship benefit Cabaret). He will retire from the Veatch ED position on July 22, 2016.

# UUCSR LARGE GRANTS PROGRAM

**I. UUCSR Large Grants Program Introduction:** This was the ninth year of making grants through the congregation's Large Grants Program. It was the seventh year that the "Large Grants Advisory Group" oversaw the grantmaking process. This Group includes members of the Board of Trustees, the Veatch Board of Governors, and three members-at-large from the congregation, selected by the Board of Trustees. Serving on the Advisory Group this year were Carole Alexander (BoG, Convener); Carol Klitzner (BoG, February and March 2016); Katie Kurjakovic (BoG); Rosemary Lopez (BoG, through November 2015); Barry Nobel (BoT); Latifa Woodhouse (BoT); Janet Bendowitz (At Large); Thelma Fellows (At Large); and Mark Hartman (At Large). Veatch Program Executive Director Ned Wight and consultant Susan Sapiro served as staff to the Advisory Group.

**II. Year Seven Grants (voted in FY14):** In September 2015, staff sent out to the congregation a final report on the work of Year Seven Large Grants recipients--6 regular grants in the areas of Mental Health, Poverty and Women's Issues, and 2 crisis grants to address "relief, rebuilding and restoration for the people of the Philippines whose lives and communities have been devastated by Typhoon Haiyan" with preference given to initiatives focusing on communities or populations most severely affected.

**III. Year Eight Grants (voted in FY15)**

**Crisis Grants:** At a congregational meeting on March 8, 2015, six $100,000 Crisis Large Grants were approved:

### Addressing the Ebola outbreak in West Africa

- Doctors Without Borders/Médecins Sans Frontières
- Unitarian Universalist Service Committee

### Addressing legal services for unaccompanied immigrant children on Long Island

- CARECEN
- Catholic Charities Diocese of Rockville Centre
- Hofstra Law Access to Justice Incubator
- Touro College Jacob D. Fuchsberg Law Center.

**Regular Grants:** At the congregational meeting on May 3, 2015, the congregation chose the following six Year Eight grantees in three different funding areas:

- **Environment:** Climate Justice Alliance "to support its Our Power Campaign advocating a Just Transition to a more sustainable and equitable economy and engaging communities of color as leaders in this campaign"; and the UU Service Committee, "working in partnership with the UUA, to support the Commit2Respond Movement to address the threat of climate change through increased staffing, events, training and resource development."
- **Mental Health:** Family Service League "to support its Assertive Community Treatment (ACT) program delivering comprehensive therapeutic, rehabilitative, and supportive services to individuals diagnosed with severe mental illness"; and S.T.R.O.N.G. Youth "to support an intervention program called Building Strong Youth, aka S.T.R.O.N.G. University, focusing on providing juveniles involved in the criminal justice system with the education, skills, and support needed to complete legal requirements and engage in sustainable life change."
- **UU Growth:** Church of the Larger Fellowship "to increase effective use of emerging social media platforms to be strategic in meeting people where they are and demonstrating Unitarian Universalism's loving witness and radical welcome"; and No Limits Media "to market the film and book Righteous Among Us: Two Who Defied the Nazis as tools to promote public awareness of Unitarian Universalism, its principles, and growth in its membership."

A mid-year report about the work of all 12 Year Eight grantees was sent to the congregation in February.

Congregational Engagement with Year Eight Grantees: Again this year, staff from Large Grants and Veatch continued to meet with Social Justice Coordinator Claire Deroche to encourage wider congregational engagement with our Year Eight Large Grants recipients.

**Large Grants Fair:** During UU Café on Sunday, March 6, 2016, members of the Shelter Rock community were able to hear a brief report on the work of each of the six regular Year Eight Large Grants recipient, as well as the two Ebola crisis grant recipients and four immigrant children on Long Island crisis grant recipients. Congregants visited with grantee representatives at display tables set up in the Social Hall. A "passport" encouraged congregants to visit each display, and a final drawing awarded four gift items to lucky attendees.

**IV. Year Nine Grantees**

**Crisis Grants:** At a meeting on October 18, 2015, the congrega-

tion approved a petition naming "aid to Syrian refugees" as a crisis for the purpose of initiating a Request for Proposal (RFP) process under the Large Grants Program. Staff sent out RFPs to a total of six organizations. At a congregational meeting on November 22, two Large Grants of $100,000 each were approved:

- Syrian American Medical Society Foundation
- Unitarian Universalist Service Committee

Grant checks were sent out in December 2015.

**Regular Grants:** As in previous years, there was a "post-it wall" in the fall to gather suggestions for funding areas. Because of a full agenda, the vote on selecting three broad funding areas was postponed from November until January. Cancellation of the January 24 congregational meeting because of a snow storm further postponed the vote. Finally, on February 7, 2016, the congregation chose two broad funding areas for regular Large Grants: "Homelessness" and "Women's Issues."

On March 13, 2016, the congregation chose a single subcategory under "Women's Issues," namely, "defending reproductive rights and women's access to healthcare services (including abortion)." "Requests for Proposal" were sent to organizations in the selected areas. Staff received a total of 14 valid proposals, which staff summarized and forwarded to the UU Veatch Program Board of Governors for their review on April 12, 2016. The Governors voted to send a total of 13 proposals to the congregation for their final vote on May 1, 2016. The four grantees selected at that meeting were:

- **Interfaith Nutrition Network:** $100,000 for capital improvements to their Donald Axinn INN residence for homeless men.
- **United Veterans Beacon House:** $100,000 to rehabilitate and add a 10 x 24 extension to the rear of a two-story home in the village of Hempstead, NY, to house up to 8 homeless veterans in independent living.
- **National Women's Law Center:** $100,000 to support NWLC's Reproductive Rights and Health Program, especially focused initiatives to ensure that religion is not used as an excuse to discriminate by denying women reproductive health care.
- **Trust Women Foundation:** $100,000 to fund their Clinic System Project, which seeks to open clinics in states with low access to abortion services and to create a network of physicians dedicated to providing abortion care as part of reproductive health care.

**V. The Future of the Large Grants Program:** In accordance with a resolution passed at the congregational meeting on October 18, 2015, the Veatch Board of Governors facilitated three Town Hall Meetings about the future of the Large Grants Program: 11/8 focusing on Mission, 11/29 focusing on Management, and 12/6 focusing on Money. Attendance was good (between 20 and 30 at each meeting), and the meetings produced some helpful feedback from members of the congregation.

UUCSR President Arnold Babel convened a Large Grants stakeholders' meeting to decide upon a funding mechanism to recommend to the congregation for the remaining three years of the Large Grants Program (FY17-19). A resolution presented at the February 7 congregational meeting was passed by congregational vote, maintaining a set-aside and increasing it by "excess royalty income" from FY13. At the March 13 Congregational Meeting, a resolution "to maintain the current administrative oversight structure of the Large Grants program" was approved.

**VI. Looking Ahead:** The Large Grants Advisory Group (which will have some membership changes as of July 1, 2016) will continue to meet to advise the Veatch Board of Governors on a process for determining Large Grants recipients in FY17.

# HOUSING BOARD

The Housing Board is charged with overseeing the functioning of Hadley House. We set policies concerning the maintenance and upkeep of the physical plant, as well as financial oversight. The Housing Board also sets policies which include the health and well-being of the residents.

The Housing Board meets monthly from September to June at UUCSR and we are available during the summer as needed. At each meeting the social worker, Susan Bagnini and the property manager, Don Einsidler as well as the building manager, Joe Corradetti, prepare and present reports detailing the activities of the past month. Conflicts concerning personal matters of residents are handled by the social worker in collaboration with the staff, Ministers, Residents' Chair, family members and appropriate agencies.

The Housing Board has been monitoring improvements to the conditions of the physical plant. When an apartment that has been occupied for over 15 years becomes vacant, it is renovated with a new kitchen and bathroom. Currently 28 out of the 40 apartments have been renovated. Solar panels placed on the roof in 2015 have offset the Electric Cost including heating and cooling the common areas of Hadley House. Common areas include the Lounge, Solarium, Hallways and Laundry rooms. The reduction of Electric Expense reflected in the 2016/17 Budget is 24%.

The 2015/16 Décor Budget of $50,000 is administered by a Committee Chaired by Housing Board Director Maria Ceraulo and members Aida Nema, Nancy Van Dyke and Patricia Spencer. Upgrades since June 2015 include:

**Lounge:** New Rug, New Window Treatments, Construction for Wall to mount the new TV, New Media Console, reupholstering 2 New Tables, 2 Couches, 2 Club Chairs, One Arm Chair , New Pillows used as accents for the reupholstered Couches and existing Leather Couches, New Artwork, Lighting, plants and misc. décor items. **Lobby:** Arm Chairs reupholstered, New Entry Rug and runners. **Solarium:** New pillows for Metal Chairs and new Kitchenette.

On March 23, 2016 the Hadley House Transition Task Force agreed on a resolution regarding the Hadley House "Private Benefit" issue and met with the Hadley House Residents on April 4, 2016 to advise them of same.

1. Hadley House Private benefit Resolution = Hadley House budget must **Self Sustain.** i.e. **Operating Budget + Capital Expenditures = Rent**

2. **Subsidies = Charitable Contribution** i.e. funds can be paid annually by the Charitable Entity/UUCSR as a line item Entry on UUCSR annual budget.

3. UUCSR can extend **annual** Charitable Contributions whatever the governing structure may be.

4. **New Subsidy/Rent Policy** sent to Adam Barshak to forward to Nixon Peabody

When Nixon Peabody returns the paperwork with their opinion, HHTTF will meet then send the results to the Board of Trustees for approval to be implemented in the 2017/18 Budget and each Hadley House Rent Renewal thereafter.

Our congregation can be very proud of building and maintaining Hadley House. For thirty years Hadley House has provided our members and family of members a home where seniors can live together with our Unitarian Universalist values. Hadley House gives our seniors the ability to age in place with dignity, independence, security and a real sense of community.

**Respectfully submitted,**

## Patti Paris, Chair

## Members:

**Lisa Armband**

**Maria Ceraulo**

**Marylou Nolan Kluger**

**Lilyan Strassman**

**John Tilton**

**Aida Nema, Chair Hadley House Residents' Association**

# SOCIAL WORK REPORT FOR HADLEY HOUSE

The process of integrating new residents into the Hadley House community continues as past tradition with a short autobiography of each new resident which is distributed to all the other residents. In addition, the Hadley House Residents Association does its own welcoming tea to introduce themselves to the new residents. As the social worker in the building, the necessary orientation information is given to the residents through the Hadley House manual and informal discussion with me. This process is a normal part of the orientation process.

This year, the residents and I continued to work with the Pastoral Care Minister, Rev. Jennifer Brower, Rev. Paul Johnson and the Religious Education Minister, Rev. Natalie Fenimore who has helped to expand the adult programs to Hadley House. These programs were provided in the evening and were open to other members of the congregation. During the winter, there was a musical program Mel Haber provided which concentrated on the music of Rodgers and Hammerstein. In addition, there was assistance from the head of the Caring Committee, Barbara Dilsner as well as the lay ministers. Their involvement was helping to coordinate interchange between the Congregation and individual residents. The residents themselves are continuing to have informal gatherings with word games, bridge, puzzles and Scrabble, especially in the Solarium. The weekly Art Workshops are continuing with Irene Craft as the leader as well as monthly Creative Writing Workshops which she also sponsors. There has been an addition of an activity on another day, which involves cards and crafts. This year the residents have a coffee and conversation with Craig Jennings, as well as the occasional addition of guest musicians to provide a musical event for all. The residents continue to make more use of the common areas for socialization, having parties and getting together as groups, or just sitting and reading a book and enjoying the views from the Solarium. Chair exercises have continued throughout the year led by Senior Personal Trainer, Jeff Kaye. This year with hard work by Aida Nema spearheading the Décor Committee with members of the Hadley House Board and Residents, there was significant renovation of the common areas, including the front entrance, Lounge and Solarium. This has made the environment very inviting with the addition of a very large TV so that everyone can participate to see movies, TV shows and events together.

For Thanksgiving, the Caring Committee's work was spearheaded by Barbara Dilsner, the new Chair. Barbara coordinated with her committee the purchases and volunteer helps during the day before Thanksgiving for organization of the event, with their was help by Monica Schlichting. The day of the event,. Nancy Baldwin and Paul Johnson helped coordinate the meal and Marvin Brown organized the clean-up. There were approximately 25 people in attendance for the Thanksgiving Dinner with 17 residents present and the rest were UUCSR Congregants. A local Community member provided the decorations for the tables for Thanksgiving Dinner. For the Christmas Season, there were many festivities at Hadley House from the Hanukkah celebration of the residents, to tree trimming and subsequent Christmas Dinner for all the residents. These events were organized by the Residents Association led by Aida Nema. In addition, the staff provided their Annual Christmas Brunch for all the residents to wish everyone good cheer. During the Christmas Season there was a concert provided with piano and violin by Evan Solomon and Naria Kim. The concert was a tremendous success and well received by the residents. Finally, the Port Washington Community continues its sponsorship of dinners from the Chateaubriand and meal delivery to the residents by Our Lady of Fatima Church. Twenty-six dinners were delivered to residents who expressed an interest in receiving the meals.

This summer there was one field trip to a restaurant in Bayville called Wall's Wharf which was attended by eight residents and me. We went to enjoy the views of Long Island Sound and a delicious seafood and fish luncheon. It was a beautiful day and a wonderful time was had by all…

Based on the leadership of the Housing Board, transportation has been provided to those residents who are unable to drive and are isolated. As the population is aging and no longer able to drive, more seniors are in fact using the taxi service, which is two hours weekly on a Thursday morning. On average, four or five residents are using the taxi and those who are availing themselves of the service are still finding it satisfactory. The transportation services have been expanded by Project Independence of the Town of North Hempstead. Residents have been encouraged to become members as that has opened up the opportunity to have transportation for medical appointments at a reduced rate as well as transportation for food shopping at other times. As a social worker in the community, I was asked to become an advisor the Port Washington advisory board for Project Independence, which has become a wonderful source of information and speakers as well as services to our Hadley House residents.

During this year, there were some speakers who came to the building to talk with the residents about topics of interest. In the month of March, we had an evening meeting with the Fire Marshall and a representative from the Fire Medics. There was discussion about Fire Prevention and Procedures as well as how Medical Emergencies are handled in the Building. Also, there was an intergenerational project begun by a group of 8th grade Girl Scouts with about eight residents with the focus of teaching them the use of smart phones and social media so that the seniors

# SOCIAL WORK REPORT FOR HADLEY HOUSE

can find a way to communicate with the younger generation. Bi-weekly meetings were set up for a series in the Spring to accomplish this goal. April included the intergenerational project as well as a Wellness Event provided by Rite Aid to speak about Immunizations and the Importance of the Shingles Vaccination. The coordinator for Port Washington from Project Independence came to the building in the month of May to explain all the services that they provide to members. The Rite Aid staff came back to the building in September to provide Flu vaccinations to the residents who were interested in receiving them. There were about 15 residents who took advantage of this service. In October, we had another workshop provided by Family and Children's Association HICAP program to speak about the Medicare Open Enrollment for 2016 and the changes in health insurance as well as the drug policies. There were about 10 residents who attended. Lilyan Strassman, a resident and clinical social worker did a workshop for the residents about Stress Management.

During the summer of 2015, there two concerns raised. The first was brought by the Board of Trustees to discuss future changes to the management of Hadley House following legal consultation. A Task Force was set to implement these changes and make recommendations to the Board. There was much anxiety about the proposed changes which included how to view the subsidy which is provided to some residents. There were several meetings with the residents and the chair of the Task Force, Klaus Masuch to open up communication and to explain the process as it went along. The second concern during 2015 was the sudden stroke of the Resident Co-Chair Elaine Robbins. I had to meet with the other officers of the Residents Association to create a transition to a different leadership group based upon their own by-laws. This was accomplished at the end of the summer with the assistance of Janet Goodman and Aida Nema. They helped to revise the Nominating Committee and help the Council to regroup. Much dedication was given to have an easier transition by these leaders.

Individual and couple contacts were maintained throughout the year. There was an average of 8 hours per week as there is a variation based upon any crisis at the time. The Social Work times include additional time spent at the home office with telephone contacts with the residents, families, agencies, other professionals and administrative record keeping. These collaborative efforts were with the Ministers, Housing Chair, Mary Lou Nolan Kluger and then Patti Paris, Hadley House Staff – Joe Corradetti, Don Einsidler, the Building Manager and Elaine Corrao, Staff Liaison.

I have attended the Housing Board meetings on a regular basis. The Social Work Services provided include information and referral, advocacy, short-term counseling, geriatric care management and concrete services. More detailed information cannot be provided due to the confidential nature of the services.

This is the 21st year of the use of the Outside Consultants, Elizabeth Pinsky, ACSW and Rev. Charles Vogeley. They have continued to evaluate the applicants for the Hadley House waiting list as well as any difficult situation with a resident or waiting list applicant. The perspectives from another geriatric specialist as well as a minister are invaluable. I have received additional consultation from the nurses who are providing home care services in the building.

During 2015, there were two apartments that became available, one being a one bedroom and the other a two bedroom. The one bedroom was filled internally and then her apartment became available. Both the second one bedroom and the two bedroom were filled from the external list. At the beginning of the summer, three one bedroom apartments became available, with only one not in need of renovation. There was an internal move due to a resident moving from a two bedroom apartment to the one bedroom apartment. Thus, at the end of the summer there was one two bedroom apartment available and two one bedroom apartments. One of the one bedroom apartments was filled internally, so that her apartment was available, but had to be renovated. Attempts were made to fill these apartments, but much of the waiting list had to be explored. Finally the remaining apartments was filled internally. At the end of 2015, there were one two bedroom apartment and one one bedroom apartment to fill. There was another apartment being renovated. In short, 5 apartments were filled for one bedrooms and 1 apartment for 2 bedrooms. Each applicant on the waiting list continues to receive a coded waiting list twice yearly. I also continue to answer any additional questions as the tenant selector.

Hadley House continues to be a community of residents who tend to be independent, even in the way in which they participate in the building. With the residents aging in place, both informal and formal supports need to be considered as has been in the past.

**Respectfully submitted,**

**Susan M. Bagnini, LCSW, ACSW, BCD**

# MEMBERSHIP AND VOLUNTEER COORDINATOR

Creating a hospitable, congenial, stimulating, and rewarding community has been my goal. That has been my aim this year, and in fact, every year since March 15, 2007, when I began serving as Membership and Volunteer Coordinator at this remarkable congregation.

Hospitality begins at the front door. We've been so fortunate that a team of twenty-two people, too numerous to thank by name, have been willing to serve as cheerful front door greeters. Members of the Membership Committee have staffed the Welcome Area, and we are grateful for them.

I know full well the perils of singling out someone by name for appreciation, as others who are deserving don't get merited recognition. I do feel moved to mention Tony Sarola, who despite health concerns, has expressed willingness, whenever he can, to be at the Welcome Desk on a weekly basis.

We need more hosts and hostesses in the UU Cafe! Let me know if you can, on an occasional basis at least, take that on (i.e. looking for, sitting with newcomers).

### New Members

As I write, nineteen people have joined UUCSR this past congregational year. My aim has been to become acquainted with each new member personally and to do what I can to enable them to be comfortable and rewarded by their experience with us. I interview them, introduce them to the congregation via the newsletter and lobby dioramas, and try to acquaint them with programs that might be of interest to them, as their time and inclinations permit.

In collaboration with the Membership Committee and Martha Chimienti, its fine Chair, I help with New Member Breakfasts, two during the New Member Sundays in December and May, respectively, and a "program breakfast," in February, designed to introduce some of the many exciting offerings at the congregation, with presentations by people leading various programs and committees.

### Volunteer Cultivation and Appreciation

I have continued to work with the Member Resource Committee and Ruth Reeves, its devoted chair, offering information about members who might be willing to serve on various committees. I am the source for "bios," which give brief record sheets of people's interests and volunteer activity at UUCSR. MRC's work is not easy, as a substantial number of vacancies need to be met, with finite numbers of congregants. I salute Ruth on the fine leadership she has offered for two years.

I want to work more at extending appreciation to the many volunteer efforts made here, some of them quite time-consuming and taxing.

### Programs and Activities

I am mindful that UUCSR is abundant with worthwhile, stimulating programs. The programs I've aimed to develop have allowed, for a measure of community-building, forging of congenial relationships, as well as offering stimulation and even inspiration. The "Middle Kingdom" Egyptian exhibit, annotated by Aida Nema of the congregation, was an example of the marvelous art created about 2-3000 years ago.)

With the help of an Expeditions Working Group, a program of the Adult Program Committee, there have been excursions to a Vivaldi concert at Planting Fields, the Museum of the City of New York, the 911 Memorial Museum, the Brooklyn Botanical Gardens and Brooklyn Museum, and the Heckscher Art Museum in Huntington. I assisted Patti Paris and Wally Brown on a trip to the Jewish Heritage Museum, where we examined archives of the late Marguerite Pohek, a congregant who helped rescue people, children in particular, from the Holocaust.

I also have assisted Dotty Prunhuber, Envoy to the UU United Nations Office, with UN programming at the congregation, the Men's Group in a presentation on his book "Heroes to the End" by Jim Smith, and a Shelter Rock Forum involving the group One.org.

A program that is strictly social in nature has been "Lunch Bunch," and I'm so grateful to Carla and Paul Drezner, for selecting restaurants and keeping the moment going of that monthly, delightful program. All are highly welcome!

### Go To Person

I like to make myself available to members and friends of the congregation, and others who are interested, for requests and information of a variety of kinds. I'd like to be an alternative to labyrinthine phone menus and unreturned phone calls and emails, and if it's within my power, to honor requests. We're here to serve the members of the congregation.

### In Closing

Wishing cheer and blessings on the departures of Revs. Ned Wight and Paul Johnson, and Evan Solomon. It continues to be a great privilege and pleasure to serve this congregation.

**Ben Bortin, Coordinator**

# SOCIAL JUSTICE COORDINATOR

"Unitarian Universalism offers us a faith that challenges our energy usage and confronts us with hunger and injustice around the world without giving inadequate simplistic answers. It offers the harder path of respect for all beings and for the Earth, and calls us to be accountable for our actions. We are responsible for our own spirituality, our own salvation, and for doing all that we can to make the world better."

**UU minister Rev. Bob Klein**

Each year at the time of the Annual Report, I find myself asking "What have I done this past year to make the world better? How have I helped others, especially the members of UUCSR, to make the world better?"

So I start with the issue areas on which Rev. Paul Johnson, my supervisor and I have decided to focus. During the year 2015-2016, I have paid special attention to the following areas:

- Climate Justice
- Engaging the Congregation in a Service Learning Journey to Haiti
- Ending Prolonged Solitary Confinement
- Socially Responsible Investment
- Direct Services Initiatives
- Outreach to the Local Community

My efforts in these areas were in collaboration with the Social Justice Committee, the SJ Mental Health Subcommittee, the Socially Responsible Investment Subcommittee, and the Religious Education Program.

### Climate Justice

After our involvement in the Commit2Respond program of the UUA, including 30 Days of Action for Climate Justice, capped by a Climate Justice Fair, the members of the Climate Justice Task Force were eager to continue for a second year. UUCSR member, Gail Koelln and I co-facilitate the task force, which meets monthly on the third Wednesday of the month.

For 2015-2016 we planned a series of events taking place throughout the year. We chose three non-fiction books on different aspects of climate change and held discussions in December, January, and March. Leaders for the discussions included Gail Koelln, Rev. LoraKim Joyner, and Jim Peters.

**We also lined up a series of events for 30 Days of Action for Climate Justice. These included:**

- Climate Justice Fair Kick Off Event on Sunday, March 20
- Discussion of *Cooler, Smarter* on March 22
- Screening of *On the Road to Food Sovereignty in Haiti* on Sunday, April 3
- Hosting of volunteers from Citizens' Climate Lobby on Sunday, April 17
- Workshop entitled "Connection and Capacity: Connecting to Nature Allows Us to Rise Up to Address Today's Environmental Challenges" presented by Gail Koelln on Tuesday, April 19
- Earth Day Worship Service on Sunday, April 24 led by Rev. Natalie Fenimore and ministerial intern, Oscar Sinclair
- Workshop led by AnneMarie Ansel on Sunday, April 24 entitled "Gather Organic Gardening Tips."

### UUCSR Service Learning Journey to Haiti

There has been a desire among some members of the congregation to learn more about the activities of the UU Service Committee in Haiti. At the request of senior minister, Rev. Paul Johnson I undertook the planning of a congregational trip to the island country.

To elicit interest in making the trip, I organized three educational sessions. For each session, Hannah Hafter of the College of Social Justice participated via Skype. Through the film she showed, her description of what to expect, and her patience in answering endless questions, 10 individuals made the decision to undertake the journey. We were joined by two members of the Brooklyn UU congregation and two guides, trained by the College and with experience in Haiti. We were in Haiti from March 5–12, 2016.

We knew that on January 12, 2010 a magnitude 7.0 earthquake hit the island nation of Haiti. An estimated 230,000 individuals lost their lives, and the quake displaced 2 million more. With an epicenter located 10 miles southwest of the capital, Port-au-Prince, damage to the city was extensive.

With their homes no longer habitable, many fled the city for the rural areas. One such destination was the headquarters of the Papaye Peasant Movement (MPP) in the Central Plateau. Immediately after the earthquake, MPP received 800 people displaced by the natural disaster. For several months MPP, with the help of partners like the Unitarian Universalist Service Committee (UUSC), provided shelter, food, and clothing for these internally displaced persons. In fact, as stated on the website of MPP, "UUSC was the first partner organization to come to Papaye following the earthquake. They helped the victims in many ways, working with the MPP on alternative sources of energy and developing agro-ecological projects."

After a time some of these refugees returned to the city, hoping to find work. The misery they encountered in Port au Prince led them back to MPP. Under the leadership of Chavannes Jean-Baptiste, founder of MPP, these refugees became members of the first of six eco villages built with help from the UUSC, a Large Grant from UUCSR, and help from the Presbyterian Church USA. Ten families were chosen, and they worked together to build their own homes and a community center on land that Jean-Baptiste had acquired. Groups of UU volunteers also assisted in the construction.

MPP has been training the residents of the eco villages in agro-ecology, small-scale agriculture that provides for each family's needs while doing little damage to the environment. Each family has a sturdy, two-bedroom home, and its own vegetable garden, many of them in old tires. The village has composting toilets, a communal garden, and pens for raising goats and chickens.

During our trip to Haiti, we visited three villages and the school constructed for the children of all the villages. With its status as the first to be built, Village One is the most fully developed and serves as a model for what is possible for all the villages. Residents of Village One benefit from solar panels for electricity providing light at night and power for water pumps. Large cisterns and water towers assure good harvests, even during the severe drought afflicting Haiti. These residents also have a motorcycle for the village, allowing them to take extra produce to market. These sales give them income that can pay for medicine and school fees. With continued support from its partners, other villages could enjoy these same benefits.

In each village that we visited, we asked the people what their greatest needs were. The list was always the same: water, electricity, education for their children, and transportation. We were all left with the same question: "What can we do to help these families realize their dreams?"

### Ending Prolonged Solitary Confinement

Our journey as a congregation to end prolonged solitary confinement in New York prisons and jails began over three years ago when we awarded a Large Grant to the Urban Justice Center for their work on the issue. Since then the Social Justice Committee, a member of the Campaign for Alternatives to Isolated Confinement (CAIC), has promoted the passage of the HALT Solitary Confinement Act. Once this Act becomes law, there will be strict criteria for the use of solitary confinement and the length of a stay in solitary will be limited to no more than 15 days.

During 2015-2016, I initiated a new educational program with the members of the Social Justice Committee. Using a new resource from the National Religious Campaign Against Torture (NRCAT), the film Breaking Down the Box, I held training sessions for those interested in presenting programs about the need to end prolonged solitary confinement in local faith communities. Eight members of the committee participated in the training. As of this writing, they have made two very successful presentations. It is not for want of trying that they have not done more programs. We've found that it's hard to get other congregations to commit to a date and time!

In October, Social Justice Committee member, Chuck Fenimore and I participated in the first ever state-wide retreat for CAIC. This event resulted in a restructuring of the organization with clearer lines of responsibility and communication. Chuck and I now both participate on the steering committee, and I facilitate the interfaith committee.

In April, in preparation for the HALT Legislative Advocacy Day, I offered an advocacy training program attended by more than 20 individuals from both UUCSR and the local community. On April 12 a group of 11 led by senior minister, Rev. Paul Johnson, traveled to Albany to participate with hundreds of advocates from across New York State in a day of legislative visits in Albany. Our goal was to add to the list of co-sponsors of the HALT Solitary Confinement Act, thereby moving the legislation a little closer to final passage. By day's end we had added 6 assembly members bringing that total to 50 cosponsors and 1 senator bringing that total to 15. In addition, many legislators said they would study the legislation and seriously consider signing on.

In response to a request from the supporters of the hunger strike among those incarcerated in California prisons, we have held a

program each month on the 23rd to call attention to the need to end prolonged solitary confinement. The 23rd was chosen because those in solitary spend 23 hours each day locked in cells without meaningful human contact. Our observances have included vigils, movies, and discussions.

This year I also had the opportunity to mentor 4 social work students at Stony Brook University. Their assignment was to work with a local, grassroots campaign and make a significant contribution. Through emails and one on-site visit I was able to advise them so that in April they presented a program on solitary that involved film and a panel. The director of the public health program at Stony Brook attended and was moved to make the topic a regular part of her curriculum going forward.

The National Religious Campaign Against Torture (NRCAT) has been an indispensable partner in New York State's efforts to end the torture of prolonged solitary confinement. In collaboration with Rev. Laura Markle-Downton, Director of Prison Ministry for NRCAT, I have initiated a monthly conference call for religious leaders across the state. Through these calls, we share information and encouragement on our work to address prolonged solitary confinement.

### Socially Responsible Investment

I have continued to lead the ICCR/Hormel Dialogue. Because of new leadership at Hormel, we are really making progress on the issue of the use antibiotics in food animals.

Because of my regular attendance at the ICCR meetings, I was also able to help the SRI Subcommittee make contact with a possible loan partner, the Iroquois Valley Farms LLC, a food and farmland company making impact investments in local and organic agriculture following triple bottom line principles.

As of March 2016 the congregation has now owned the 17 stocks purchased last year for more than 12 months. In the next proxy season, we will be positioned to join with other ICCR members to co-file resolutions on issues concerning the environment, sustainability, and governance.

### Outreach in the Local Community

This year two new opportunities for collaboration with groups in the local community materialized. As a result of meetings with the Congregational Church of Manhasset, our neighbor on Northern Boulevard, to plan a program on solitary confinement, Patti Paris and I met the youth advisor for the church, Martin Steinwand. Recently Martin attended the April Social Justice Committee meeting to propose a joint volunteer project. On June 18, volunteers from each congregation will work with Rebuilding Together Long Island to construct a ramp for the home of a needy Nassau County resident.

A second collaboration was with Erika Howard, Assistant Director of the Gold Coast Film Festival. Through our combined efforts, we were able to present a screening of the film, *Two Who Defied the Nazis* at UUCSR. This is the film produced by Artemis Jowkowsky, III and edited by Tom Hanks which makes the brave work of Waitstill and Martha Sharp come to life.

### Direct Service Initiatives

Working in concert with the SJ Committee chair and members of the committee, I provide staff support for the following initiatives:

The annual Back to School Supplies Drive that benefits the children of Hempstead whose parents are incarcerated;

Ongoing collections of non-perishable food for the congregational food pantry and 3 local food pantries;

Ongoing collections of gently used clothing for thrift shops run by United Veterans Beacon House;

The Annual Holiday Food Drive that supports providing holiday dinners for the guests of the North Shore INN Soup Kitchen and the clients of the AIDS Center of Queens County; and

The annual grocery collection for veterans who are residents of the United Veterans Beacon House in Freeport.

### Professional Development

In order to stay current with the theology and practice of social justice ministry, I have also participated in several continuing education opportunities: the Metro District Leadership Training Workshop; Understanding White Privilege, a workshop at Union Theological Seminary; the workshop presented by Rev. Thandeka at UUCSR; the upcoming Metro District Annual Meeting; and the upcoming Working But Still Poor Conference on Long Island. (I will also be presenting workshops at the last two events.)

The congregational year, 2015-2016 has been another challenging and fulfilling one. I am especially grateful to Rev. Paul Johnson for his careful and thoughtful direction; to Lisa Simon, the very capable and reliable chair of the Social Justice Committee, for her leadership; and to Sharyn Esposito, Staff Liaison for the Social Justice Committee. Sharyn is the glue that holds us all together!

**Respectfully submitted,**

**Claire Deroche, Social Justice Coordinator**

# RELIGIOUS EDUCATION COORDINATOR

### Vision of Religious Education Here at UUCSR

The heart of our faith as Unitarian Universalists is religious education. The Religious Education program for Children and Youth here at UUCSR is a vibrant component of congregational life in which we strengthen UU identity, support spiritual growth and invite our children and youth to participate in justice making to create beloved community.

### Scope of Religious Education

Central to the RE program are our Sunday morning classes and youth groups (grades 7-12). In addition, our RE experience includes: worship, retreats, justice making activities, youth conferences, and field trips to other denominations, Museum of Natural History, and the Boston Heritage trip for Coming of Age students.

### RE Volunteers

Our RE community includes teachers, RE consultants, and the RE committee. This year, eight new RE teachers were recruited to teach/advise in grades pre-school through senior seminar. Our RE consultants support the RE program with specialized skills. This spring we welcomed Debbie Kahn, a special education administrator and newly retired RE teacher to serve as our Special Needs consultant.

Teacher support includes our September orientation, an in-service in the Spring and Breakfast & Worship. This year, our in-service was a RE Supper Club: Effective Interventions for Understanding and Helping Kids with Social, Emotional and Behavioral Challenges. Debbie Kahn facilitated a conversation that highly engaged our teacher participants. We came away with action steps for the RE program and tips in classroom management.

### RE Coordinator - Administration

In my role as Religious Education Coordinator the online registration was expanded and increased in efficiency with the selection of new software. In addition, a volunteer database was created and maintained to optimize parent participation.

### Music and Nature at the Rock: an RE Summer Program

Last summer I initiated a summer experience for children Kindergarten thru Grade 6 during summer services. Music and Nature at the Rock provided adventure and learning for Kindergarten thru Grade 6 children. One of my favorite memories is a first grade boy dissecting owl pellets to locate the bones of small animals digested. He looked up at his Mom, with a mouse bone in his tweezers and exclaimed "Mom, this is real science!" Many thanks to our Primitive Pursuits nature educator Rebecca Muellers and our RE Music Specialist George Weisman- you rock!

### Faith Development: Orientation for RE Volunteers

Every year the RE program begins with an RE Orientation for all volunteers. This past September Rev. Natalie Fenimore, the Minister of Lifespan Religious Education, began the orientation with a presentation on faith development. This presentation set the course not only for our RE volunteers but for parent education and support. A series of three parent in-services arranged by grades were attended by over fifty percent of parents. Every in-service was a conversation that included an overview of curriculum, the developmental needs of children/youth and the stages of faith development. Parents ended the in-services by sharing what they want for their child as they grow and mature within the RE program.

### Redesigning the Teachers Resource Room (TRC)

Last Fall I began the process of re-designing the TRC to improve its function and to create a meeting space for the RE volunteers. The space now has more work surface for projects, a lounge area that seats five and tables that accommodate eight.

### Working with UU UNO

This year we were able to collaborate with the UU UNO (Unitarian Universalist United Nations Office) liaison here at UUCSR. In October children of many ages participated in the International Day of Peace ceremony as well as a First Nations gathering in January with our Long Island Shinnecock neighbors. Many thanks to our collaborator Dotty Prunhuber for her persistence and vision!

### RE Outreach

In early November I started a new outreach initiative: Bring a Friend Sunday. We had over a dozen children/youth attend RE classes and worked closely with the Membership committee to welcome our family visitors.

### Justice Making Opportunities for Younger Children

Last year I was approached by two parents asking for justice making activities for middle school children. Working with India Harris, the Youth and Young Adult Coordinator, we created service opportunities for grades 6-9 including volunteer activities at Beacon House, HIHI (Huntington Interfaith Homeless Initiative) and INN (the Independent Nutrition Network). Working with India, I will continue to expand the number of justice making opportunities for our middle to junior high school children and youth.

### Worship Experiences

Children and youth experience worship in many forms: Children's Chapel, multigenerational services and Family services. In chil-

dren's chapel, a story is always accompanied with a UU principle or belief, and a reflection is followed by a symbolic action. Those of you participating in children's chapel know the power of the gong as children and youth express themselves and bang it in a kinesthetic "amen!"

Our children continue to experience multi-generational services the first Sunday of every month and family services during holidays. The "Story for all Ages" has integrated puppets, stories, slide shows, comedy and acting to bring our UU faith alive. Worship also happens in our RE classrooms with prayer circles and spontaneous sharings from children and youth.

### Integrating With Congregational Life

We continue to expand RE's collaboration with other aspects of congregational life. Last March we co-sponsored the Climate Justice Fair with Social Justice bringing Volunteers for Wildlife in and having youth host a locally-sourced menu for UU Café.

Our ministers regularly visited the RE classrooms. Rev. Jennifer Brower worked with the COA class teaching them how to create a service. They loved it and were able to turn around and offer a soulful Children's Chapel to Grades 4-6. Rev. Paul Johnson also visited the COA class to share his spiritual journey with the students. The Executive Director of Veatch, Rev. Ned Wight, visited RE classes talking about Veatch and the good work we do in the world. In addition, other members of staff and congregation came into our RE classrooms to share their own spiritual journeys, their UU faith or a social justice initiative.

Members of Small Group Ministry met for the second year with COA students to share their personal credos. This marks the beginning of the COA credo writing process for COA students. Both students and adults have reported loving the exchange of ideas that ensues. The adults claim that they learn just as much from the students as the students do from them.

### The UU Camp and Conference Experience:

UU has a rich tradition of summer fun and enrichment. Last March, I invited UU camps and conference centers to participate in a Camp Fair. The goal was to expose parents and all congregants to this world of learning. We had over 10 camps and conference centers representing a variety of adult, young adult, youth and child programming and over 70 people had individual conversations with camp staff. There was lots of information, festivities, cake and raffles!

### Gratitude to all RE Volunteers

I thank all RE teachers for your commitment to create vibrant religious education here at UUCSR and the RE Consultants who give of their time and talent to enhance out RE program. I am grateful to the RE Committee for their strategic work and RE event planning they do on behalf of the congregation for our children and youth.

### Professional Development

Thanks to the support of the congregation, I have completed ten out of eleven Renaissance Modules which are part of UU's Religious Education certification process. This past year I attended the General Assembly in Portland, the national conference of LREDA (Liberal Religious Educators Association), the NY Metro Meeting, the Adult Faith Formation Symposium, and the Think Orange Conference which provided an innovative approach to faith development. I am grateful for the congregation's investment in my professional development.

**Respectfully submitted,**

**Jeanne Nametz, RE Coordinator**

# YOUTH AND YOUNG ADULT COORDINATOR

The 2015-2016 congregational year has been one of collaboration, innovation and growth for the youth and young adult programming at Shelter Rock. In the second year serving as Young and Young Adult Program Coordinator, my focus has shifted towards developing sustainable infrastructure throughout programs, leadership and administration. In preparation for the congregational year, I refined the philosophy statement and goals for youth and young adult programming. This year I'm committed to co-developing a holistic model of youth and young adult ministry that engages youth, young adults, the congregation and wider community through spirit-centered innovation and collaborative leadership in order to support the ongoing growth of this generation of Unitarian Universalists.

### Social Justice:
### Service Learning Trip & Local Community Service

We began with the immersion service learning trip to Washington D.C. Senior High youth and young adults were invited to partner with the Youth Service Opportunities Project to provide hands-on direct service in support of communities affected by hunger and homelessness. 20 youth and young adults, alongside 4 adult advisors served meals in soul kitchens, assisted in facility improvement projects, community gardening and distributed food and clothing from 9 service organizations in the metropolitan area. Once we returned to the congregation, the desire to serve communities in Long Island that emerged from the summer service intensive evolved into monthly multigenerational days of direct service. The Interfaith Nutrition Network, Huntington Interfaith Homeless Initiative, Unitarian Universalist Fellowship of Huntington, Midnight Run and Long Island Homeless Coalition are some of the organizations that we have partnered with this year in order to provide community service opportunities to youth, young adults and families. We participated in direct service during religious education classes, on weekends and during school breaks. I coordinated the service days in collaboration with the Religious Education Coordinator, UUCSR youth advisors, Social Justice Coordinator, RE Committee and dedicated staff from each of the organizations. We will continue to expand our efforts in engaging in service learning and hands-on direct service in the coming years. In addition to direct service, we fundraised for the Juvenile Diabetes Research Foundation and the Long Island Homeless Coalition.

### OWL- Comprehensive Sexuality Education

"Our Whole Lives is comprehensive sexuality education for high school students. This curriculum assists youth in gaining the knowledge, life principles and skills they need to express their sexuality in life enhancing ways." In August, we hosted a Senior High OWL weekend program that was open to youth in the Metro NY District and led by two advisors trained nationally in the interfaith lifespan curriculum. We provided a safe space centered around the curriculum's values of building self worth, encouraging responsible sexual health while engaging in justice centered inclusivity. Senior High OWL provided youth an opportunity to go more in-depth with the knowledge that they gained in Junior High OWL. In April, we hosted an interactive workshop that focused on developing healthy interpersonal and romantic relationships in high school. We discussed the impact of technology, diversity, accessibility, gender identity and sexual orientation when navigating relationships. The response to the issues raised were grounded in the lived experiences of the participants. The need for the program arose out of a collaboration with the Religious Education Committee, Women's Group and Religious Education Staff.

### Congregationally Based Community Building

This past fall, forty youth attended the annual Youth Retreat along with advisors and Reverend Natalie. The retreat was held at the Greenkill YMCA Conference Center in Huguenot, NY. The retreat was a time to develop leadership skills and deepen relationships across peer groups as the retreat is open to youth in grades 7th- 12th. In collaboration with the YMCA, we coordinated a weekend filled with teambuilding games, talent show, youth-led worship and additional activities such as hiking, canoeing and craft making.

Over several months, Senior Seminar began preparing for their youth led worship service with the support of the ministers, advisors, religious education coordinator and the youth and young adult program coordinator. Youth led worship involves deep sharing and connection in the form of ritual. In addition to the traditional elements of worship, Senior Seminar invited the congregation to take part in creating a vision board that centered the hopes, wishes and goals for the future of our community.

### Denominational Programming

Congregational programming for youth and young adults is very much connected to the programming in the wider denomination. Leadership skills gained at district trainings and conferences are brought back to Shelter Rock by members of all ages. While experiences utilized through serving on congregational committees, by teaching in RE or co-leading in senior seminar are brought to regional gatherings.

In the fall, several youth and I participated in the Fundamentals of Healthy Youth Ministry training held during the leadership day, Dawning Future. This program brought congregational youth leaders and advisors together to develop the skills to facilitate

youth ministry trainings for local congregations. Two of the youth that participated in the program, led our district youth conference in the spring. Our investment in their leadership not only serves them individually but equips youth to serve our congregation, other Unitarian Universalist congregations and national youth programming.

The district conference we hosted in the spring, brought together 120 youth and 25 adults to participate in youth led worship, workshops, physical activities, identity development and fun. Our youth leaders did an excellent job of coordinating this conference with the support of their Senior Seminar advisors, staff and youth leaders in the district. In the winter, we hosted the first racial justice conference in the district in many years. I, along with other congregational staff coordinated the programming, logistics and leadership needed. The racial justice conference brought together 50 youth and 25 adults to gather skills and strategies around the role of Unitarian Universalists in challenging the societal impact of racism in our daily lives.

In the spring, I was awarded a grant from the UUA to co-coordinate a program for Unitarian Universalist youth of color. This program celebrated the culture, connections and experiences of youth through worship, engaging in communal art projects, games and social justice education. Youth and young adults have participated in General Assembly, District Annual Meeting, National Leadership Trainings, Student Activity Fund and the UU United Nations Spring Seminar. Our participation in the UU United Nations Spring Seminar was encouraged by our UN adult envoy. The intergenerational spring seminar takes places at the United Nations, focusing on national and global social justice issues. We've recruited 9 youth to attend each year in the past two years. The conferences hosted by our congregation are made possible not only by the work of Shelter Rock staff but also by volunteers from the congregation. These volunteers come together from all aspects of congregational life and leadership to offer their time in support of youth programming in the region.

### Young Adult Programming

In order to provide a space for young adults to build connection with one another through spiritual seeking, I've continued to lead the bi-monthly young adult small group ministry Voyagers. Voyagers was created as a place in the congregation in which young adults would feel comfortable to engage in spiritual exploration, community building and collective worship. Voyagers was mostly attended by young adults in the upper age range. In the fall, the Ministerial Intern and I met with the ministers to plan a program that would be held in the community. We organized our first Pub Theology in December in Queens to discuss spirituality in a restaurant bar. Pub Theology is an opportunity to bring young adults together with a variety of religious upbringings and perspectives to delve into theological conversations within a Unitarian Universalist framework. Later that winter, I organized a young adult social event at Anthony's Coal Fired Pizzeria with one of the senior seminar youth and a graduate of Senior Seminar in order to keep recent graduates (bridgers) of UUCSR's RE program connected to one another and opportunities for building community with other Unitarian Universalist Young Adults on Long Island.

Young Adult Program Team in Religious Education Committee and Adult Programs Committee meetings to support the development of Young Adult Programming at Shelter Rock. I'm currently recruiting members that might be interested in serving on the team The program team would work to develop a vision, plan and implementation process that supports the leadership, mentorship and membership of young adults in the congregation. I will work with that team to find members in the congregation and individuals in the larger community that would explore the young adult age range, explore/define young adult, young adult programming and young adult involvement in the congregation while developing an understanding about young adult faith development.

### Communication/Publicity

In person and online communication are essential to my work as Youth and Young Adult Program Coordinator. I engage in regular communication to coordinate programming wit young adults, youth and advisors through Facebook. Facebook is an important platform for individual and group conversation, event promotion and the sharing of information throughout the denomination. Email is the primary mode of contact with parents, congregational staff and religious education staff in surrounding congregations.

This year, I developed Community Connections; an online & print parent newsletter to inform families, advisors, staff and visitors about youth programming at Shelter Rock. The newsletter has a theme every month that focuses on the diversity of resources used for religious education. The resource can be used at home to continue the lessons of Sunday RE throughout the week and provides parents with the tools to act as their children's primary religious educators.

Earlier this fall, I developed and presented Innovation, Collaboration, Growth- at Shelter Rock during the RE Teacher and Advisor Orientation weekend, a Membership Committee Meeting, Advisor and Senior High School Parent Meeting This presentation provided congregational stakeholders with the

vision, goals and programming of youth ministry in the congregation. Last summer, I began working with the Communication's staff to develop content for online event/program registration through Formstack. Formstack allows for registration through an accessible, easy to format and use website. Parent's have been able to grant permission for field trips, sleepovers, community service trips, etc from their mobile devices, personal computers and congregational equipment. I also co-develop content for the print and online publicity used for youth and young adult programming through email, Facebook, Quest, Happenings and other social media sites.

With the support of the Communications staff, I experimented with using MeetUp, a social media event website, to promote the young adult programming. Similar to Facebook, MeetUp allows organizations to share the events/programs they are hosting with their wider community, very much like an online bulletin board but with far more cross engagement.

In June, I will attend the Allied Media Conference to gain hands-on experience in utilizing arts, media and technology to enhance the online outreach and in reach of our program areas.

**Respectfully Submitted,**

**India Harris, YYA Coordinator**

# Committee Reports

# ADULT PROGRAMS COMMITTEE

Adult Programs Committee is charged "to provide educational development and other programs to meet the needs of the Congregation."

The Adult Program Committee provides a rich array of programming for adults concentrating in four areas: personal growth, spirituality, Unitarian Universalist heritage, knowledge and skills development. The Committee seeks to be aware of current community issues, topics of importance to congregational members and to coordinate with other UUCSR Committees.

**Program Highlights:**

Ongoing Spiritual Practice offerings – Zen, Tai Chi, Yoga

Compassionate Communication trainings

Expanded offerings at Hadley House

Continuing Bible study options

Continuing Unitarian Universalist Transcendentalist offerings

**Committee Resources:**

The Adult Programs Committee wishes to acknowledge the ongoing programs led by the Rev. Paul Johnson over the last 14 years. The Committee is grateful for Paul's leadership in Great Books discussion, the Friday Movie Nights and Unitarian Universalist History and Theology sessions. In addition, the staff support for the Adult Programs Committee has changed; with the retirement of Bonnie Mykel, Jeanne Nametz has assumed the role of Religious Education Coordinator working with the Committee. The Religious Education Program Assistant, Barbara Singer also retired and Carson Jones now serves as staff liaison for the Committee. Former long time staff liaison, Sharyn Esposito was invaluable to the work of the Committee – Sharyn has taken on other duties but remains on the UUCSR staff. Jen Sappell provides a great deal of assistance with publicity for Adult Programs Committee events. Rev. Natalie Fenimore is a resource and the ministerial liaison to the Committee.

Many thanks to the Adult Programs Committee members:

**Respectfully submitted by,**

**Marcello DaSilva, Chair**

**Robert Nuxoll**

**Phyllis Borsky**

**Angela Cesa**

**Marilyn Fischell**

**Sandra Frank**

**Jean Judd**

**Rita Kaikow**

**Roslyn Weit**

**Victor Weit**

**Latifa Woodhouse**

# ART COMMITTEE

The Art Committee seeks out and supports numerous exhibits in a year. Committee members review and discuss submissions from artists working in many media and styles. Slides or photographs are reviewed at most art committee meetings and the committee votes on whether an artist should show in the gallery. The Committee strives to select art and mount shows of high quality and diverse style. The group assists with the scheduling and planning of shows. Many local art groups and individual artists are given the opportunity to share their work at Shelter Rock and the size of our congregation ensures a large and enthusiastic viewing public.

At all of the receptions of these exhibitions members of the Art Committee are expected to be present. We were also actively involved in helping with the Shinnecock exhibition, and of course in the organizing, hanging and dismantling of the Congregational exhibition.

We had an interesting offer to receive two statues for our grounds by a L.I. Artist Herb Arnold, some of us visited the site where they presently reside; they were large outdoor scrap metal sculptures of a bull and an eagle, however, in the end the Committee decided they were not appropriate.

We miss and mourn our former artist in residence, Brian Foley, who passed away last year; he organized many art workshops and was an important member of our committee.

We have one upcoming workshop in May: Soul Collage, which we hope will be well attended. Saturday, May 7 coincides with a memorial for Brian Foley and would thus have special meaning. And another in the Fall: on simple, fun figure drawing by Dr. Sketchy.

There are sometimes problems with artists because the Art Gallery is so busy. We reviewed the artist's contract and are adding a "Frequently asked Questions" section to address common issues. We also are working to provide a dedicated time, so the artist can bring his/her followers to view the exhibit more easily.

Special credit goes to Elaine Corrao in the office, who as Art Liaison had a hand in everything the Art Committee did this year. Without her vigilance and participation it would be impossible to accomplish what we set out to do. Her efforts kept it all moving and made it all work. Her dedication is greatly appreciated by the Committee.

We also thank the custodial staff for all their help in setting up for our receptions and workshops. They make things go smoothly and deserve much respect and thanks for their efforts.

**Respectfully submitted,**

## Brigitte Mueller, Chair

## Members:

**Joseph Hohenstein**

**Norma Hohenstein**

**Dorothy Prunhuber**

**Carol Rothbell**

**Renee Silver**

**Andrea Starr**

## Exhibits

**Ed Balcourt**
August 7 – September 9, 2015

**Carol Bruder, Mun Hee Park**
Sept. 14 – October 14, 2015

**Sungmu Cho**
October 16 – Nov. 18, 2015

**Gerry Hirschstein**
Nov. 20, 2015 – January 6, 2016

**Shinnecock Nation, Cultural Resouce, Josephine Smith, Dir.**
January 8 – February 10, 2016

**Fernando Esposito**
February 12 – March 16, 2016

**Naomi Klosner**
March 18 – April 20, 2016

**Common Humanity, Mel Lehman, Dir.; Irasqi refugee Artists in Exile**
April 22 – June 1, 2016

**Tri-County Artists of Long Island**
June 3 – July 6, 2016

**The following exhibits are scheduled for the remainder of the year:**

**Cynthia Pascal**
July 8 – August 17, 2016

**Mary-B. Eggers, Rosem. Kaloustian, Carol Bruder, Nancy Wernersbach**
August 19 – October 5, 2016

**Congregational Art Show**
October 7 – November 30, 2016

**Vivian Hershfield**
December 2, 2016 – January 11, 2017

# AUDIT COMMITTEE

The UUCSR Congregation's audit for its fiscal year ended June 30, 2015 has been successfully completed. As of June 30, 2015 the Congregation's net assets were $435 million, an increase of approximately $3 million from June 30, 2014.

Total revenue was $23 million which consisted principally of investment income of $8.3 million and royalty and non-investment income of $14.7 million. Total expenses were $20 million, which included Veatch grants of $12 million and grants from the Large Grant fund of $1.2 million.

The net assets of $435 million were comprised primarily of $388 million of investments, $37.5 million of property and equipment and $11.6 million in cash and cash equivalents.

The audit, performed by RSM US LLP, proceeded smoothly. They reported initially to the Audit Committee and then to the Board of Trustees that there were no material or significant weaknesses in the Congregation's internal controls around financial reporting.

Therefore, financial items this fiscal year were slightly better than the last several years.

**Respectfully submitted,**

## Douglas K Hyer, Chair

## Members:

**Amit Sur**

**Andrew Bartels**

**Paul Drezner**

## Staff Liaison:

**Ivonne Moreira**

# BUILDINGS & GROUNDS

**Highlights of Completed Projects:**

1. **Modernization of the UUCSR Campus Site Lighting:** The campus lighting was replaced with LED lighting that reduced energy usage, improves lighting in critical locations and reduces maintenance. LEB was the contractor.

2. **Lower Lot & Maintenance Area Re-paving Project:** Stasi Brothers was the contractor that completed the lower lot, maintenance garage area and main road paving project that also included the placement of underground chilled water piping required to intertie the new main chillers to the Veatch building.

3. **Art Gallery & Terrace Roofs Project:** The project was completed by Henry Restoration under the supervision of the Director of Facilities. The project work included replacement of flashing and drains that were suspected as the source of leaks in the office area below the terrace.

4. **Main Building HVAC- Phase IV:** F.W. Sims Mechanical completed the mechanical portion of the HVAC work and the controls portion of the work was completed by County Energy Controls based on technical specifications prepared by FPM.

5. **Emergency Generator Installation and Operation:** The new emergency generators were made fully operational and troubleshooting completed by FPM to address a load pickup issue.

6. **Veatch Electrical Modifications:** The Veatch house electrical system has been integrated into the main building electrical system.

7. **Organic Landscaping:** A scope of work was developed for organic landscape maintenance contractor. Bayles Garden Center and Nursery, Inc. was chosen for a one year trial period.

8. **Bamboo Removal:** Bamboo was mechanically cut and a containment system installed. Ireland Gannon Associates was the contractor.

9. **Veatch House Roof Replacement and Stairwell Leak Repair:** The south side roof replacement and the stairwell leak repair work completed. Kaese & Lynch is the architect.

10. **Property Survey:** A complete survey of the property by Mercator Land Surveying was completed with the installation of property markers.

11. **Cleaning Supplies:** Transitioned to green products.

12. Office Space Renovation: The office renovation project which included creating additional meeting spaces was completed by VHP Construction based on specifications and drawings prepared by FPM. A sound masking system was installed.

13. **Worship Room Exterior Stair Platform:** Waterproofing was completed by Saracino Construction.

14. **Veatch House Boiler and Vacuum Condensate System:** A replacement boiler and vacuum condensate pump was completed by KG Mechanical based on FPM technical specifications.

15. **The FY17 CAPEX Budget** was reviewed and approved by the Committee.

**Respectfully submitted,**

## Rich Paccione – Chair

## Members:

**Dana Gumb**

**Lynette Frey**

**Geordie Grassie**

**Jay Grosmark**

**Paul Winkler**

**Stephen Ruocco**

## Board Member:

**Vince Chimienti**

## UUCSR Staff:

**Adam Barshak, Congregation Operations Administrator**

**Adrian Rivera, Facilities Manager**

# BYLAWS COMMITTEE

The Bylaws Committee continued its work in reviewing Congregation's Bylaws, reviewing resolutions, and other taking up other issues which relate to the Congregation's Bylaws.

In 2014-2015 the Committee worked on reviewing the Bylaws and preparing recommended changes. The recommendations were submitted to the Board of Trustees towards the end of the 2014-2015 Congregation year. In October 2015, the Board of Trustees voted to put some of those proposed Bylaw amendments before the Congregation for a vote. Two Town Hall meetings were then held to answer any questions as to the amendments. At the March 2016 Congregational meeting, the proposed amendments came before the Congregation for a vote, and a resolution was passed to defer a vote to the next Congregational meeting, which was to be held on May 1, 2016.

Other issues on which the Committee reported included: a review of the Congregation's Conflict of Interest Policy, a review of the Duties and Responsibilities of the Chair of the Membership Committee, and how a chair of a committee is, and should be, appointed.

Anyone interested in serving on the committee should contact the Member Resource Committee.

**Respectfully submitted,**

## Marc Miner, Chair

## Members:

**Barbara Grosman**

**Mike Majewski**

**Betty Nuxol**

# CARING COMMITTEE

Our Caring Committee is here to serve our community through their joys concerns and sorrows. We try to offer thoughtful programming to help us connect with another so that we may be more aware of each other's needs. All of our work is a cooperative venture directed and supported by Rev. Jennifer Brower our Minister of Pastoral Care. Her support and vision inspire us to work beside her to be a spiritual and loving community.

Caring is a series of ministries each one headed by a coordinator who is responsible to report to the committee and chair for his or her area - recruiting volunteers and maintaining contact. The coordinators also work with the chair of the committee to keep the process under UUCSR guidelines and to get clarification when needed. The chair is the point person for all coordinators.

### The ministries are as follows:

**Birthday ministry –** celebrates members' birthdays and is coordinated by Riki Birk. We provide a seasonal birthday cake and fruit platters four times a year after service in the social hall. A poster with the names of members who are having a birthday in the next few months of that season is available for viewing which offers a friendly way for people to connect with one another. There is also an opportunity for members to give their birth date to Riki so they can be added to the birthday list if their name is not already on it.

**Caring chefs & meal plan ministry –** assists with food and meals and is coordinated by Barbara Dilsner. This ministry provides food for members who are experiencing a challenge and need a meal for themselves or their family. Home cooked meals, soups, breads, chili's and stews are labeled and available ongoing in the UUCSR main kitchen freezer. At the time of preparation or if an event takes place at UUCSR with extra prepared foods – besides freezing these dishes at UUCSR's freezer some may be brought over to Hadley House and placed in the community kitchen for all to share. *Depending on the circumstances limited ongoing meals may be prepared and provided to be delivered to members' homes organized by the coordinator.

**Correspondence ministry –** Kind caring cards and notes are sent to many of our members from the caring committee which is coordinated by Carol Rothbell. These cards are designed to send loving messages from the members at UUCSR and the ministerial team at Shelter Rock to acknowledge a members joys concerns or sorrows when we are aware of them. At the end of December members of the committee also send healing cards to those members who have lost loved ones within the year of 2015. A new and fun loving project was added this year as far as cards … we sent out beautiful chalice heart cards to all members of the congregation and all staff for Valentine's Day! This was something to let all know they are thought about warmly and lovingly. We want the members to know that the caring committee is here for them and in our thoughts in all areas of congregational life.

**Death café ministry –** Is a group-directed casual discussion on death coordinated by Betty Gold. This group meets two times a year without an agenda or objective in an accessible respectful and confidential session to increase awareness of death to help people make the most of their finite lives.

**Thanksgiving Gathering –** Bringing friendship and festivity together to share in community on Thanksgiving Day is coordinated by Barbara Dilsner. Many UUCSR members and residents of Hadley House come together to set up cook and drop off delicious food and of course enjoy each other's company to celebrate this holiday together with fun laughter and of course a delicious meal to share. Girl Scout troop #1074 from Mineola also goes to Hadley House the day prior to help set up the tables with handmade place mats and centerpieces. This wonderful event is open to all members and Hadley House residents. It is acts of kindness and love that bind us and allows us to grow in to a healthy loving community.

**Communications ministry –** Phone calls are made to members who may be in need of support care or comfort at a time of need which is coordinated by Jean Judd and her team. When inclement weather conditions are expected team members and Rev. Brower have also reached out to make sure individuals are prepared nad safe and to find out if assistance may be needed.

**Visitation ministry –** Provides congregation outreach and fellowship to members at home hospitals or in rehab situations. Comforting visits provide support care and at times socialization for those who need special care. Visits are usually coordinated by Rev. Brower and/or the chair.

**Memorial ministry –** This ministry supports and cares for members and their families after the loss of a loved one and is coordinated by Monica Schlichting. Working together with ministers the families are able to personalize the service and space to memorialize their loved one.

**Quilting ministries –** These ministries provide quilts, pillows, and tote bags to members in our congregation who are experiencing difficult times, illness or loss. The coordinators for the quilting groups are Catherine Ripley for the Caring Hearts and Ellen Foster for Love and Stitches. The gifts are given as thoughtful gestures to let members know we are thinking of them and offer comfort and care.

# CARING COMMITTEE CONTINUED

This year the Charleston AME Church in South Carolina was devastated by nine members who were shot to death during one of their bible studies. Our quilting groups made a healing quilt for the AME Church which was hand delivered by a UU minister from South Carolina. We are hopeful this quilt helped with the healing process for the families and members of their church.

**Other initiatives or programs we have offered this year include:**

**October –** Ask the Undertaker (given by – Joe Velotti, Roslyn Heights Funeral Home)

**December –** December Gift Giving – at the end of December a loving gift is given to members who may be unable to attend services due to constraints. This year a warm lap top fleece with a handmade chalice label hand stitched was given as the gift and much appreciated my members who were the recipients.

**December –** Holiday Cookie Giving for Hadley House Tree Decorating Gathering

**April –** L I Funeral Alliance Network Seminar - co sponsored with Rev. Paul Johnson (given by – Gary Gilbert, L I Funeral Alliance Network)

**May -** Making Your Wishes Known (given by - Mary Ellen Cubbon, Hospice Care Network)

**May** – Opioid Use

**Abuse**

Addiction and Overdose Response (given by - Detective Pamela Stark – Nassau County Police Department)

**June –** Summer Luncheon at Hadley House.

My sincere thanks to everyone who has served on the Caring Committee this year. We have all worked hard to support our congregation and each other. Many thanks to Rev. Jennifer Brower our Ministerial Liaison for all of her assistance and support within the last year to our Committee and congregation at large. Special thanks to Lea Titza our staff liaison who has worked hard behind the scenes to make sure everything came together. We appreciate her caring nature and organizational skills.

We are grateful to the custodial staff that always gives 100% working hard to make our rooms look great at all of our events. We appreciate their patience and hard work.

We thank Jen Sappell and her creative team Carole Ross and Linda McCarthy for their amazing ability to make beautiful cards, flyers, Quest announcements and facebook posts. The are always fabulous; we really do appreciate all you do.

To all of you who have reached out to care for one another we are truly thankful.

**Respectfully submitted,**

**Barbara Dilsner, Caring Committee Chair**

## Committee Coordinators

**Riki Birk**
**Barbara Dilsner**
**Ellen Foster**
**Betty Gold**
**Jean Judd**
**Catherine Riplely**
**Carol Rothbell**
**Monica Schlichting.**

## Quilting Groups: Caring Hearts

**Nancy Berliner**
**Barbara Dilsner**
***Susan Freelund**
**Tara Miner**
**Catherine Ripley**
**Renee Silver**

## Love & Stiches

***Helen Beall**
**Riki Birk**
**Magdalene Boon**
**Amina Carbone**
***Margaret Cibulsky**
**Maxine Dangler**
**Barbara Dilsner**
**Judy Granger**
**Mary Lou Nolan-Kluger**
***Naomi Mankowitz**
**Cornelia Maxted**
***Bonnie Mykel**
**Monica Schlichting**
**Geraldine Thorsten**

## Committee Volunteers

**Martha Chimienti**
**Lee Geisen**
**Olive Jordan**

# COMMITTEE ON MINISTRY

The Committee on Ministry works with the Ministers and Congregation to bring about effective methods of communication, develop dialogue concerning issues relating to the Ministers and the Congregation, and conducts periodic reviews of the Congregation's ministry and its ministers.

We interpret "Ministry" as ministering to each other and to the entire congregation, as well as being concerned with the relationship of the ministers to the congregants and congregants to ministers. We believe COM's primary purpose is to facilitate and foster better communication amongst congregants and between congregants and ministers. We believe we can help prevent potential interpersonal problems from becoming larger congregational issues by providing a non-judgemental ear for congregants to voice some of their concerns.

**In the last two years (2014-2016),**
**The Committee on Ministry has:**

- Had members actively participate in the Review and Renewal of Paul Johnson's ministry
- Researched the function of Committees on Ministry in UU congregations comparable in size to ours in order to develop a more cohesive idea of how our committee should function
- Developed our vision of how the COM should function (see statement above)
- Conducted a Ministerial Fellowship Assessment of Natalie Fenimore
- Created a COM brochure
- Created a COM button
- Conducted four conflict mediation sessions
- Sponsored with the BOT a Conflict Resolution and Effective Communication Training Workshop with Dr. Larry Peers for committee chairs and BOT members
- Heard specific concerns from congregants
- Begun researching the different ways other UU congregations solicit yearly feedback from congregants on issues of concern and interest
- Been recognized in the Congregational Covenant as an avenue congregants can take to help resolve conflicts they might have with other congregants

**Our future plans for COM include:**

- Annual communication training and conflict mediation workshops for COM and BOT members and committee chairs
- Expanding training in improving communication, reducing potential conflicts and learning how to speak with each other in kinder ways to the larger congregation through webinars, DVDs, gatherings at UU café, small workshops and other means
- Devising an efficient method and schedule to conduct regular and streamlined Review and Renewals of ministries
- Continued conflict mediation sessions with congregants as needed

**Respectfully submitted,**

## Rebecca Smith, Chair

## Members:

**Riki Birk**

**Judy Granger**

**Cornelia Maxted**

**Amit Sur**

**Frank Teltsch**

**Judith Wylie-Rosett**

## Non-Voting Ex-Officio Members

**Jennifer Brower**

**Natalie Fenimore**

**Paul Johnson**

# DENOMINATIONAL AFFAIRS COMMITTEE

The Denominational Affairs Committee is charged with bringing news of the wider denomination to the congregation. It has the prime responsibility for overseeing the process of delegate selection for the annual gathering of congregations known as General Assembly (GA) held in June of each year. It is also responsible for selecting delegates to attend the Metro District Annual Meeting held the first weekend in May.

In the fall the entire General Assembly delegation participated in an important worship service led by Paul Johnson where delegates report back to the congregation their impressions of the major and minor events of the General Assembly.

Denominational Committee Affairs supports other Unitarian Universalist organizations, on a regional, national, international level. We send representatives to the Long Island Area Council to support and celebrate other Long Island UU congregations. We try to share resources and participate in each other's programs and activities. We have representatives to the UU United Nations Office that participate in workshops, attend seminars and other United Nations events. They are working throughout the year with the youth of our Congregation to develop interest in sharing our values and principles more broadly. We continue to serve our partner church through sales from the Book Exchange.

We invited Andrea Lerner, Director of Metro District, to speak to us on denominational affairs, and specifically how we are doing with our own denominational activities. She urged us to continue with our programming, that because of our resources, we are able to engage in a variety of activities that is denied to most congregations. Some do not have a DAC.

For the past several years the UUA and the Regional Offices have been working on a new structure to provide support and services to congregations through a regional staff structure. Each congregation is assigned a Primary Contact person to assist with workshops, trainings, conflicts, challenges, and with any other need the congregations may have. The new structure is the Central East Region and merges the following districts: Metro District, Ohio-Meadville, St. Lawrence, and Joseph Priestly. The plan for dissolving the Metro District Corporation was presented and approved by the Metro District delegates at their Conference this May. Andrea Lerner will continue to be our primary contact person.

For General Assembly (GA) this year the Committee approved a new policy that will streamline the reimbursement process for travel and registration for delegates attending the GA in Columbus, Ohio. It is hoped that the procedures will be become more widely used by all traveling on behalf of the Congregation. While we were entitled to twelve delegates, this year we were able to send nine members to the GA.

I extend heartfelt thanks to the Committee, and the very able support staff, for all of their support and encouragement, and for keeping me on track and on time through out the year. It was greatly appreciated. It has been my pleasure to serve as Chair of Denominational Affairs, and to welcome three new members to the Committee.

**Respectfully submitted,**

**Barbara Grosmark, Chair**

## Members

**Jim Ansel**

**Karen Kreig Belfiore**

**Richard Bock**

**Allan Cooperman**

**Barbara Dilsner**

**Jean Heacock**

**Robin Finnan-Jones**

**Dorothy Prunhuber**

**Ruth Reeves**

# FINANCE COMMITTEE

As Finance Committee Chair and in my second year as a committee member, 2015/16, for me, has been a real learning experience. For the last few years, members of the Finance Committee have tried to increase understanding and interaction between themselves and other committees of the congregation. I fully support the idea that dialogue and meaningful discussions across committee lines is helpful and healthy and makes the work of the congregation easier and more effective. The hope is that UUCSR, as a whole, will gain a greater awareness of how all the committees of the congregation can work together in uniting our operations to our mission.

The primary responsibility of the Finance Committee is to monitor the current budget and prepare next year's budget to present to the Board of Trustees. The Finance committee meetings, throughout the year, have been productive and meaningful to that end, and I have enjoyed working with Doug Bridges, Lauren Furst, Maria Doyle, Victor Weit and Paul Drezner. Their input and insight has been invaluable. In addition, the clarity and calm guidance of Adam Barshak was instrumental to my understanding of the important work of the Finance Committee and I look forward to next year and my second year as Chair.

**Respectfully submitted,**

## Jana North, Chair

## Members

**Doug Bridges**

**Lauren Furst**

**Maria Doyle**

**Victor Weit**

**Paul Drezner, Treasurer**

# FINANCIAL DEVELOPMENT COMMITTEE

The Financial Development Committee, comprised of Tara Christie Miner, Rev. Paul Johnson, Martha Chimienti and Richard Bock worked hard last year to raise the amount of pledges and donations received. As many of you may know, pledge donations are the only source of funding for our beloved programs such as Religious Educations, Worship, etc. Without your financial support, funding for these programs would have to be cut even further than it was in the past. Last year seemed to start well with pledges of $224,715.00. However, we only received actual payments of $198,132 – $25,000 less than promised!

Pledging this year has started off slowly with pledges of $123,301 which is $22,000 lower than the pledges received at the same time last year. The good news is however, that 55 households – the equivalent of 30% of our congregation, increased their pledge from last year. In addition we have received pledges from 6 new members this year.

The Financial Development Committee gave out raffle prizes consisting of restaurant gift certificates and UU Café gift certificates for those who pledged early. As an additional bonus, our then congregation president Nancy Baldwin, cooked a beautiful dinner for those who increased their pledges by 20% or more. This year, we have the same incentives, however this year's dinner is only for those who increase their pledges by 20% and are over $1000.

We hope to continue our mission to raise funds for your programs, with the additions of Lisa Simon, Lotus Hsu and both Reverend Brower and Reverend Fenimore's help. No annual report would be complete without thanking the Office Staff especially our liaison, Sue Kimler.

If you haven't pledged yet, please do so. If you have comments, concerns or ideas, please contact me at 516-817-9007. Thank you.

**Respectfully yours,**

**Tara Christie Miner, Chair**

# GREEN SANCTUARY COMMITTEE

Our mission is to help our congregation realize its stewardship or the earth by connecting its members and the community of Long Island to sustainable living. We have often co-sponsored several programs with other UUCSR Committees and environmental organizations in pursuit of this mission.

In 2009 our congregation was accredited as a Green Sanctuary by the UUA. We have surpassed their guidelines each year since and have managed to improve our premises indoors and outdoors.

The UU Community Garden continues to be a huge interest with our members. Three new sign ups with returning past year gardeners bring us up to 17 enthusiastic greenies. We continue to learn and improve on the year before, sharing seeds with one another, learning about composting and more. Everything in the garden is grown in accordance with organic standards. We have a policy of no pesticides use on any of our property as well. This year we are spraying two apples trees with neem oils. The apples that grow are given to a pantry in Hicksville. We also take herbs from our herb garden and give them out to members when harvested.

We will also be starting a new initiative in planting fruit trees to donate fruits to the Interfaith Neighborhood Network- INN. The butterfly garden continues to help flourish the pollinators' lifecycle. We will be setting up two bat houses around the property to help provide a home for them as they are currently dropping in population. They are nature's most dynamic controllers of insects

Working with the Building and Grounds Committee we have set up bird houses in our woodland trees for nesting. We have also repaired and replaced more than a dozen other bird houses, which were on poles located throughout our property. These will attract wrens, sparrows, and other small birds. The stand of bamboo in the woods has been cut down and seems to be contained. With assistance from Membership, we have planned two guided walks in our woods: one in the Fall and one in the Spring.

Our community outreach has extended beyond the walls of UUCSR with a variety of films and speakers addressing important environmental issues. Here is the list: August-" I Am"; October, "Shellshocked: Saving Oysters to Save Ourselves"; November, partnering with Food &Water Watch, "Resistance"; December," Heist: Who Stole the American Dream and How We Can Get It Back"; March, "Two Raging Grannies"; May, " Stormwater Pollution and Green Infrastructure Solutions"; June, presented with Food & Water Watch, "The End of the Line."

The Social Justice Committee and the Green Sanctuary Committee formed a Climate Justice Task Force as a reaction to the Paris Climate Conference. There were three book discussions on the environment : "The Great Turning," "Active Hope," and "Cooler Smarter." In March, on World Water Day, we listed an Eco-Tip a day on Facebook. Our Climate Justice Fair was held on March 20th. Many outside groups like the Sierra Club of Long Island participated. We set up our tables selling eco-friendly products, presented displays of how solar panels work as well as engines and motors."

On April 19th our Earth Day lecturer was Gail Koelln. She spoke on "Connection & Capacities: Connecting to Nature Addresses Our Environmental Challenges." Finally, on April 24th we had our Earth Day Service followed by a "Go Green," workshop on organic gardening. At the end of June we will hold our annual Green Sanctuary Service called "The Greening of UUCSR." This will be an educational eye opener for many congregants.

This year two guest lecturers came from the Nassau County Sewer and Water Conservation District, Trish Manzi, the new district manager and Davd Ganim, Conservation Technician. They spoke about the film: "Stormwater Pollution & Green Infrastructure Solutions" and what we can do to eliminate this problem.

We have co-sponsored outside groups and activities associated with the environment. Food & Water Watch meets here regularly. The LI Media Task Force used our facilities temporarily as well as a group called Faith Leaders Meeting. We held the Vegan LI Meet-Up potluck Dinner here, too.

We present a variety of climate and environmental issues on our bulletin boards located in the Social Hall. We continue to work with Building and Grounds on getting more LEDs, making certain that no pesticides are used on our property, recycling as many materials as we can, using bio-degradable products for our events and buying non-GMO refreshments.

The Green Sanctuary Committee is aware of how important it is to save our environment. That is why we continue to educate people about our finite resources and why all of us should play a part in the stewardship of our planet's future. Our mission is a passionate one.

**Respectfully submitted,**

**May Choi-Steele**

## Members:

**AnneMarie Ansel**
**Dana Gumb**
**Roz Levinson**
**Jana Ansel**
**Brenda Martin**
**Elaine Peters, Events Coordinator**
**Jim Peters**
**Allen Schwab**

# INVESTMENT COMMITTEE

As FY 2015-16 began, the portfolio moved away from the accumulation years when we would grow from the royalties and dividends that were generated along with market growth. For the first time at the end of FY 2014-15, in June 2015, we took our first cash pull from the portfolio of $5 Million (for FY 2015-16.) We have entered our retirement years. We anticipate we will spend more this year than we receive in royalties, dividends and interest from the portfolio.

The Investment Committee will continue to seek our goal to protect our gains in retirement by lowering our volatility and risk, which may slightly lower our overall return but help us insure a steadier journey to sustainability in the year 24/25.

We began this fiscal year, 2015-16, July 1, with $390 Million in the portfolio. Since that date we have been battered with financial headwinds within volatile markets. We have ranged from a low of $358 Million to a high of $382 Million. As of this writing date, we had $365 Million at March 31, 2016. As April draws to a close the markets are stabilizing again and heading up. However, with a total projected cash pull from the portfolio of $10 Million to meet expenditures from our June 2015 approved budget, Large Grants and Capex set-asides, it will be harder to accomplish our goals.

The Investment Committee continues to work closely with the Stewardship Committee to achieve the goal of financial stability in 2024-25 without the royalty income we have been fortunate to have for so many years.

The Investment Committee Investment Policy Statement states that Investments in the portfolio will be guided by our UU principles. The Committee will actively seek socially responsible investing wherever possible in all investment classes and in all investment activities.

**In 2015-16 the Investment Committee accomplished the following:**

- Added SCS Special Situations Fund, a fund we liked in October 2015. To finance the purchase we sold partial shares of four bond funds: Pimco, Loomis Sayles, JP Morgan Strategic Bond Fund and Templeton Global Bond Fund and partial shares of Weatherlow, an alternative investment. We increased our holdings in alternative investment hedge funds and overall lowered our holdings in bond funds.

- Met with David Wilton, from the Morgan Stanley Institute for Sustainable Investing, learned about his approach and his metrics for measuring the impact of the investments he creates.

- Met with Carlyle Strategic Partners IV in March 2016 and voted to recommend purchase.

- Reviewed our Investment Policy Statement in January 2016 as our bylaws require and made some grammatical corrections and added an index for easier reading.

- Met with Parametric Funds, an index based company that applies positive and/or negative screening within the investment. We will follow up in May 2016.

- We met with one company but did not move forward as the fund did not align closely with our UU values when we realized it held a tobacco company.

- Reviewed the cash flow analysis monthly to insure adequate cash within the parameters of our BOT policy and determined the dates with the Treasurer to withdraw cash from the portfolio.

- Created a written policy to handle the cash draw from the endowment. Approved by the BOT at the December 2015 meeting.

- Created a first draft for a written buy policy.

- The Investment Committee reviews all loans the SRI subcommittee approves. This year we approved two loans aligned to our UU principles.

The Investment Committee supports socially responsible investing by working closely with our sub-committee for SRI. This year, SRI provided us with a useful new direction with the company called Parametric. SRI met with the creators of the Fossil Free Index. They license their product to Parametric. We continue to work with our SRI Committee and the Social Justice Committee in various ways in line with our values.

I would like to express my heartfelt appreciation and thanks to the finance staff, Andrew Gallienne, staff accountant and Ivonne Moreira, accounting and finance department manager who attend our meetings. They provide outstanding services and support for our needs. They are an invaluable asset to our committee.

**Respectfully submitted,**

## Cheryl Schwab, Chair

I especially want to thank the Investment Committee members whose thoughtful and careful deliberation in meetings add so much to our monthly meetings. The energy in the room is delightful. These members are helpful, knowledgeable and dedicated to our work.

## Members,

**Iliza Bartels**

**Sandra Cadieu**

**Paul Drezner**

**Jerry Jalazo**

**Shane Parouse**

**Cheryl Schwab**

**Jeff Weinberger**

# SOCIALLY RESPONSIBLE INVESTMENT SUB-COMMITTEE

The Socially Responsible Investment Sub committee (SRI) is charged with collaborating with the Investment Committee to encourage and to inform the members of the Committee and the Congregation about opportunities to invest our financial resources in alignment with our Unitarian Universalist principles and values.

SRI researches socially responsible investment strategies and brings them to the attention of the Investment Committee for review. The opportunities for socially responsible investing have grown dramatically in recent years. Green bonds, micro-credit, climate impact initiatives, new technologies to empower rural and disadvantaged communities, green retrofitting, "payday" loan initiatives, and private equity placement investment opportunities abound. Committee members are on the alert to inform and educate our members on new opportunities that align with our values.

The committee also manages the investment of up to 1.5% of the Congregation's portfolio. Money is loaned to Community Development Financing Institutions (CDFIs), Community Benefit Organizations (CBOs), coops, micro-lending organizations and other outreach organizations. The committee members have been especially concerned about the "payday loan" issue. Borrowers who cannot obtain credit from regular banking sources or live in neighborhoods where banking access is limited are forced to accept interest rates between 200-400%. Their liability often increases beyond their means to pay back these loans and forces them into an endless spiral of debt and re-financing.

Committee members reviewed the IMPACT 50 listing launched by the Calvert Foundation in 2001. The IMPACT 50 listing evaluates domestic and international investment organizations for financial stability, verifies that they operate in a sizable region of the United States or a country with a significant population, insures that they demonstrate oversight of social and environmental metrics and have at least $10 million in assets under management. This listing provided us with several opportunities which have been authorized by the committee and others are still being evaluated.

Based upon the review of the IMPACT 50, we have recommended funding Root Capital and Iroquois Valley Farms. Root Capital's Women in Agriculture initiative was selected for an investment. Root capital finances and builds the managerial capacity of rural enterprises in Africa and Central and South America. The organization extends credit to the middle market between the micro-credit organizations and the large banking institutions which support international agricultural conglomerates. Root Capital connects businesses and cooperatives with funding, expertise and connections to the international Fair Trade markets in coffee, cocoa, cashews and organic cotton.

Iroquois Valley Farms, another IMPACT 50 organization, has been recommended for a loan and a private equity investment. This organization buys farmland in the United States and leases it to farmers who are developing the land to ready it for organic products—dairy, hay, corn, legumes and specialty grains. The investment supports healthy food production, develops rural communities and rebuilds soil health.

The Cooperative Fund of New England (CFNE) and the Latino Credit Union have paid off their initial loans extended by the committee and have requested new funding. Both organization shave expanded and the committee has offered additional credit to meet their growing needs.

CFNE supports food cooperatives, low income housing investments and workers' cooperatives, providing jobs and enhancing the income of fishermen, small store employees in depressed neighborhoods and farm workers.

The Latino Credit Union was founded in 2000 to serve the unbanked immigrant population of Durham, North Carolina. It has expanded into the major cities of the North Carolina and now provides those immigrant communities with consumer and car loans and home mortgages as well as innovative financial coaching initiatives for its customers.

I want to express my appreciation for the continuing efforts of all committee members and guests who frequently attend our meetings. The search for viable investment opportunities that promote our Unitarian Universalist principles is an ongoing one. Our Social Justice Coordinator, Claire Deroche, has provided a wealth of resources to enhance our loan opportunities and investment initiatives. The Social Justice Committee under the guidance of Lisa Simon is a welcome partner in this search.

The unstinting work of Ivonne Moreira and Andrew Gallienne

assists the committee in monitoring our loan portfolio. Their support has proved invaluable in facilitating the ongoing review of numerous non-traditional borrowers, enabling us to select the best possible fit for our values and our loan requirements.

Finally, the Investment Committee has been very supportive of our efforts to fund organizations that promote our values in the larger society. They have promptly moved to send these initiatives to the Board of Trustees which provides the final review and approval of our proposals.

**Respectfully submitted,**

**Sandra Cadieu, Chair**

## Committee Members:

**Lawrence Bernstein, Veatch Board Representative**

**Richard Guilbert**

**Cheryl Schwab, Investment Committee Chair**

**Lisa Simon, Social Justice Chair**

**Herbert Waldren**

**Colin Woodhouse**

## Non-Voting Resources:

**Adam Barshak, COA:**

**Claire Deroche, Social Justice Coordinator**

**Latifa Woodhouse, BOT Liaison**

**Andrew Gallienne, Staff Liaison**

**Ivonne Moreira, Staff Liaison**

# LIBRARY/BOOKSTORE

Our Committee operates the Book/Gift Store for the Congregation's benefit; any profit we earn goes right back into the Congregation's Program Budget. Our main stock is books: on Unitarian Universalism, the various world religions, history, science, biography and autobiography, issues of social justice and other concerns of primary interest. We also carry books of poetry, song, meditations and we maintain a generous section of books for children and teenagers as well as books of particular interest to parents. In addition to our book stock, we carry beautiful jewelry, chalices, posters, tee shirts, stationery and more, all relevant to the values we cherish.

This is my first year as Chair and I am deeply grateful to Brigitte Mueller, the previous Chair, for her unfailing support and enthusiasm. She generously has taught me the ropes, and even found a professional accountant who trained committee members to properly take inventory. We successfully finished in two and a half days. We all feel grateful for Brigitte's dedication to our Bookstore and our Congregation, and don't know what we would do without her.

Our major problem remains getting volunteers. Fortunately, Ben Bortin has persuaded wonderful people to come to our aid. We are profoundly thankful to Ben for his kindness and generosity, and his dedication to helping the Bookstore stay viable. We are also helped enormously by our kind, incredibly efficient Liaison, Sharyn Esposito, without whom we simply couldn't function.

The Veatch Library, also our concern, needed a good sprucing up. The Green Sanctuary Committee surprised us in Program Council by volunteering to help us in its restoration. We made a very good start in March and April but more time is needed to complete the work. Happily, Patti Paris, an experienced, professional Librarian, has chosen the restoration as her summer project and will help all who are willing to weed out obsolete books and help organize the books into clearly defined categories. We will announce the dates we'll work and we invite you to join us!

Last, but definitely not least, our Bookstore is a lively place, open Sundays after Service from noon to 1 p.m. People stop in to shop, of course, but also to chat and relax, and it proves to be an easy, pleasant way to meet other people. I hope we have the pleasure of your company one of these Sundays, and we look forward to meeting you. Also, if you are looking for a way to help UUCSR, you're welcome to volunteer once or more per month

**Respectfully submitted,**

**Geraldine Thorsten, Chair**

## Members:

**Patricia Houghton-Rones**

**Bob Nuxoll**

**Brigitte Mueller**

**Patti Paris**

**Renee Silver**

# MEMBERSHIP RESOURCE COMMITTEE

### What is the Membership Resource Committee (MRC)?

The Member Resource Committee (MRC) tracks openings on committees and recommends UUCSR members to the Board of Trustees (BOT) to fill those positions. MRC finds potential committee members and chairs for about 15 appointed committees:

- **Administrative Committees:** such as Building & Grounds, Bylaws and Finance
- **Religious Observance Committees:** Music, Religious Education and Worship
- **Service and Support Committees:** such as Publicity & Promotion.

MRC also identifies potential chairs for 11 Program Committees, such as Membership, Social Justice, Denominational Affairs and Adult Programs. Membership on these committees is open to any UUCSR member, but chairs are appointed by the BOT. It is our belief that everyone at UUCSR can and wants to serve in some capacity. For those who want to be part of the more "formal" committee work of the congregation, MRC is committed to helping to fit you into the right spot.

### How did people get chosen to serve on committees?

MRC contacted each committee chair in the fall and asked both chairs in their first one-year term and eligible for a second term and other members who would be interested in serving as chair for the next congregational year. We contacted committee members who were eligible to find out if they wished to serve another term. We used the knowledge of MRC members and contacts, lists of members with particular skills, offers of members to serve and the assistance of Ben Bortin, Membership Volunteer Coordinator. MRC and the BOT try to balance committees with new and long-term members, experienced members and potential new leaders. We presented recommendations to the BOT. Trustees have the final decision-making authority on who chairs committees and who serves on appointed committees. Selecting capable and caring members for our committees is an important responsibility of MRC and Trustees for the smooth running of the congregation.

### How can I be considered to serve on a committee?

In addition to filling out the Member Profile Questionnaire (see Ben Bortin for your copy), tell one of the MRC members of your interest and/or contact us directly at mrc@uucsr.org. We want to hear from you!

### UUCSR's Who's who on Committees

If you want to know what committees there are at UUCSR, what they do and who is currently serving on the committees, check out the Who's Who on Committees section of the Membership Handbook. The Handbook is printed each year and available in the lobby or the office. One of MRC's jobs is to help keep the Handbook up to date. It is also available online in the UUCSR website in the MYUUCSR section.

### Who serves on MRC?

MRC includes the UUCSR President, Term Trustee, and two members of the Program Council: Membership Chair and, this year, Caring Chair.

### How did 2015-2016 go for MRC?

MRC is always occupied with emails, phone calls, bylaws, policies and discussions as we search for UUCSR members who wish to serve on our many committees. We have made a good number of recommendations, which have been approved by the BOT, and continue to have more openings to fill. MRC work is always challenging. It's rewarding to hear a "yes, you may suggest my name," disappointing to be told by someone who would be a "perfect fit" that he or she is "too busy now, try again next year." Again, we are always eager to hear from all of our great UUCSR members!

### Thanks

First, many thanks to all who agree to serve this congregation. Without you, how would UUCSR function? Special thanks to Adam Barshak and Tammy Weil, our staff liaisons, for always being ready to help us in every way with great efficiency. We thank Ben Bortin for his support and congregational knowledge, especially for bringing new members to our attention, and for his work compiling the member bios that we send to the BOT when we make our recommendations. And a very great thank you to the MRC members for their time, efforts and commitment to our task.

**Respectfully submitted,**

## Ruth M. Reeves, Chair

## Members

**Arnold Babel, President**

**Diane Lombardy, Term Trustee**

**Martha Chimienti, Membership Committee Chair**

**Barbara Dilsner, Caring Committee Chair**

**Sandra Frank**

**Lee Geisen**

**Carol McHugh**

# MEMBERSHIP COMMITTEE

## The activities of the Membership Committee are guided by its Charge:

> … to assist the ministers in welcoming new members and visitors, provide for the formal reception of new members and encourage new as well as present members to participate in Congregational activities. The Membership Committee identifies talents and skills through a tracking system and helps to assimilate them into the congregational community.

## During the past year we implemented our Charge in the following ways:

### Fall Orientation

This year Fall Orientation was held on four consecutive Tuesday nights in October. In addition, Reverends Paul Johnson and Natalie Fenimore facilitated a make-up session on Saturday, October 31. Ultimately nineteen new members pledged and signed the book.

A pot luck dinner was held in their honor, as well as for those new members who joined during the previous eight months. I once again thank Richard Bock, Rachel Zambino and Suzanne Viverito for providing us with a most outstanding preview of Cabaret at that Pot Luck!

Lessons learned in scheduling this and past pot luck dinners prompted the Committee to look into the feasibility of replacing dinner with a breakfast event on Sunday mornings before Services.

### New Member Activities

We held our New Member Breakfast on Sunday, December 13, and our New Member Program/Breakfast on Sunday, January, 31, 2016. Thirty-eight new members attended along with eleven Membership Committee members and several Board members! Representatives from six Program Committees gave presentations to explain their role within the Congregation.

All new members were encouraged to participate in the Mentor-Mentee and Small Group Ministry programs to facilitate their assimilation into UUCSR.

### Spring Orientation

To make the orientation process as convenient as possible for all concerned, the ministers and Membership Committee decided to schedule four Sunday sessions, from 1:00 – 2:30 p.m. They were held in April, with a make-up session facilitated by Rev. Johnson on Thursday, April 29. Ten new members joined UUCSR after the Spring Orientation.

### Orientation Feedback

In the coming year we plan to solicit information from the new members, ministers and all others involved to evaluate and improve the whole new member orientation process.

### Hospitality

Each Sunday the Committee arranges for a number of greeters to meet worshippers as they arrive at the front door and to direct newcomers to the front lobby Welcome Desk. Staffed by members of the Membership Committee, it is the newcomer's first experience with our hospitality. They are asked to fill out information cards, which Ben Bortin uses to send a follow-up letter and include them in our Quest and UUCSR newsletter address list. Newcomers are given a temporary name tag that identifies them as being "first timers." They are then invited to receive a complimentary lunch at the UU Café, where we join them at designated tables to get to know each other.

### Beginner's Guide

To welcome newcomers and answer basic questions they may have about the Congregation, Ben is creating a "Beginner's Guide to UUCSR."

### Anniversary Sunday Pins

The Membership Committee designed a series of pins to commemorate one hundred nine congregants who celebrated their fifth through sixtieth anniversaries at UUCSR.

### Upcoming Activities

The Committee looks forward to:

- New Member Breakfast/Program – May 15, 2016
- Retention Breakfast – date to be determined
- BOT Retreat – to review a presentation from its marketing consultant Austin & Williams
- Candlelight Dinner – June 18, 2016 – to acknowledge new members and thank all who made our work possible: greeters, mentor/mentees, Board members and Committee members.

I would like to extend my particular thanks to Ben Bortin, Membership and Volunteer Coordinator, for his inspiration and

leadership over the past year, Elaine Corrao, our most helpful and competent Committee Liaison, as well as our wonderful and hard-working Facilities Staff, without whom we could not function.

**Respectfully submitted,**

**Martha Chimienti, Chair**

## On behalf of the Membership Committee:

## Voting members:

**Hank Arond**

**Ronnie Arond**

**Robin Finnian-Jones**

**Shanti Flot**

**Ed Frank**

**Sandra Frank**

**Rhonda Kessler**

**Herb Klitzner**

**Carol McHugh**

**Claire Paccione**

**Anthony Sarola**

**Latifa Woodhouse**

## Non-voting members:

**Carla Drezner**

**Joe Hohenstein**

**Norma Hohenstein**

# MEMBER EVENTS COMMITTEE

Member Events Committee shall plan and carry out activities to bring together members and friends in fellowship.

### Beginner and Intermediate Bridge

For the last four to five years members and friends have gathered to play bridge and other games in the Ballroom and the Terrace Rooms at the Veatch House. Paul Drezner provides lessons to an appreciative audience once a week. Currently, bridge is held Wednesday and Friday weekly. Occasionally he even joins in the actual play. Coffee, tea, donated snacks and desserts in a lovely setting surrounded by an even lovelier natural setting make the afternoons quite pleasant.

### The New Year's Eve Party

Frank and Maria Doyle provided the vision, creativity, hard work and enthusiasm that brought us the "Rock into 2016 With Our UUCSR Family" New Year's Eve Party. There was a scrumptious, catered buffet dinner by Ivarone Brothers with wonderful wines preceded by an equally marvelous cocktail hour, a resolution wall and a photo wall with hats for people to pose in, a balloon drop at midnight with a champagne toast, cool neon table lights, wonderful dance music by "Spinning into Infinity," and best of all a free fun-filled children and youth program created by Rebecca Muellers and Heather Boriello. This was the first annual Frank and Maria Doyle New Year's Party. We can 't wait next year.

### The Seder

The Annual Seder was held on Saturday, April 23. Using a unique Haggadah which is both traditional and universal in scope, Carol Rothbell and Renee Silver led members and friends in the moving service before the Seder feast. Participants spoke the words of Haggadah, creating iconic images, words penned primarily by Herb Klitzner, which Passover story as well as the stories of many who and sacrifice for freedom from tyranny. The dinner provided by Fireside Caterers was traditional and, as always, plentiful, and delicious. The singing led by Rev. Paul Johnson, Audrey and Tom Murphy and others of congregation, rang triumphantly through the Social Hall. The young people found the Afikoman and received prizes of small sacks of chocolate gold coins. It was a beautiful Seder bringing us all together in worship and friendship. Shalom.

### Lobster Fest

A major summer event is the Mid-Summer's Night Lobster Fest. Last year the event was in the Veatch ballroom and outside on the lawn. Approximately 70 to 80 people attended this August event and most people enjoyed mussels from Jordan Lobster Farm. The alternate selection was eggplant rollatini. Grilled vegetables, salad and corn on the cob were available to all. Ice cream sandwiches, coffee and tea topped this traditional summer dinner. We were entertained by Dexter Wells and many people stayed late into the night to sing along with this fine singer and musician. This year the Lobster Fest will be celebrated Saturday, August 6.

### The Annual Multi-Generational Retreat at Silver Bay, Lake George

Speaking about bringing members and friends together in a most joyful and uplifting way brings us to the last Member Events sponsored event--the annual multi-generational retreat at Silver Bay. The Silver Bay Retreat has been held up by UUCSR members as the epitome of the community they would like to see here. What happens at Silver Bay comes back to UUCSR.

Last year, 222 people attended the Retreat and we are on track for similar numbers this year. The theme "Put a Little Love in Your Heart" was suggested by Barbara Dilsner, a member of the retreat planning team. Actually, we have a first rate group of people with Paul Drezner working as the team coordinator assisted by Carla Drezner. The outstanding members are Martha and Vince Chimienti, May Choi-Steele, Barbara Dilsner, Frank and Maria Doyle, Audrey and Tom Murphy, Claire and Richard Paccione, Debbie and Bobby Perina, Laura Troff, and new member, Rebecca Muellers. Although this is the planning team, there are at least 30 members who volunteer to run workshops, and many more are willing to assist plus staff and ministers. If space permitted, I would include the multiple lists of workshop descriptions as well as descriptions of all the events and activities. It is really quite amazing. We have a Silver Bay Choir led by Steven Michael Smith. The choir sings at the Sunday worship led by our ministers and at the Memorial Day service coordinated by Debbie and Bobby Perina. There are porch chats facilitated by Rev. Paul Johnson and Bob Nuxoll, the little league ball game organized by Joe Iocanno and the big league ball game organized by Jim Smith, the Adult Club night with Bruce Torff and band (Frank and Maria have a wedding this year), karaoke with Debbie, Torff family bingo, silent auction fundraiser coordinated by Barbara Dilsner and Mary Ann Witt, movie night with Arnold and Faye Babel, a camp fire with s'mores and singing led by Karin Lyngstad-Hughes Kenneth Hughes, Audrey Murphy and Debbie Perina, ice cream social and last dance (until next year) with DJ Bobby Perina, a children and youth program run by Silver Bay staff, boating and boat rides on the Silver Mist, archery, tennis, shuffle board, basketball, bridge, mah jong, chess, plentiful and delicious meals with fresh berries everyday as part of the breakfast menu and the amazing Starry Night Talent Show and so much more including rocking gently on the immense wrap-around porch and gazing at beautiful Lake George. The Silver bay experience is truly joyful, it is the perfect

way to build a loving, caring community.

I want to take this opportunity to thank the staff for their support and hard work. Sharyn Esposito, the wind beneath our wings, works tirelessly, above and beyond the call of duty to make these events successful. Without Sharyn where would the rest of us be? Thank you, we truly appreciate all that you do.

Thank you to these wonderful committee members and friends; and thank you also to all the many members who work to make the Member Events programs successful.

**Respectfully Submitted,**

**Carla Drezner, Chair**

## Members

**Martha and Vince Chimienti**

**Paul Drezner**

**Carol McHugh**

**Audrey and Tom Murphy**

**Claire and Richard Paccione**

# MEN'S GROUP

The Men's Group, originally called the Men's Alliance, was set up to provide activities for the men at UUCSR, and possibly, because the existence of the Women's Group suggested something needed to be available for the men. As it turned out, the intended concept of a "just for men" program turned out to be too constraining, and now the Men's Group provides a mainstay of time honored and new events for all members at UUCSR. We continue to be an action-oriented group, and have found multiple outlets for our action quest. This year we have or will have presented several different events.

- **Pizza & Poker** – monthly- UUCSR provides the Pizza and the Chips - put on hold but we are working on getting this fun night going again.

- **Halloween Party** - Live Music - prizes for costumes - this year we had some amazing costumes so it was really hard to pick winners, but we ultimately did and the prizes went to the following: First Prize - Catherine Ripley & Stephen Rucco - Little Red Riding Hood & The Big Bad Wolf, Second Prize - Wally Brown & Jo Rymer - Queen of Hearts & The Mad Hatter, and Third Prize was a tie between two couples - Mary Lardner & Gerry Matusiewicz - Clown & Pirate and Elaine and Jim Peters - Court Jesters.

- **Holiday Sing-a-Long** – Richard Bock at the Piano - a great turn out, fun songs and delicious deserts.

- **Super Bowl Party** - the 25' UUCSR screen puts the game in your lap and great food and beverages too.

- **St. Patrick's Day Party and Sing-Along** - Authentic Irish Meal and Irish songs enjoyed by all.

- **Memorial Day BBQ** - moved our traditional End-of-Year BBQ up this year due to conflicts in schedule and we are getting a great response from those who can't get away for the weekend. The event is dedicated to Craig Jennings our long term chair.

- **Square Dance** - Primo Fiero - Caller

Also, this year I am proud to say we included a well-received program entitled, "Heroes to the End", a presentation and book discussion with our very own UUCSR Men's Group member and author Jim Smith. Many thanks to Ben Bortin for his help in this endeavor. Kudo's to Jim Smith! Thank you!

Men's Group also extends our condolences to the families of former MG members Brian Foley, Craig Jennings, Tony Sarola and to Philip Bellomo, a retired UUCSR staff member who was a friend to the MG and to all UUCSR members who have suffered a loss this year. Memories of you will not be forgotten. Our hearts go out to you all!

MG sends a special thank you to Sharyn Esposito, who is instrumental in keeping us afloat. Her suggestions and ideas are more than helpful. We welcome her insight at every opportunity, and it is a pleasure to work with her. MG cannot say enough good things about Sharyn, thank you! Much thanks to Ben Bortin, who is a MG member and helps to pitch in at every available opportunity, thank you! Many thanks to the UUCSR staff and facilities who are always ready to help and go beyond the call of duty. It is very much appreciated!

MG thanks Jennifer Brower for her insight when special needs and advice is required, thank you! MG wishes well Paul Johnson and Ned Wight as they retire and head on new paths. You will both be missed by MG and we still hope you will continue to attend some of our events as you have both done in the past. Thank you both for your friendship and service! And lastly many thanks to all friends and members of the MG who help to make everything we do seem easy! Thank you!

**Respectfully,**

## Roman Benke, Chair

**Jim Ansel**
**Roman Benke**
**Wolstan Brown**
**George Frooks**
**Richard Fuhrman**
**Joseph Hohenstein**
**Doug Hyer**
**Jerry Jalazo**
**Craig Jennings**
**Jan Klebukowski**
**Herb Klitzner**
**Gerry Matusiewicz**
**Barry Nobel**
**Bob Nuxoll**
**Tony Sarola**
**Allen Schwab**

## Members

## Staff

**Rev. Dr. Paul Johnson**
**Ben Bortin**

# MUSIC COMMITTEE

The Music Committee works with the Music Director, the Ministers, and other committees to provide quality music for worship services, other UUCSR events, and events for the wider New York community. The most visible aspect of our work is support of the UUCSR choir. The choir participated in the majority of worship services this year, offering a wide range of musical forms and styles. The Choir consists mainly of volunteers with a wide range of musical backgrounds and abilities. We also have the services of four outstanding professional singers who primarily serve as section leaders to the choir, and occasionally sing solos as needed in the service. In addition, we have a professional pianist extraordinaire who performs hymns, offertories, preludes, postludes, and accompanies anthems and solo numbers.

On August 2, the orchestra presented its annual summer concert to a full house and to the delight of the many music lovers in attendance.

The Music Committee sponsored various special events this year. Two concerts were held in the fall: the South Shore Brass performed on October 4, and The Three Amigos on October 25. Our annual Messiah Sunday, a Community Sing, was performed on December 20 to a packed house. Thanks go to Katie Schall who arranged for refreshments at receptions following many of these events.

On January 31, we held our second annual Music Among Us concert. This event contained over 15 separate acts, including several led by children of the Congregation. Thanks go to Karin Lyngstadt-Hughes for organizing this wonderful event. In addition, a new musical event, the UUCSR Community Dance was born this year accompanied by own House Band called Any Given Sunday. UUCSR members danced until nearly midnight while participating in the "Taste of Silver Bay" fund-raising event with the Members Events Committee.

The Committee sponsors the Edward Miller Memorial Music Scholarship, which has so far provided grants to over 14 seniors graduating from high schools in Nassau County, with recipients chosen by the Nassau Music Educators Association. Last year, UUCSR joined the Association as an institutional member. Members and friends of UUCSR supported the scholarship at our November 21 Cabaret, which was directed by Richard Bock. This year, the committee was able to offer two scholarships worth $1500 each. On February 21, Cabaret performers took their acts to Hadley House for an encore presentation. Thanks go to Lilyan Strassman for helping to organize this event.

On Sunday, April 17, 2016, our annual Music Sunday event was held. This year, composer Daniel Pinkham was featured, whose works, the Christmas Cantata, the Wedding Cantata, and At Dressing in the Morning were performed.

Two classes open to congregants and the general public were offered by the Music Committee this year: Sight Singing with Lindsay Ohse and Music Theory with Dan Pratt. Dan is also conducting our jazz ensemble, featuring adults and children performing music together during various Sunday services throughout the year. Children and adults had the opportunity to participate with Orff instruments during adult worship. Thanks go to Kenneth Hughes and RE Music Specialist George Weismann for organizing this inter-generational event.

Lastly, this year we added musical instruments in the form of bass and percussion to accompany the hymns sung by the congregation during the Sunday sermon.

We wish to acknowledge the hard work of our Music Director, Stephen Michael Smith, whose leadership has inspired all of us. Also special thanks to our excellent professional pianist Evan Solomon, bass baritone Brace Negron, alto Blythe Gaissert, tenor Andrew McCullough, soprano Lindsay Ohse and music librarian Sylvia Skidmore-Cordero. And thanks to all our choir and orchestra volunteers.

**Respectfully submitted,**

## Audrey Murphy, Music Chair

## Stephen Michael Smith, Music Director

## Committee Members:

**Jerry Fishkin**
**Susan Canca**
**Carol McHugh**
**Betty Nuxoll**
**Robin Finnan-Jones**
**Heidi Warm**
**Rachel Zampino**

## Ex-Officio/Non-Voting Minister:

**Rev. Dr. Paul S. Johnson**

## Ex-Officio/Non-Voting Members:

**Religious Education Chair: Cynthia Winkler**
**Worship Chair: Susan Caravello**

## Non-Voting Resources:

**Music Director: Stephen Michael Smith**

**Staff Liaison: Assistant to the Ministers**

**Board Liaison: Barry Nobel**

# PERSONNEL COMMITTEE

Fiscal Year 2015/2016 was another productive year for the Personnel Committee and as Chair I would like to thank all of the committee members (Maxine Dangler, Marilyn Fischell, Toni Louge, Jetty Purohit) our Board of Trustees liaison, Latifa Woodhouse and our COA Adam Barshak for their support and work in the fiscal year. As its standard, the committee focused its efforts on ensuring the congregation has employment policies and practices that are fair to all staff and in line with legal requirements, staff are provided with quality health benefits while controlling costs for the congregation and recommending a lay staff salary increase amount.

The committee is very proud of the congregation's ability to provide robust healthcare options to staff. Two years ago the committee, at the recommendation of the congregations health benefits broker, Island Group Plans, recommended that staff medical plan switch to a high deductible plan and that such deductible by paid by the congregation through a health reimbursement account. The plan, which significantly lowered premiums has produced substantial savings for the congregation, while not passing on costs to the staff. For FY17, the same type of plan will continue but our insurance carrier will switch from Aetna to Oxford based on rates. Although both carriers presented higher premiums than the congregation paid in FY16, Oxford was significantly lower and the transition will minimize the budget impact on congregation while still maintaining a strong physician/hospital network.

The committee also recommended and the Board approved continuing a two tier dental benefit. The congregation has historically offered 100% employer paid dental benefits but starting in FY16, employees have the option of having a dental plan that is fully paid for by the congregation with slightly reduced benefits or select a higher benefits plan where they fully pay the difference in the premium. Dental care will be transitioned from Guardian to MetLife in FY17 in a continued effort to manage costs while maintain quality coverage.

The congregation continues to offer its employees coverage for life insurance, long term disability and supplemental short term disability through Guardian. It will also continue to offer employees the opportunity to select coverage for vision and accidents. These benefits, which started in FY16 are fully paid for by staff. The committee is pleased to inform the congregation that although health care costs have increased compared to FY16, that through active management, they are approximately ($171K) or (27%) lower than the budgeted cost of $628,449 in FY12, while continuing an extremely high quality of benefit. Further the costs have not been onerously passed to the employees, with the employee contributions decreasing from $103,699 in FY12 to $36,487 in FY17.

The Committee continues to utilize an analytical model, based on the consumer price index, to compute a reasonable cost of living increase and merit opportunity for staff. The committee strongly supports the fair compensation of the congregation's employees and believes that the annual compensation offered is not only in line, but above UUA and marketplace standards.

Finally the committee approved two policies amendments relating to 1) technology reimbursement and 2) vacation policy. The former updates the "mobile device" reimbursement policy with broader guidelines for reimbursement of other technologies while the latter provides for greater flexibility in the use of vacation days.

This congregation year ends my term as Chair and my time on the committee. I have greatly appreciated the opportunity to serve and know the committee will continue to do outstanding work in FY17.

**Respectfully,**

**Moira Murphy, Chair**

# PUBLICITY AND PROMOTIONS COMMITTEE

The 2015-2016 congregational year has been an important year of "behind the scenes" research and analysis spearheaded by the Publicity and Promotions (P & P) Committee. In addition to providing guidance and support for the regular business of the UUCSDR Communications Department, the Committee evaluated responses to a request for marketing and public relations proposals launched during the spring of 2015. The ultimate goal of the initiative is enhanced and effective outreach to raise recognition of UUCSR and Unitarian Universalism on Long Island, thus increasing membership and community awareness.

The Publicity and Promotions Committee considered presentations by the four most appropriate respondents during the summer and fall of 2015, eventually selecting Austin & Williams to evaluate our strengths and weaknesses and propose a suitable action plan. Austin & Williams has conducted an analysis using focus groups, internal and external to the UUSCSR, plus other tools. Together with Adam Barshak, Congregation Operations Administrator, the Committee has actively supported the research project. Results have been received and are being shared with leadership. Until a coordinated plan and strategy for marketing is finalized and approved, the research is providing preliminary guidance for new marketing and advertising placed by our communications associate, Jen Sappell.

The Committee has recommended that Austin & Williams services be retained for specific events and services during the coming fiscal year. Recommendations are currently under consideration. A limited professional public relations initiative will parallel the marketing rollout in the 2017 congregational year.

In addition to work with the consultants described above, significant achievements in the regular business of Publicity and Promotions include:

- Expansion of the Quest to twelve pages, including
  - Additional comprehensive event descriptions
  - Date-listed planner for up to 30 days
  - Color content for website and email distribution
  - In house printing enabling immediate distribution and cost savings
  - New Music, Music, Music column
  - Additional ad content for graphic promotion of featured events
  - Regular Green Sanctuary Eco-tips
- Weekly Happenings eblasts to all database contacts, plus special Holiday and other Happenings
- Ministers' eblasts to members-only for notices of caring, condolence, etc.
- Hundreds of flyers, bookmarks, posters, booklets, invitations, signs, banners, certificates, postcards etc.
- Videos recordings of Worship Services on UUCSR.org and YouTube.
- New online registration forms for non-members, including non-member payment and permission forms
- Use of color in orders of service, watermarks
- Increased printed promotion of principles, purposes, covenant
- Several new note cards for committee purposes
- Trifold brochures for SRI, COM, Membership, Pledge drive, etc.
- Social Media: In addition to specific interest groups such as Young Adults and Soulful Sundown, UUCSR enjoys the following social media presence:
  - Facebook, 638 Likes, Average weekly reach approximately 1,000. Maximum weekly 9,000. Twitter, 342, Instagram, 65 followers. YouTube, new Worship Service archive, few followers. UUCSR.org, average monthly unique visitors, approximately 2,300, average monthly page views, 11,500.
- Continued maintenance and enhancement of the UUCSR website
- Placement of quarter and full page event ads and religious outreach announcements in local and regional Anton, Blank Slate, Queens Chronicle and Newsday newspapers, plus occasional front page marquees.
- First placement of web advertising on local new website
- Fundraiser journal ads
- Radio station spot underwriting on WFUV to spread the word about one of our most successful outreach events: Soulful Sundown.
- New member and board of trustee member Lobby photos
- Event photo albums on UUCSR.org and Google photos

**Respectively submitted,**

## Wolstan Brown, Chair

## Members:

**Vince Chimienti, Board Liaison**

**Richard Bock**

**Cornelia Maxted**

**Judith Rymer**

**Jim Smith**

# RELIGIOUS EDUCATION COMMITTEE

This was a year of exploration of ideas for the Religious Education Committee, with focus on bringing more local social service opportunities to our children and youth. We also looked at becoming more connected to our neighboring Unitarian Universalist congregations.

We are fortunate to have hard working, organized and visionary RE coordinators. Both in their second year at UUCSR, Jeanne Nametz, our Religious Education Coordinator and India Harris, our Youth and Young Adult Program Coordinator, provided new opportunities for outreach. Initiated by India and help coordinated by Jeanne, service trips for the children included a day service trip to the Huntington Interfaith Homeless Initiative (HIHI). This service was provided in conjunction with the Unitarian Universalist Fellowship at Huntington (UUFH). The service trip to HIHI as well as our offering of service to The Interfaith Nutrition Network (INN) exemplifies how harmoniously the RE staff and committee work together. The RE Committee arranged for a representative from the INN to come and speak to our Senior Seminar class in early Fall. Out of that meeting a towel fundraiser was initiated by our youth & RE committee. The fundraiser called for the donation of new and gently used towels for the INN. It was a successful fundraiser with UUCSR congregants generously donating enough towels to fill twelve large garbage bags. It was truly a multigenerational fundraiser. India then coordinated and with Jeanne organized service trips for our children & youth to the INN as well as an intergenerational INN cooking day at UUCSR.

An additional service opportunity was arranged by congregant Lynette Frey, for our Senior Seminar class to partner with the Long Island Coalition for the Homeless. Again our youth worked alongside UUFH youth gardening in the Liberty Village VA gardens in Amityville. This initiative is to provide Veterans with healthy veggie food. The youth have asked to return and a date has been arranged for June. The RE committee will support the continuation of this project. Senior Seminar additionally prepared a meal at the UU café the day of the climate justice fair, using sustainable and locally sourced food. Our younger children shared in the giving to Veterans by creating holiday cards for them at the winter Holiday Decorating Party. The annual party was organized by Carson Jones, our RE Volunteer Coordinator.

Our RE staff and committee enjoy collaborating with other UUCSR committees. Such collaboration included a presentation from the Shinnecock Nation, which was coordinated by the Social Justice Committee and RE. A safe relations multigenerational conference was in the works as a collaborative event between The Women's Group and RE. The event was cancelled due to inclement weather. However, India Harris followed through by bringing guest speakers to our Senior Seminar class, who spoke on campus safety and safe relations. India has brought many interesting guest speakers to the Senior Seminar classroom. Most recently, in May, leaders from global human rights organization (ONE) engaged our youth in conversation and action regarding international humanitarian crises. India consistently provides our youth with information regarding independent opportunities for leadership and UU ministry. She is active with youth on RE retreats and in planning conventions with fellow UU congregations.

In February, Jeanne organized and the RE committee assisted in providing an innovative UU Camps and Conference Fair to the congregation at large. UU camps and conference centers had tables set up in our lobby where they introduced themselves and provided their literature to our congregants. This fair exposed our congregants to the multitude of opportunities offered for UU engagement. Jeanne further initiated: RE Bring A Friend Sunday, a new RE outreach initiative that invites families to discover UUCSR's hospitality.

This year our Assistant to the RE program, Barbara Singer, retired. She had been the assistant to RE for more than two decades. A "bye bye Barbara" celebration consisted of an RE party in the Veatch ballroom honoring Barbara, who was joined by her family. Ned Wight composed an "Owed to Barbara Singer." Congregants who have been RE chairpersons over the years stood together to toast Barbara, offering heartfelt memories. A memory book was compiled by Jessica Vega, consisting of individual pages created by congregants. A remembrance brick is being created for her.

Carson Jones, who comes to us by way of All Souls Church in New York City, became our new RE Program Assistant. He stepped seamlessly into his position at Shelter Rock. He is organized, intuitive, creative and invested in our Religious Education program. He has a strong grasp of our RE operations and makes sure that nothing falls through the cracks. The RE Committee has embraced Carson and we are fortunate to have him as part of our team.

Our year began with the annual Religious Education Volunteer Orientation in September. Our own RE staff and our Minister of Lifespan Religious Education, Natalie Fenimore, led the weekend. The program provided in depth information on the foundations of UU Religious Education, Lifespan Development at UUCSR, Youth & Young Adult Ministry, & presentations from those who engaged in programming at STAR Island last summer. It was an enjoyable and educational weekend.

The RE registration process was revamped with the assistance of RE staff. Online registration increased by 30%. The registration process for classes and trips continues to be optimized.

The committee was busy early on with the RE safety policy. We reviewed over several meetings the documents provided to us. Our final recommendations were forwarded for legal review by the end of 2015. On a lighter note, the RE committee was happy to assemble a basket (with a "water theme") to be raffled off for the purpose of providing assistance towards Silver Bay scholarships. REC additionally initiated having committee liaisons to the RE classes. Along with Carson, we organized a more efficient way of snack distribution to the classes by way of a "snack cart".

The annual Halloween Party was successfully organized by Rebecca Muellers for the second consecutive year. Rebecca reached out to our neighboring congregations through LIAC, who cosponsored the event, with the intention of expanding our UU connections. Although the senior youth conference dates conflicted with the Halloween party, limiting the number of older youth who could attend, the younger youth stepped up. They helped out with the party's execution along with our wonderful adult congregants from UUCSR & the UU Congregation of Central Nassau. The children had a ball.

In January members of our congregation traveled to Lesbos, Greece on a Humanitarian mission to assist the refugees. The RE community was asked to donate beanie baby dolls for the members to take with them and distribute to the refugees. The collection occurred on a single Sunday and hundreds of beanie babies were collected.

Our children and youth are involved in so many productive, joyful and spiritually rich activities. Some of the UUCSR Youth events include:

**Midnight Run** (a multigenerational event led by our youth, occurring twice/year, which provides food & clothing to NY city's homeless)

**Fall Youth Retreat to Frost Valley(grades 7-12)** – accompanied by teachers, India Harris & Rev. Fenimore; -youth lead workshops, worship and spend a weekend bonding with one another.

There are multiple conferences throughout the year (with other UU congregations) and sleepovers (including just our youth) for the junior and senior youth groups. The end of the year Metro NY District Youth Conference was hosted by UUCSR in April. There were 120 youth & 25 adults in attendance.

**-Youth led Sunday service**

**UU-UNO Spring Seminar-** A conference in which UU youth visit the UN, preceded by topic relevant programming and collaboration groups. This year the conference was entitled, "The Colors of Inequality. Costs & Consequences" Our UUCSR youth have been both group leaders and UNO representatives. India oversaw & joined our youth on this trip.

**Coming of Age (COA)** 8th grade youth trip to Boston with their advisors and the Rev. Fenimore.

Our Religious Education classes have annual activities per grade, which include visits to various houses of worship (including Hindu, Muslim & Greek Orthodox), a field trip to the Museum of Natural History, and a field trip to a cemetery, the Side By Side Program, the yearly Chinese Dragon Parade.

The children in first grade have an annual nativity play and build cardboard houses, because everyone "should" have a home. With their houses on exhibit, they call for charitable donations for the homeless. This is the first opportunity UU children have to work to earn money for a charity. But for the 1st graders, their work is also their play. The maturation of social service in our children begins in the sixth grade with a secret service project. The sixth graders vote amongst themselves which charity or charities they'd like to fund and then have fundraising events throughout the year in order to fund their charity. At the end of the year the big reveal as to which charity they are funding is explained to the congregation during service.

While the RE program participants attend intergenerational service each month in the Worship Room, the children also have their own Sunday worship in the Children's Chapel. These worships take place at different times throughout the year. George Weisman, our Religious Education Music Specialist, provides the music. He is very committed to developing the children's individual and collective musical gifts. George leads our Children's Choir, which performs at intergenerational and holiday services.

As this year winds down we on REC are busy planning and gearing up for our annual Bridging Picnic. This event is a highlight of the congregational year.

On a final note, while I have provided an outline of the events and activities that our RE staff are engaged in, it would take many more pages to list all of the things they actually do. They are integral to our RE committee.

In closing, I would like to say that being involved in the Religious Education Committee at UUCSR is a tremendously fulfilling experience. It is a gift to know our children and youth. They are

human beings who are engaged, intelligent, active and want to do positive things in this world.

Our Minister of Lifespan Education, Rev. Natalie Fenimore, has been a beacon to our committee. As a committee we have explored many topics and issues. When the road forks or the wall is high and we question the path, our Minister never fails to provide us with words of insight and encouragement. She has shown us ways to forge new paths and scale walls. She has essentially abolished the code words for things: i.e. "cons", "lock ins" and abbreviations- even avoiding the term "REC" for the Religious Education Committee. She revealed to us the exclusionary connotations of what those terms and abbreviations communicate to an outsider or new member. She is always gentle with feelings and kind with words, and yet sharp with intellect. She is an active leader and the pulse of RE. We are a better committee because of her.

**Respectfully submitted,**

**Cynthia Hope Winkler, Chair,**
**Religious Education Committee**

## Members:

**Marisa Albanese, Faye Babel, Karin Belfiore, Mindy Burton, Heather Borriello, Kenn Doza, Beth Fedirko, Karin Lyngstad-Hughes, Susanna Seto, Judith Wylie-Rosett, Jessica Vega, Sam Winkler (Youth Liaison), Diane Lombardy (BOT Liasion)**

## Religious Education Professional Staff:

**Reverend Natalie Fenimore: Minister of Lifespan Religious Education**

**Jeanne Nametz: Religious Education Coordinator**

**India Harris: Youth & Young Adult Program Coordinator**

**Carson Jones: Religious Education Administrative Assistant**

**George Weisman: Religious Education Music Specialist**

**Leslie Arluck: Child Care Supervisor**

**Childcare Staff: Ariel Solomon, Charmine Prince, Dana Hernandez, Barbara Croen,**

## RE Volunteer Teachers:

**Kindergarten: A Discovering year:** Rosemary Lopez, Karen Martinez, Richard Maxted, Melissa Pappas

**Grade 1: Haunting House:** Rebecca Muellers, Cathy Shannon, Paul Winkler

**Grade 2: Free To Believe:** Karen Buschfrers, Dee Dee Olsen, Christina Richer, Heather Borriello

**Grade 3: Feasts & Festivals:** Lisa Brody, Robert Gayle, Jean Lucarelli, Mary Ralph

**Grade 4: Toolbox of Faith:** Leyla Hoell, Robert Hoell, Kenneth Hughes, Marion Rosenbaum

**Grade 5: Bibleodeon:** Claudia Barbey, Mary Haggerty, Jerry Jalazo, Diane Lombardy

**Grade 6: The Questing Year:** Beth Fedirko, Gray Hirschfield, Marc Miner

**Grade 7: UU Spirit Lab:** Scott Barbey, Toni Logue, Ruth O'Shea, Ralph Vega

**Grade 8: Coming of Age:** Paul Drezner, Basia Kerr, Debbie Perina, Frank Teltsch

**Grade 9: Our Whole Lives:** Stephen Foster, Brian Muellers, Rosara Torrisi

**Grades 10-12: Senior Seminar:** Carly Arrowood, Bill Carmody, Marcelo Da Silva, Ellen Foster, Monica Schlichting

**Side By Side Program:** Jaclyn & Roberta Bohan

**Volunteer Coordinator:** Barbara Dilsner

**RE Consultants:** Arts & Crafts: Faye Babel, Photographer: Jessica Vega, Lay Minister: Melinda Nasti

# SHELTER ROCK FORUM

The preamble of the Shelter Rock Forum's covenant states: "The major purpose of the Shelter Rock Forum is to provide programs that are relevant, timely and of interest to our congregation. We do this by providing a place where people having different, and in some cases controversial and/or unpopular views may express their beliefs. In order to achieve this we must show each speaker the respect that we would want to be shown and that we show each other."We have attempted to do this in a manner consistent with the principles of Unitarian Universalism especially:

**"Justice, equity and compassion in human relations;"**

**"A free and responsible search for truth and meaning;"**

**"The right of conscience and the use of the democratic process within our congregations and in society at large;"**

**"The goal of world community with peace, liberty, and justice for all."**

## Therefore, this year our programs have included:

- **October 14:** Phyllis Bennis (A Fellow of the Institute for Policy Studies in Washington and of the Transnational Institute in Amsterdam) speaking on **"Understanding ISIS and the New Global War on Terror".**

- **November 24:** A Panel discussion led by Mike D'Innocenzo (Professor Emeritus Hofstra University), and featuring remarks by Patrick Young (Director, Carecen, Central American Refugee Center), Sylvia P. Finkelstein (Director of the Immigrant Fraud Bureau of the Nassau County D.A.'s office) & Fatimah Mozawalla (an undergrad student at Hofstra widely travelled in the Middle East and South Asia) all discussing **"The New Exodus: Muslim Refugees From Syria Flee Tyranny and Religious Extremism".**

- **January 26:** Scott Shane (NY Times correspondent and author) spoke and presented a slide and audio-visual program on his recent book, **"Objective Troy: a Terrorist, a President and the Rise of the Drone"**

- Upcoming, on **May 10** we will host a free showing of the film, **"They Call Me Malala",** followed by a panel of high school students who will give their personal reactions to the film after having studied both the book and the motion picture.

All programs include Q & A from the audience and each is followed by reception with fruit and cookies where direct informal talk with the presenters and, if applicable, book sales and autographs are possible.

All four of these programs involved our Social Justice Committee in planning and publicity.

We have already begun planning two programs for next year. Anyone wishing to suggest specific programs are welcome at any of our monthly committee meetings. We do not shy from controversy but potential programs must be consistent with the above stated U.U. principles.

**Respectfully submitted,**

## Bob Nuxoll, Chair

## Members

**Wally Brown**

**Joan Mines**

**John Tilton**

**Roz Weit**

**Vic Weit**

**Latifa Woodhouse**

# SMALL GROUP MINISTRY

Small Group Ministry is a gathering of no more than 12 people who meet at the same time each month to discuss topics that are not often discussed—matters of faith and family. This ministry allows participants the opportunity to explore their personal beliefs, to get to know each other at a deeper level, and to share spiritual journeys.

It is simple and it is profound—Small Group Ministry gives members an opportunity to explore the reason we come to UUCSR and the reason we keep coming back. Meetings are often surprising, sometimes touching and never boring. Each group has two trained facilitators to keep the discussion on track and monitor the needs of the members.

Reverend Jennifer Brower helps train the facilitators and meets with them during the year to make sure each group is going well. The topics are chosen by the group with the input of Reverend Brower. We choose topics that will help us deepen our spiritual lives as well as help us find our ways as UUs in the 21st century.

We started with six groups this year. Eventually we folded two of the groups together to have a more robust meeting. Other groups are filled to overflowing! Sundays are very popular. Over fifty members of UUCSR have joined Small Group this year.

We look forward to our annual dinner in June when all members can get together and talk and party—what UU doesn't enjoy that combination. It's also a chance to acknowledge the facilitators without whom the program couldn't continue.

Newcomers are always welcome (each group includes an "empty chair"). If you are interested in knowing more, contact any Small Group Facilitator or the minister's assistant in the congregation's office.

I want to thank my colleagues listed below whom I have gotten to know and am glad to add to my circle of friends. Jennifer Brower continues to inspire us with her energy, knowledge, and good humor. I want to especially thank our staff liaison, Lea Titza who manages to provide Small Group Ministry with the help we need, and to keep rescheduling Sundays!

**Respectfully submitted,**

**Betty Gold, Chair**

## Small Group Ministry Facilitators

**Cello da Silva**

**Sandra Frank**

**Alan Gold**

**Betty Gold**

**Kate Goss**

**Carla Drezner**

**Jean Judd**

**Rhonda Kessler**

**Patti Paris**

**Rebecca Smith**

**Herb Waldren**

**Diana Wolfson**

# SOCIAL JUSTICE COMMITTEE

## Covenant:

The activities of the Social Justice Committee for the 2015-2016 years have been a communal and personal response to our Covenant:

"We are committed to the UU goal of a world community with peace, liberty and justice for all. Our activities are intended to bring justice, equity, and compassion to human relations in recognition of the inherent worth and dignity of all people. May our acceptance of each other and our respect for the interdependent web of existence foster our spiritual growth."

The Social Justice Committee focused on the following areas: Education, Advocacy and Social Action. Listed below are the Highlights of our Committee's Activities for 2015-2016:

## Education:

- **Environmental Justice:** screening of the film: **This Changes Everything** followed by panel discussion and Q&A. "In this movie, Klein and Lewis paint a picture of a post-fossil-fueled, post-capitalist future that seems not only within reach, but like a place where we actually want to live." YES Magazine.

- **Black Lives Matter** - Rev. Thandeka's Special Workshop: "Still Learning To Be White?" and as a guest minister in the UUCSR pulpit the Rev. Dr. Thandeka presented the concept of "Courageous Ministry."

- The Common Read this year is, **Just Mercy** by Bryan Stevenson. This book is the powerful true story about the potential for mercy to redeem us, and a clarion call to fix our broken system of justice which unfairly incarcerates black people at a high rate.

- **Cultural Center of the Shinnecock Nation Program and Gallery Exhibition -** An inter-generational program with Religious Education Parents/Students. This program included exhibits of paintings, photography, pottery, beadwork, and wampum as well as traditional Shinnecock dancing by the youth of the nation.

**Climate Justice Fair -** We kicked off 30 Days of Action for Climate Justice on Sunday, March 20 with a Climate Justice Fair in the Social Hall. After worship, Congregants were invited to a locally sourced, sustainable lunch prepared by the youth of Senior Seminar. The fair was held in the Social Hall.

## Advocacy:

- **Advocacy Day for HALT Solitary Confinement Legislation (Albany, NY) -** UUCSR is part of the New York Interfaith Campaign Against Torture. This is a network of religious leaders, clergy and lay, organized to end the use of torture in our state. This is being done legislatively. (Also see "Together 23" under Social Action below.)

- **Gun Safety: Anniversary of Sandy Hook Massacre -** Sandy Hook Promise: Families of those killed at Sandy Hook Elementary School organized Sandy Hook Promise to "Prevent gun-related deaths due to crime, suicide, and accidental discharge so that no other parent experiences the senseless, horrific loss of their child." We provided a table in the Social Hall regarding this event.

- **New Yorkers Against Gun Violence (NYAGV) -** We are supporting this organization by partnering in a letter writing campaign. This is a NY State legislative campaign to make a law for strong penalties if people have unsafe storage of guns in their homes.

## Social Action:

- **Trip To Haiti -** With their homes no longer habitable due to the 2010 earthquake, many Haitians fled the city for the rural areas. One such destination was the head-quarters of the Papye Peasant Movement (MPP). Immediately after the earthquake, MPP received 800 people displaced by the natural disaster. For several months MPP, with the help of partners like the UUSC provided shelter, food, and clothing for these internally displaced persons. In March, 2016, 10 members of our congregation, including two of our ministers, went to Haiti. There they met with MPP representatives and visited the Eco Villages that are part of the project that UUSC and UUCSR support.

**Together 23 -** Together 23 End Solitary Confinement is a nationwide campaign of actions to call attention to the torture of solitary confinement. "Breaking Down The Box," is a supporting film that is carried to other Congregations, Churches, and Synagogues to encourage others to participate in this nationwide campaign. Nine members of the Social Justice Committee have taken the training and have arranged screenings at other locations.

**Holiday Meals Donation Drive for North Shore -** Interfaith Nutrition Network (INN)and the Aids Center Queens.

**United Veterans Beacon House (UVBH).** Clothing dona-

tions, cooking/meal delivery, grocery collections, organic gardening partnership.

**Mental Health Sub-Committee:**

- Film Screening of **Cracking Up**, in partnership with NAMI, at Cinema Arts Center in Huntington. This movie was a documentary regarding the work of David Granier who is a comic who suffers from depression. He gathered others with mental illnesses, taught them how to turn their issues into comedy and took them on tour. The film is a documentary of this process. The film was followed by stand up comedy by David that led to a Q&A session.

- **Crisis Intervention Training (CIT)** previously received a large grant and this year we provided the lunch each day for their four day training program.

- **National Alliance of Mental Illness (NAMI) Walk 2016** - Takes place in May at Jones Beach. Our team, called the Shelter Rockers, always participates.

- Film Screening, **Call Me Crazy:** The issue of mental illness is spotlighted through five short films named after each title character: Lucy, Eddie, Allison, Grace, and Maggie. Powerful relationships that are built on hope and triumph raise a new understanding of what happens when a loved one struggles with mental illness. Discussion will follow the movie.

**Acknowledgments:**

A special acknowledgment to Claire Deroche, Social Justice Coordinator, for her dedication to congregational and community involvement including local, state and national issues related to the Social Justice Committee agenda. This dedication is demonstrated by, but not limited to, regular attendance and participation at meetings and conference calls for organizations such as LI Council of Churches, Jobs With Justice, Interfaith Center for Corporate Responsibility, HALT (Human Alternatives for Long Term Solitary Confinement and CAIC (Campaign for Alternatives to Isolated Confinement).

On Saturday, April 9, the Social Justice Committee and many members of the UUCSR Congregation honored Claire when she received the Pax Christi 2016 Peacemaker of the Year Award. Claire also received the Woman of Distinction award from the Center for the Women of New York on April 16. Both events were well attended, one having 90 congregants present. Congratulations, Claire!

A very sincere and grateful thank you to Sharyn Esposito, our staff liaison, for her good will, patience and humor while completing the many administrative responsibilities for our Committee.

Thank you to the Social Justice Committee Members who continue to demonstrate a strong interest in the many social justice activities as each member continues to personally live out the UU Principles/Values through education, advocacy and action.

**Respectfully Submitted**

## Lisa Marie Simon, Social Justice Chair

## Members

**Hank Arond**
**Ronnie Arond**
**Maria Ceraulo**
**Aileen Cox**
**Maxine Dangler**
**Barbara Dilsner**
**Chuck Feinmore**
**Anita Feldman**
**Robin Finnan-Jones**
**Judy Fishkin**
**Carole (Shanti) Flot**
**Sandra Frank**
**Diane Haney**
**John Haney**
**Paul Johnson**
**Jean Judd**
**Paul Kopelow**
**Tinna Kopelow**
**Mary Lardner**
**Brenda Martin**
**Patti Paris**
**Dotty Prunhuber**
**John Ryan**
**John Sarapata**
**Jeff Shift**
**Teddy Sklover**
**Sylvia Specht**
**Patricia Spencer**
**Betty Tilton**
**John Tilton**
**Catherine Torrillo**

## Social Justice Working Groups:

**INN Cooking: Estelle Henrich, Verna Livingston**

**UU UNO: Dorothy Prunhuber**

**UUSC: Latifa Woodhouse**

## Non-Voting Resources

**Social Justice Coordinator: Claire Deroche**

**Member and Volunteer Coordinator: Ben Bortin**

**Staff Liaison: Sharyn Esposito**

**Board Liaison: John Ryan**

# STEWARDSHIP COMMITTEE

The Stewardship Committee is an advisory committee to the Board of Trustees. Among its duties are the recommendation of the following fiscal year`s Spending Limit for approval by the Board and then the Congregation. It is also charged with giving an opinion to the Board of Trustees about any other large spending outside of the regular budget process and other tasks as determined by the Board of Trustees.

The coming year's recommendation was $ 18,404,000; which was subsequently amended to $ 18,873,302 at the February 2016 Congregational meeting. Due to the timing of events, the entire Stewardship Committee did not have the opportunity to convene to discuss this change which was suggested on the morning of the meeting based upon computational matters. However, since the Stewardship model self-corrects each year, this change can & will be computed into next years data & will not have a major computational effect upon our long-term goals.

The Stewardship Committee presents a model projecting the current year`s recommendation out for a number of years. We have determined, at present, that our year of sustainability be fiscal 2024/2025. This means that at that time, although there will be some projected years of income from Royalties beyond that time, we are treating those receipts as deminimus, and wish to rely solely on withdrawals from our portfolio for funding all of our expenses, with the exception of Program Budget expenses which are supported by Member pledges and contributions. Stewardship uses independent data to make its computations: from the Investment Committee for interest/dividend income as well as projected appreciation (growth) of our Endowment fund; and royalty projections from our experts in Germany.

Stewardship will be discussing, next year, what may be an appropriate percent of our portfolio that can be safely withdrawn to sustain our present spending without jeopardizing our long term goal of sustainability in perpetuity, and the principle that we wish our endowment to grow by at least the rate of inflation, over time. This recommended percentage may change as economic conditions warrant, as we cannot predict the future with regard to the issues that effect inflation and/or investment rates. The Stewardship model in effect has only one calculated number; the Spending Limit amount that is recommended for the upcoming fiscal year. All of the projections and data going beyond that year are based upon data that is subject to change from year to year, and the model is designed to adjust for those changes.

It should be noted that at present, we do spend outside of the "Spending Limit"; namely for the Large Grants Program and for Capital Expenses (CAPEX). This results in spending approximately $22 to 23 million dollars per year, at present, which is higher than the previously indicating "Spending Limit" of $18,873,302. Stewardship has been discussing how to incorporate that spending and/or any other spending outside of the Spending Limit into our long-term projections since although those additional spends are voted on by the Congregation, it is not always clear what impact they may have on our long-term goals of sustainability and in perpetuity.

I wish to thank the members of the Stewardship Committee for their hard work in dealing with these matters and the Finance staff, particularly, Adam Barshak & Ivonne Moreira who consistently helped with regards to computations, discussion and ideas relative to the work of the committee.

**Respectfully submitted for the Committee,**

## Paul Drezner, Treasurer

## Committee Members:

**Arnold Babel**

**Douglas Baldwin**

**Claudia Barbey**

**Michael Brenner**

**Jim Iversen**

**Bill Kahn**

**Mary Lou Nolan Kluger**

**Jay Lasbat**

**Cheryl Schwab**

## Staff Liaison

**Ivonne Moreira**

# WOMEN'S GROUP

**When gender bias is removed from the equation everyone prospers.**

What fun!!!! The word is REWARDING!!! As I end the second term of my Presidency of Women's Group, I feel privileged to have had this opportunity for growth and service. As I review the '15-'16 season I'm getting to relive my wonderful memories,

I could not have done it without the unconditional support of the outstanding women who are on the Board, all listed below this article with their title. As well as, the caring of the men and women who join Women's Group. Thank you all.

We couldn't accomplish all we do without our wonderful Sharyn Esposito, office liaison to Women's Group. I would be remiss without singing her praises. She helps make all that is asked of her look easy. She anticipates what will be needed and works tirelessly, always graciously, to fulfill every one of our requests.

Shelter Rock's Women's Group works to help right the embedded social attitudes that diminish gender equity. At a time across the country where Women's Groups are fewer in number in the UU world, we are fortunate to have a focused group of committed women and men living our UU values by making these issues everyone's concern. We also endeavor to be much more than an advocacy group. Our aim is to create programs to strengthen our community and have fun together by encouraging friendships.

The season starts with the Annual Planning retreat where the Women's Group Board members get together to review the input from the general membership and share ideas to choose topics that reflect our mission for programs for our UUCSR community. Each event is chaired by one or more Women's Group Board Member. Though many event topics focus on women's issues they are not "women's" events and men are invited to attend as well.

Maria Ceraulo, women's issues chair, devotes much time throughout the year to write articles to educate and advocate for current relevant subjects that appear bi-weekly in the **Quest** and the Sunday, **Order of Service.** Other members offer suggestions about issues that need immediate action.

For me, the highlight was the **Worship Service** held annually during Women's History month in March of each year. This year titled **"Compassion, Connection, Courage"** started with a topic of particular concern to us. Given invaluable guidance by the Rev. Jennifer Brower, we experienced the creation of a Worship Service from an idea. Jennifer met many times with a committee consisting of Maria Ceraulo, Sandra Frank, Regla Winter Flower Gibson, Diane Mansell, Jo Rymer, Betty Tilton to craft the service with the able assistance of Stephen Ruocco introducing the HE FOR SHE UN program, Jim Smith and Paul Carbone who spoke out in opposition to violence against women. As always, Stephen Smith, UUCSR Music Director, provided excellent musical accompaniment. The proceeds from the offering were donated to **New Ground** an organization that helps homeless families and veterans right here in Nassau County.

Another highlight was an event **From Injustice to Equality** that I chaired partnering with the American Association of University Women Manhasset Chapter.(AAUW) to commemorate Equal Pay Day for Women. We were rewarded with 80 people attending to hear U. S. Congressional Representatives Steve Israel and Kathleen Rice. Attendees included our ministers Rev. Paul Johnson and Rev. Natalie Fenimore, Rev. Ben Bortin, Membership Coordinator and Board of Trustee members Ed Frank and John Ryan. The excitement generated by working with Congresswoman Rice's office far outweighed the amount of time I devoted to the event. We were photographed and videoed and appeared on Channel 12 and Channel 1, The local newspapers carried articles of the occasion. It is gratifying to me that UUCSR can host events like these.

We hold five main events annually all executed by the women who plan the menu, order the food, set the tables, create centerpieces, etc,

**MEMBERSHIP BREAKFAST** that precedes the Worship Service. A multiple day endeavor by a committee of ten who shop, cook and serve food that includes the now famous "Maria's French Toast." This year Maria Cuadro Executive Director of COPAY was our guest speaker.

**BENEFIT GALA** – this year titled **"Motown and More"** chaired by Vice President Diane Mansell. An enjoyable evening celebrating the 60's with a live music group and dancing. The room was creatively decorated by Renee Silver and Kariann McVetty with Diane helped by Pat Rudnick and Susan Caravelo. Proceeds were donated to New Ground.

**FALL MEMBERSHIP DINNER** – we were treated to a performance of **Laugh and Cry with Nora Ephron then Laugh Again!** – a special tribute to Nora Ephron written and pre-

sented by Shirley Romaine.

**MOTHER'S DAY LUNCHEO**N "to honor the nurturer in all of us." This year's menu was created and ordered by Maria Caraulo. It is well attended by UUCSR members and their relatives; this year over ninety people.

**LUNCHEON MEETING** with elections of new officers, still to come, will take place in the Veatch Ballroom on Sunday, June 12. I hope to see you there.

The money raised at the annual **Holiday Sale** of recycled odds and ends and baked goods, chaired by Vicki Spielman, was donated as usual to the **Hempstead Boys and Girls Club.** Thanks to all who contributed items. Thank you to all the volunteers who gave many hours of their time to make it happen. So many of you helped out, that regretfully, I cannot list each individually because of space limitations. Special thanks to our dedicated member John Tilton who always offers a helping hand with our events.

The **Thank Goddess It's Friday,** TGIF, evenings are well attended. The season started with "Can We Talk?" co-chaired by Jo Rymer and Maxine Dengler. Just in time for the December holiday pressure we offered **"Don't Fret and De Stress"** a program created by our members, Lilyan Strassman with techniques for stress free living; Regla Winter Flower Gibson-Meditation; Phyllis Demarinis-Breath for Life; Diane Mansell-Reiki.

In March we made "safe sex" kits for **Planned Parenthood of Nassau County** after viewing and discussing an award winning documentary film THE PROVIDER. A screening of **"What I Want my Words to do for You"** and discussion led by Renee was presented in April. An inspiring film showing Eve Ensler's writing workshop for the women at Bedford Hills Correctional Facility in which they were encouraged to speak about their crime and their feelings that were then presented to the entire prison population by the three professional actors. It ended with **"A Personal Balance Between Eastern & Western Medicine"** a program presented by Tracey Pulga a certified Health and Wellness Coach. Tracie shared with us her formula for wellness based on her own experiences in dealing with various chronic illness.

**Women's Group Book Series,** held monthly, offering an opportunity to gather and discuss various books was skillfully co-chaired by Jo Rymer and Maryann Zappullo. The presenters through careful preparation, on the book of their choice, all created interesting evenings for us and those who attended enjoyed lively discussions.

**Women's Talk Daytime Series,** co-chaired by Lois Wolfson. and Kariann McVetty, is comprised of over a dozen members, although attendance may vary from six to sixteen. The group meets twice a month on the first and third Wednesdays to discuss current events and selected topics sharing knowledge and personal histories. It is structured so everyone has a turn speaking. Particularly enjoyable is that, as Unitarians, we share similar social and political views and feel free to express opinions and study causes that may not always be more widely popular. Many of these talks are lively and stimulating. All this takes place after we eat our bagged lunches, munch on cookies, sip a beverage and socialize. Special thanks of emeritus chair Doris Miller for her years of shepherding the group

**Goddesses-on-the-Go,** a program of off premises activities, was chaired this year with enthusiasm and imagination by Palma Torrisi assisted by Patti Paris who planned the entire season of events. They began the year with an outing to the Jewish Heritage Museum in lower Manhattan to visit an exhibit dedicated to Shelter Rock's Marguerite Pohek for her work with European refugees during and after World War II. There was a trip to the New York Botanical Garden in the Bronx to view the works of Mexican artist Frida Kahlo and a representation of her garden. The much looked forward to annual favorite--the Long Island Baroque Ensemble's holiday concert—was in Oyster Bay. After the medieval and renaissance music, Goddesses transported its holiday good cheer to dinner at Wild Honey restaurant. The Alba Consort's performance of "Over the Pyrenees: Dances and Romances of Early Spain and France" had the Goddesses back in Oyster Bay. The show offered singing, dancing and music on period instruments. Dinner afterward was once again at Wild Honey.

In September and April we offered a **"Day of Encouragement Retreat"** Women Encouraging & Inspiring Women in collaboration with Women in Need of Growing Spiritually Strong - WINGSS organized by Cynthia Sucich. All who attended experienced a day of enrichment.

We at Shelter Rock are truly fortunate to have office support staff. Thanks, to our Marketing and Communications Associate, Jen Sappell, who with the department's graphic artist staff creatively design all the flyers for each event … and, the dedicated facility staff; always helpful with setting up for each event.

To each Women's Group Board Member who gave their time to come to meetings and work various events, as well as all of our members who helped make this another successful year -- I say thank you with gratitude. Working together makes me feel like being part of a ministry of caring.

I will end as I began my tenure, I cannot say EQUALITY is ours. In

this country spouting "Liberty and Justice for All" women who comprise 51 percent of the population are still struggling for equity. We of Women's Group will keep these issues in the forefront of our consciousness until we reach our goal.

**Respectfully submitted,**

**Sandra H. Frank, President (2015-2016)**

**Women's Group Board**

**Sandra H. Frank, President**

**Diane Mansell - Vice President**

**Susan Caravello - Secretary**

**Maxine Dangler - Treasurer**

**Jo Rymer - Book Series Co-chair**

**Maryann Zappulla - Book Series Co-chair**

**Barbara Dilsner - Fund Raising Chair**

**Patti Paris - Goddesses-on-the-Go Co-chair**

**Palma Torrisi - Goddesses-on-the-Go Co-chair**

**Pat Rudnik – Hospitality Chair**

**Lee Geisen - Membership Chair**

**Judith Wylie-Rosett - Nominating Chair**

**Jo Rymer - Program Chair**

**Betty Tilton - Publicity Chair**

**Maria Ceraulo - Women's Issues**

**Kariann McVetty - Women Talk-Daytime, Co-chair**

**Lois Wolfson - Women Talk-Daytime, Co-chair**

**Doris Miller - Women Talk-Daytime, Co-chair Emeritus**

**Regla Winter Flower Gibson, Ann Jawin, Vicki Spielman – Honorary Members**

# WORSHIP COMMITTEE

The responsibility of your Worship Committee is to assist in making sure that Worship services run smoothly by ensuring that the tapered candles are stocked for the Candle Box, lighting the central candle and the votive candle to light the Chalice Candle, providing fresh water and copies of the Orders of Service for the ministers, as well as making sure the hearing devices batteries are working and the pews are orderly. We make sure there are adequate copies of the Orders of Service for distribution to the Congregation and assist them in seating. We attempt to rally the congregation to be in the Worship Room by 11:00 a.m., keeping the noise level low outside the Worship Room, providing an orderly plan for the collection of the weekly offering, tallying the number of congregants present at services and counting and recording the weekly offerings. Our ministers are very supportive and make sure that everything is in place.

We are fortunate to have Paula and Katie Schall to reliably and skilfully decorate the Chancel each Sunday. Pat Rudnick and I arrive early each Sunday morning to help set up and are attentive throughout the service to secure the behind the scenes operation. Ronnie Arond, Carol McHugh, Vic and Roslyn Weit, Margaret Logan and Sandra Frank helps with the weekly collection.

During the monthly meetings of our committee, we search for ways to achieve a sense of transcendence during services. Rev. Paul Johnson is our Minister liaison and attends each of our meetings and is an active participant in exploring ways to further enhance the Sunday worship experience for all of our congregants.

We are currently in the process of scheduling relief ministers for the summer worship services to cover the Sundays our called ministers will not be in the pulpit. As part of the responsibility of the Worship Committee, we contact these relief ministers and make sure they receive prior knowledge of the order of services used by our congregation, to contact Stephen Smith to coordinate the music with the sermon, and information about location and back-up (such as picking up ministers arriving by Long Island Railroad), greeting the relief ministers and showing them around our building and where to rest and robe before services. If a called minister is not available for assisting during these summer services, the Worship Committee Chair introduces the visiting minister and assists with the service.

Rev. Jennifer Brower, our Pastoral Care Minister, gives the congregation the gift of leading our Soulful Sunday services on the second Friday of every month during our regular season. This service is preceded by a light supper and there is a post service with a "coffee house" following. Pat and Gerry Rudnick assist at this service with collecting and counting the offering. This Soulful Sunday service has grown with more and more congregants participating.

We hope for an even stronger connection between our congregants and worship to make their worship experience truly transcendent.

**Respectfully submitted,**

**Susan Caravello, Chair**

## Members:

**Ronnie Arond**

**Susan Caravello**

**Ann Christensen**

**Sandra Frank**

**Margaret Logan**

**Pat Rudnick**

**Roslyn Weit**

# WORSHIP SERVICES

**Sunday, July 5, 2015**

*"Slavery or Adoption: Which Spirit Will We Choose?"*
The Rev. Dr. Karyn Carlo

**Sunday, July 12, 2015**

*"Soulful Sunday Morning"*
The Rev. Jennifer L. Brower

**Sunday, July 19, 2015**

*"Let's Dance"*
The Rev. Jeffrey Gamblee

**Sunday, July 26, 2015**

*"A Quick Guide to Packing for Re-enchantment"*
Valerie Freseman

**Sunday, August 2, 2015**

*"A Dialogue with Ralph Waldo Emerson"*
The Rev. Dr. Paul S. Johnson

**Sunday, August 9, 2015**

*"I Tried Not Trying"*
The Rev. Ken Reeves

**Sunday, August 16, 2015**

*"The Manjiro Story"*
The Rev. Natalie M. Fenimore

**Sunday, August 23, 2015**

*"Spiritual Strength for Bold Living"*
Patricia Infante

**Sunday, August 30, 2015**

*Visiting Minister*
The Rev. Chris J. Antal

**Sunday, September 6, 2015**

*"Do You Feel Guilty When You Say No?"*
Rabbi Moshe Kwalbrun

**Sunday, September 13, 2015**

*"Covenantal Relationships in a Transactional World"*
Andrea Lerner

**Sunday, September 20, 2015**

*Homecoming Sunday*
The Ministry Team

**Sunday, September 27, 2015**

*Blessing of the Animals: "All Creatures Great and Small"*
*"International Day of Peace Ceremony"*
The Ministry Team

**Sunday, October 4, 2015**

*"The World Created Anew"*
The Rev. Dr. Paul S. Johnson and Oscar Sinclair, Ministerial Intern

**Friday, October 9, 2015**

*"Soulful Sundown" with Miles to Dayton*
The Rev. Jennifer L. Brower

**Sunday, October 11, 2015**

*"Pope Francis and the Struggle for the Soul of Religion"*
The Rev. Dr. Paul S. Johnson

**Sunday, October 18, 2015**

*"Generally Assembled"*
The Rev. Dr. Paul S. Johnson with Delegates to the 2015 Portland, Oregon General Assembly

**Sunday, October 25, 2015**

*"El Dia de Los Muertos"*
The Rev. Jennifer L. Brower

**Sunday, November 1, 2015**

*United Nations Sunday: "Ethics, Climate Change Risk Management, and Contrarians"*
Jan Dash, PhD

**Sunday, November 8, 2015**

*"Into the Woods with Stephen Sondheim"*
The Rev. Dr. Paul S. Johnson and our adult choir under the direction of Stephen Michael Smith

**Friday, November 13, 2015**

*"Soulful Sundown" with Sydney Swinson*
The Rev. Jennifer L. Brower

**Sunday, November 15, 2015**

*"The Dawning Future"*
The Rev. Tom Schade

**Sunday, November 22, 2015**

*"Thanksgiving Family Service"*
The Ministry Team

**Sunday, November 29, 2015**

*"Courage"*
Oscar Sinclair, Ministerial Intern

**Sunday, December 6, 2015**

*"Be a Light: The Story of Marguerite Pohek"*
The Rev. Natalie M. Fenimore

**Friday, December 11, 2015**

*"Soulful Sundown"* with Lucy Kaplansky
The Rev. Jennifer L. Brower

**Sunday, December 13, 2015**

*"A Unitarian Universalist Christmas"*
The Rev. Dr. Paul S. Johnson

**Sunday, December 20, 2015**

*"Hanging of the Greens"*
The Revs. Brower and Johnson, and Oscar Sinclair, Ministerial Intern

**Monday, December 21, 2015**

*Winter Solstice Worship Service*
The Rev. Natalie M. Fenimore, Jeanne Nametz and Oscar Sinclair, Ministerial Intern

**Thursday, December 24, 2015**

*Christmas Eve Family and Candlelight Services*
The Ministry Team

**Sunday, December 27, 2015**

*"The Hinge of the Year"*
The Revs. Brower and Johnson

**Sunday, January 3, 2016**

*"Short Story by Jesus for the New Year"*
The Rev. Dr. Paul S. Johnson

**Friday, January 8, 2016**

*"Soulful Sundown" with The Levins*
The Rev. Jennifer L. Brower

**Sunday, January 10, 2016**

*Veatch Sunday: "Signs of the Times"*
The Rev. Ned Wight, Executive Director, UU Veatch Program at Shelter Rock

**Sunday, January 17, 2016**

*"Martin Luther King and the Good Samaritan"*
The Rev. Dr. Paul S. Johnson

**Sunday, January 24, 2016**

Cancelled due to inclement weather

**Sunday, January 31, 2016**

*"Thy Kingdom Come: The Beloved Community in Our Midst"*
Oscar Sinclair, Ministerial Intern

**Sunday, February 7, 2016**

*"Waking Life: Awakening Life"*
The Reverend Jennifer Nordstrom, Visiting Minister

**Friday, February 12, 2016**

*"Soulful Sundown" with Greg Greenway*
The Rev. Jennifer L. Brower

**Sunday, February 14, 2016**

*"To Love"*
Oscar Sinclair, Ministerial Intern

**Sunday, February 21, 2016**

*"Coming Undone"*
The Rev. Jennifer L. Brower

**Sunday, February 28, 2016**

*"Prodigality vs. Prudence: A Short Story by Jesus"*
The Rev. Dr. Paul S. Johnson

**Sunday, March 6, 2016**

*"Envisioning Our Future; Reflections on the Past"*
Led by Senior Seminar

**Friday, March 11, 2016**

*"Soulful Sundown" with Matt Nakoa*
The Rev. Jennifer L. Brower

**Sunday, March 13, 2016**

*Annual Women's History Month Worship Service: "Compassion, Connection, Courage"*
The Rev. Jennifer L. Brower

**Sunday, March 20, 2016**

*"Journey to Haiti: Sharing Our Stories"*
Haiti Trip Participants

**Friday, March 25, 2016**

*Good Friday*
Oscar Sinclair, Ministerial Intern

**Sunday, March 27, 2016**

*Easter Sunrise Service*
The Rev. Dr. Paul S. Johnson

**Sunday, March 27, 2016**

*Easter Family Service*
The Ministry Team

**Sunday, April 3, 2016**

*"Courageous Ministry"*
Rev. Dr. Thandeka

**Friday, April 8, 2016**

*"Soulful Sundown" with Catie Curtis*
The Rev. Jennifer L. Brower

**Sunday, April 10, 2016**

*"The Meaning of Membership"*
The Rev. Dr. Paul S. Johnson

**Sunday, April 17, 2016**

*Music Sunday: "A Musical Garland for Ned Wight"*
With Music by Daniel Pinkham

**Sunday, April 24, 2016**

*"Not All Who Wander Are Lost"*
The Rev. Natalie M. Fenimore

**Sunday, May 1, 2016**

*"It's Not Fair, Jesus. Or Is It?"*
The Rev. Dr. Paul S. Johnson

**Sunday, May 8, 2016**

*"Mother's Day"*
Oscar Sinclair, Ministerial Intern

**Friday, May 13, 2016**

*"Soulful Sundown" with Ari Hest*
The Rev. Jennifer L. Brower

**Sunday, May 15, 2016**

*Multigenerational Service: Title TBD?*
The Rev. Dr. Paul S. Johnson

**Sunday, May 22, 2016**

*"Bridging Sunday"*
The Rev. Natalie M. Fenimore

**Sunday, May 29, 2016**

*"A Mustard Seed Faith"*
The Rev. Natalie M. Fenimore

**Sunday, June 5, 2016**

*"Flower Communion Service"*
The Ministry Team

**Friday, June 10, 2016**

*"Soulful Sundown" with Danny Powers*
The Rev. Jennifer L. Brower

**Sunday, June 12, 2016**

*"Coming of Age"*
The Ministry Team

**Sunday, June 19, 2016**

*Fathers' Day: "Fathers & Family"*
UUCSR Men's Group

**Sunday, June 26, 2016**

*Green Sanctuary*
Jim Peters

# IN MEMORIAM

Virgilia (Gil) Accolti

Brian Foley

Marian Girardin

Craig Jennings

Evelyn Joseph

Cyril Morris

Adam Oberlander

Hans Peters

Karen Reichenbach

Eddie Rivera

Anthony Sarola

# UUCSR MINISTERS, 1944 – PRESENT

**Andrew X. Mahy**

Minister, 1944 -1945 (8 months)

**Gerald F. Weary**

Minister, 1945 - 1958

**J. Harold Hadley**

Minister, 1959 - 1976

**Vernon Nichols**

Assistant Minister, 1969 - 1971

**Earl K. Holt III**

Assistant Minister, 1972 - 1974

**Thomas D. McMullen**

Associate Minister, 1975 - 1977

**David P. Osborn**

Senior Minister, 1976 - 1990

**Christine M. Wetzel**

Minister of Religious Education 1979 - 1992

(1971 - 1979 Director of Religious Education)

**Kenneth R. Brown**

Assistant Minister, 1978 - 1984

**Robert Reed**

Minister, for Pastoral Care, 1985 - 1994

**David Cole**

Interim Senior Minister 1990 - 1992

**Thomas Chulak**

Senior Minister, 1992 - 1996

**Barry M. Andrews**

Minister of Religious Education, 1993 - 2011

**Gretchen Thomas**

Interim Minister for Pastoral Care 1994 - 1995

**Carolyn Colbert**

Interim Minister for Pastoral Care 5/1995 - 1/1996

**Linda DeSantis**

Minister, 1996 - 1999

**Ed Harris**

Interim Senior Minister, 1/1997 - 7/1997

**Heather Lynn Hanson**

Interim Minister for Pastoral Care, 1999 - 2001

**Judith Walker Riggs**

Interim Senior Minister, 1998 - 2000

**Olav & Jeanne Nieuwejaar**

Interim Senior Ministers, 2000 - 2002

**Jennifer L. Brower**

Minister for Pastoral Care, 2002 - present

**Paul S. Johnson**

Senior Minister, 2002 - present

**Rosemarie Newberry**

Ministerial Intern, 2004-2005

**Carol Schneider**

Ministerial Intern, 2005-2006

**Greg Geiger**

Ministerial Intern, 2006-2007

**James Field**

Ministerial Intern, 2008-2009

**Jeff Liebmann**

Ministerial Intern, 2009

**Anne Bancroft**

Ministerial Intern 2009-2010

**Margaret E. Corletti**

Interim Minister of Religious Education, 2011- 2013

**Natalie M. Fenimore**

Minister of LIfespan Religious Education, 2014 - present

**Oscar Sinclair**

Ministerial Intern, 2015 - present

# UUCSR PRESIDENTS, 1944-PRESENT

**Harlow H. Lincoln**
**1945-1948**

**Malcolm A. Vendig**
**1948-1950**

**Philip T. Dalsimer**
**1948-1950**

**Alan B. Doran**
**1952-1954**

**Homer N. Bartlett**
**1954-1956**

**Charles F. Begg**
**1956-1958**

**William M. Brennan**
**1958-1960**

**Bernard W. Slater**
**1960-1962**

**Robert W. King Jr.**
**1962-1964**

**Robert W. Stevens**
**1964-1966**

**C. Edgar Phreaner Jr.**
**1966-1968**

**Robert P. Adelman**
**1968-1970**

**Thomas R. Meder**
**1970-1972**

**Harvey Cohen**
**1972-1974**

**Donald R. Hoak**
**1974-1976**

**Edward A. Simmons**
**1976-1978**

**Shirley H. W. Smith**
**1978-1980**

**Vernon Andrews**
**1980-1982**

**Susan Roberts Dermon**
**1982-1984**

**Robert Sunley**
**1984-1985**

**Ruth M. Reeves**
**1985-1987**

**Robert D. Adams**
**1987-1989**

**Carol J. Shapiro**
**1989-1991**

**Carol A. Adams**
**1991-1993**

**Nancy Van Dyke**
**1993-1995**

**Paul Drezner**
**1995-1997**

**Betty Thompson**
**1997-1999**

**Carla Drezner**
**1999-2001**

**Allan Shapiro**
**2001-2003**

**Richard M. Bock**
**2003-2005**

**Ronald E. Roel**
**2005-2007**

**Jean Judd**
**2007-2009**

**Lauren M. Furst**
**2009-2011**

**Barbara L. Grosmark**
**2011-2013**

**Nancy Baldwin**
**2013 - 2015**

**Arnold Babel**
**2015 - present**

# Unitarian Universalist

Congregation at *Shelter Rock*

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