

Dear UUC Eau Claire members and friends,

This document, the compilation of annual reports from your staff and committees, could be considered the first record of a new stage in the history of this congregation. A year ago, we decided to head in a new direction, hired our first ever full-time minister, Julianne Lepp, and began the journey along the road of Lifespan Ministry and a truly multigenerational existence. We are still in the early stages of this process, which is sure to continue to offer us many opportunities to open our minds and hearts, develop creative approaches and solutions, and to live together with sensitivity, respect and forgiveness for our differing perspectives and approaches.

I encourage all of you to read these reports. I believe you will gain an understanding of the tremendous amount of loving, committed energy put forth by so many volunteers and staff members. A sincere thank you to all who served on committees this year! If you currently do not, I strongly encourage you to find a way to join in and be a part of the action. The UUC Eau Claire is special, vibrant and welcoming place with opportunities for spiritual, intellectual and social growth. I, for one am grateful to have found you.

Tom Kieffer

UUC Eau Claire 2010-2011 Vice President

May 5, 2011

Vital Stats

Average Sunday Attendance-111: RE Adults-9; RE Children-19, Service-84.

Average Wednesday Night Service Attendance: 41.

Membership: 168

Children's RE Enrollment: 78

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Minister's Annual Report

Rev. Julianne Lepp

Date: 4/24/2011

Introduction

This first year of Lifespan Ministry in Eau Claire has been challenging, rewarding, exciting and so much more. This has been a year of transitions for myself and my family. It has also been a year of transition for our congregation. We have had record growth this year in numbers and service attendance. The congregation has intentionally embarked on the goal of multigenerational ministry this year with calling a Lifespan Minister and subsequently voting for a new *Lifespan Sundays* format that focuses on the benefits of worship and religious education for all ages.

Goals for the Past Year

The job of the Minister for our congregation is integrated to include both parish ministry and religious education for all ages, from infants to elders. (1) One major goal of this past year has been to work with the Religious Education Committee and the Worship Committee to coordinate programming for adults and children. In collaboration with the Worship Committee and the Religious Education Committee, my goal was to help plan Sunday services, both traditional sermons and multigenerational worship, including seasonal celebrations. (2) Another one of my goals was to expand offerings of rites of passage, such as weddings, child dedications and funerals and memorials. (3) It has been an important goal for me to get to know members and friends of UUC and create meaningful relationships and trust. (4) When I was called to Eau Claire as the Lifespan Minister it became my goal to work with the congregation, the Board, and staff to envision the best way forward in this unique multigenerational ministry model. (5) Professional Development is extremely important for a new minister. It has been my goal to meet the requirements of the Unitarian Universalist Ministerial Fellowship committee for the first year of my preliminary fellowship.

Accomplishments/Challenges

One accomplishment that has been the very successful this year is the introduction of First Wednesday dinners and services. Wednesday night programming has been a time for diverse worship opportunities, multigenerational relationship building, mid-week nourishment, and an opportunity for committees to raise funds for needs and special projects.

The introduction of a Facebook page for our congregation has been a successful outreach and information tool. It has been used to recruit volunteers, invite members and non-members to events, and attracted at least one new member.

Thanks to the presence of two dedicated volunteer RE coordinators we have had support for RE teachers and families downstairs this year while I have been upstairs in service. There have been some challenges as I have learned the administrative details that need supporting. Not having a professional staff presence on Sunday mornings for RE has made consistency and

administration more difficult. Despite some bumps, this year in RE has had strong participation in teacher volunteers, RE projects and events. To build an even stronger program going forward, I am so excited that we will have a paid RE Coordinator for Children and Youth next year (contingent on the congregational vote on the budget.)

I have led the youth group this year and we have had outings, parties, and a successful lock-in. Some events have been well attended and some barely attended. One challenge that I am anticipating is finding leadership for the youth group next year. I led the Mystery Friends RE program which began in February and concluded successfully on April 3rd. There were 20 children and 20 adults participating in this program.

Multigenerational services have ranged from liturgical plays to traditional services that UUC has celebrated each year such as the Flower Communion and the Fallen Leaves service. I have learned a great deal about the vast talent at UUC and that especially has made these services so successful. UUC often has a full house on multigenerational service Sundays, and this is not always the case in other congregations. UUC has a proud and continuing tradition of doing multigenerational services well. I look forward to supporting this proud tradition.

Lifespan Sundays was a large visioning process this year for myself, the RE committee, the Board, the Lifespan Adhoc committee and most importantly the congregation as a whole. We had listening sessions, input from the Board, and small group meetings. There were changes made to the Lifespan proposal based on feedback given in these sessions, from small groups, and input from the Board. Ultimately *Lifespan Sundays* was approved by the congregation on April 17th with a strong supportive vote. The challenge with any programmatic changes is making sure that people feel heard and that they have a voice in changes made. I feel that the process went fairly well, especially thanks to the hard work of the RE committee, the Board, and the vast outreach of the Lifespan Adhoc committee.

My Second Sunday sermon series based on Richard Gilbert's *Prophetic Imperative* has been very well received and attended this year. I have received many comments on the enjoyment of a justice focus for this year and learning actionable justice goals from the content of my sermons. There has also been a year-long Adult RE class series that corresponded with each chapter. This class hosted a successful listening circle for the congregation during a time of turmoil and divisive state politics that have affected the morale of members.

Small Group Ministry: I was happy to support the formation of the 20-30s group. Many of our new members and visitors have been in this age group. We had 15 in attendance during their first meeting March 18. The group has plans for a fundraising first Wednesday dinner in May.

I have attended many of the small groups and some Chalice Circles at our congregation. We have had four active Chalice Circles this year. In the fall we will reform new Chalice Circle groups with an effort to integrate new members with more seasoned members.

At the Prairie Star District Annual Conference on April 8-10, 2011 I presented a workshop titled "Learning How to Be a Multigenerational Congregation." I filmed and edited a DVD detailing our work this year towards becoming more multigenerational and the history of that within UUC. The attendance for my workshop was beyond capacity for seating and many

ministers, religious education professionals, and Prairie Star Congregation members were interested and excited about the unique ministry and multigenerational path that our congregation is embarking upon.

Rites of Passage: I performed two child dedications this year, three non-member weddings, and one member vow renewal. I performed two memorials, one for a member and the other for the son of a member.

Pastoral care has kept me busy this year and I have appreciated the trust that has been extended to me as a first-year minister. I have spent around eighty five hours this year attending to visitations, office visits, calls, and correspondence. I have worked with the Caring Committee to meet pastoral needs. Pastoral care has been largely successful, but I anticipate I will improve my service in this area as I continue to get to know members and friends of UUC.

Stewardship: This year I worked with the Annual Pledge Committee as they visioned a theme. I preached a stewardship sermon and met with new members about pledging. I am working on my communication with new members regarding stewardship and the financial obligations of membership.

Outreach for me this year has meant getting to know local clergy and familiarizing myself with local justice organizations and efforts. I regularly attend the monthly JONAH clergy group meetings and local Eau Claire Minister's meetings. I have been nominated to be Executive Vice President of the JONAH board next year. On Monday, April 11th I helped host a Planned Parenthood meeting at UUC which celebrated 75 years of work in Wisconsin. Community members, congregation members, as well as some community leaders attended.

Professional Development: I attended the UUA First Year Minister's conference the last week of February in Boston. It was a great opportunity to connect with UUA staff and first year ministers. I met once a month with my Preliminary Fellowship ministerial mentor, Rev. Victoria Stafford. I met once a month with my Committee on Ministry for Preliminary Fellowship requirements.

Staff relationships have been very positive and effective. I kept regular office hours three times a week and this time in the office has built upon the success of the work that Kris and I do together. I am proud of the work of our staff both paid and volunteer.

Anticipation of What Lies Ahead

The greatest opportunity and challenge of next year will be embarking on a new Sunday morning format. *Lifespan Sundays* will offer opportunities for worship and religious education for all ages. I am looking forward to the additional staff support on this and the strong support of the Worship and RE committees as we vision and support *Lifespan Sundays*. It will be important for there to be opportunities to evaluate the success of *Lifespan Sundays*. We will want to be agile and thoughtful in the implementation of *Lifespan Sundays*.

We will intentionally look to meet the diverse needs in our congregation. I anticipate excitement and growth as we deepen the experience of members, friends, and visitors at UUC.

Concluding Comments

Thank you all for your enthusiasm, trust, and collaboration during this first year of ministry together. I know there will be many more good years ahead!

Office Manager's Report

Kris Simpson

I. Introduction

Office Manager is a full-time position that: provides clerical support, facilitates building usage and rentals, maintains the church calendar, prepares the weekly orders of service and monthly newsletters, orders office supplies, processes EFT transactions and deposits, codes bills, prints checks, updates our database, maintains the website, coordinates volunteers, supervises our sexton, and coordinates miscellaneous tasks to ensure that the building is in order. I have served in this position since December of 1999.

II. Goals / Accomplishments for the Past Year

Communication: This year the board specifically placed a high priority on maintaining good lines of communication. I made a special effort to make sure that event leaders would communicate with all that would be affected by decisions made. (Many of you have heard the “couch” story, in which the simple moving of a couch involved checking in with no less than 5 committee chairs!)

In effort to have an accessible and up-to-date church calendar, I have created an online calendar that is available via link from our website. I continue to print monthly calendars and post them by the office so there is always a hard copy available in the building. As we utilize our building more I anticipate that I will eventually need to post weekly schedules on each room.

Facebook Page: In the fall of 2010 we started a FB site. I am responsible for managing content and responding to inquiries. (Rev. Julie and Membership Chair Chris Iannone share administrative controls with me.) As of April 2011, we have 92 people who have “liked” our page and an average of 100 monthly users. FB has proven useful for recruiting volunteers, announcing events and services, and as outreach to non-members. Several people have found us through our FB page, at least one of which eventually became a member this year.

Website: Now that our website has been up and running for over a year my main responsibility is to update information to keep it current. This year I worked with Kathy O’Leary on creating additional pages for the Concert Committee, the Annual Pledge Committee, and the Endowment Committee. I anticipate in the next year that I’ll add more information to the Leadership pages, possibly add a Social Responsibility page and a secure member directory link.

Community Service Program: The program offers individuals the opportunity to participate in community service in lieu of jail time. This year we our 11th worker was assigned to us in late October. She worked an average of 10 hours per week through January, completing all of her required hours.

Financial Responsibilities: This year I began working with Shannon Young, who is in the first year of her term as UUC Treasurer. Cathy Pierce continued as Finance Chair and has been very supportive of Shannon and myself. My goal for the upcoming year is to work with Shannon, Cathy, and the Personnel Committee to create standardized payroll forms.

This year I worked more closely with the Annual Pledge Committee. This was the first year we offered online pledging.

Office Equipment: The main computer set up has been working wonderfully, with the support of Geoff Brisbine. For next year, I anticipate working on getting wireless throughout the building. This will be especially important for RE, given that the curriculum they will use is available online.

Social Responsibility and Community Outreach purchased a new projector that has been used for RE summer camp, movies, services and several rentals. I anticipate that we will need to look into purchasing and installing a screen in the sanctuary if we want to more fully utilize this equipment, especially during services.

Rentals: Income from rentals as of 4.15.11= \$915

The following community groups used our space this year:

American Association of University Women (AAUW)

Beacon House Board meetings

Chippewa Valley Civil Liberties Union (CVCLU)

Chippewa Valley Fall Book Festival

Drum Lodge

Drum making workshop

Interfaith Ministers meetings

JONAH Board meetings, Core Group meetings and training

Just Local Foods Board meetings (bi-monthly)

Latino outreach by Eau Claire County in August, September, October

Retirement Learning Workshops

Weddings (two as of 4.15.11)

Women's AA group (weekly)

Sexton: Jim Moen began work on March 15, 2010 as our part-time Sexton. As Office Manager, I am responsible for supervising Jim and scheduling his hours. Jim works 7 hours per week. He cleans the building, performs light maintenance and grounds keeping tasks, provides

set up for committee and congregational events, and oversees building usage during rentals. This year he also coordinated snow removal with Building Chair Bob Jankowski.

Volunteer Coordination: I continue compiling volunteer lists from Hospitality, Worship, Membership, RE Teachers and Teacher Support, Special Announcements and Weekly Flower Donors. I send out a weekly email reminder to all of the volunteers signed up for each Sunday.

This year I took on the additional task of scheduling child care providers. I anticipate this is a duty that will be re-assigned to the new RE assistant that will be hired before next fall.

We held our annual volunteer fair again in the spring. It is prior to the fair that I check with each committee on an up-to-date roster of committee members for the coming year. We did have a few new volunteers sign up through the fair, though I don't think the main purpose of the fair is to recruit committee members. Rather, I look at the fair as a way for people to see what committees we have and to learn more about what each committee is doing. I will continue to coordinate this with the New Member Class offerings, so that we have the fair set up when the class is offered in the spring.

I continue to work closely with the minister on matching new members with committee involvement. After members meet with Rev. Julie, she will let me know what she has found the best fit for that member. Then I enter this information into our database and forward it to the committee chairs. I look forward to brainstorming new ideas on how to keep long-time members engaged and how to best recruit and match them with volunteer work within UUC.

I am excited that next year's proposed budget includes a line for volunteer recognition, which will help off-set the cost of volunteer gifts that I collect for the Blessing of the Hands service in the spring.

The old DRE office has been transformed into a committee work room. In addition to office equipment, it contains files for each committee. I anticipate that we will need to add a computer and printer in this room (or another space) for the new RE assistant, as well as move RE files into that space.

V. Closing Comments

This year was an extremely busy year for me. I am ever grateful for the army of volunteers that work hard to make all of our programming possible. We had a lot of new events that were in addition to our regular schedule:

Ordination/Installation of new minister

Start-Up Consultation in the fall with Phil Lund

Development of the first UUC picture directory

The addition of Wednesday services and fundraising dinners

A revitalized Concert Committee putting on 3 concerts plus a variety show

Monthly Youth Group events

20-30's group start up

Long Range Planning vision groups

Lifespan Ministry informational meetings

UUC Board Secretary's Report

Candice Schreiner, UUC Board Secretary

UUC Congregational Meeting Summaries

May 16, 2010

The 2009-2010 Annual Report was distributed by Tim Hirsch, Vice President.

The 2010-2011 Budget was distributed by Gregg Moore and approved unanimously by the congregation.

The Election of Officer Slate was introduced and approved unanimously by the congregation.

A Bylaw revision regarding a change in quorum requirements for calling a minister were introduced by Tim Hirsch. The congregation approved changing the quorum requirement for calling a minister from 60% to 40%. Vote was 46 yes votes, 3 no votes, and 1 abstention.

A Bylaw revision which would approve the use of absentee balloting for calling a minister was also approved by a congregational vote of 49 yes votes, 1 no vote, and 0 abstentions.

May 30, 2010

Meeting called to order by Kathy Ryder-Welter, President. The purpose of the meeting was to call the ministerial candidate, Julianne Lepp, as our new settled minister. A vote was taken and approved unanimously with 95 members voting.

April 17, 2011

Meeting called to order by Tim Hirsch, President.

Jack (John) Schoen, chair of the (ad-hoc) Lifespan Sunday Committee, gave an update on *Lifespan Sundays*.

The Congregation voted on approval of changing the Sunday schedule to a *Lifespan Sundays* schedule. The congregation approved the *Lifespan Sundays* schedule with 59 yes votes and 7 no votes.

The congregation then voted on which of two options (schedules) would be adopted.

Option 1 was approved with 43 votes. Option 2 received 22 votes and there was 1 abstention.

The Option 1 schedule will begin on September 11, 2011 and is as follows:

9:00-9:45AM Children's and Adult R.E.

10-11 Service

10:20-11 Children's Chapel

11-12 Coffee and Conversation

UUC Board Meetings are held the 2nd Tuesday of every month at 7:00PM in the Seeker's room, unless other arrangements are made.

Annual Pledge Committee Report

Members: Chair—Bob Peck, Members—Tim Hirsch, Julie Lepp, Cathy Pierce, Greg Moore, Dan Freund, Bobbie Kilmurray, and Shannon Young

Date: 4/24/2011

Introduction

This was our first pledge campaign with Julie Lepp as our settled Lifespan Minister. We went into this campaign with high hopes based upon last year's success. There were some significant obstacles with passage of state budget which negatively impacted many of our member's finances and in turn initially created a short fall in our pledges, but after a special message from our President, our congregation did rise to the occasions and we achieved 98% of our goal.

Goals for the Past Year

The UUC Board set a pledge goal of \$225,000 for this year which was about a 12% increase from last year's pledge.

Accomplishments/Challenges

Our theme for this year was "Nurture the Dream". This was selected because we as a committee thought it captured an important aspect of our congregation's development. Our dream was settling our Lifespan Minister. Since that was accomplished in the previous year we thought it critical to have successful pledge drive in order to help build on our goal of the creation of a thriving Lifespan Ministry in Eau Claire.

We based this year's campaign on getting the message out to the congregation with a series of Sunday service announcements, testimonials, and newsletter articles. We had a pledge Sunday with a sermon focused on the importance providing financial support for the congregation. We again used the giving guidelines to help people calculate their appropriate level of pledging. This year we also added two new wrinkles—a chalice pledge-o-meter and a web page dedicated to pledging.

Our pledge target was set at \$225,000, a 12% increase from the prior year. After 3 weeks of pledging we had achieved only 85% of this goal. A major barrier to pledging this year was an ongoing recession with high unemployment combined with a new state budget which created great financial uncertainty for many of our members. In response to this initial short-fall our President, Tim Hirsch, sent out a letter asking for further assistance to reach our goal. Our

Congregation responded and our final pledge total for this year was \$219,124 or 98% of our original goal.

Anticipation of What Lies Ahead

Pledging is critical to the success of our congregation. Over the past two years we have seen the negative impact of our larger local and national economy on our members. Hopefully, next year's pledge will occur at a time of more economic prosperity for all.

Concluding Comments

Thank you to all members and friends who pledged. Your generosity is greatly appreciated.

Building/Grounds Committee Report

Members: Bob Jankowski (Chair), Tom Clark (Liaison to board), Wil Taylor, Rob Kuchta, Tim Hirsch, Karen Peters, Ted Peters, Mark Rosauer

Date: 5-1-2011

Introduction

The purpose of the Building/Grounds Committee is to provide a serviceable building that allows all congregation functions to proceed in a space that is safe and well maintained. We accomplish this through ongoing spot maintenance, Spring & Fall work days, and utilizing outside contractors for tasks needing expertise and time commitments beyond the capabilities of our committee. Some needs addressed by the Building/Grounds Committee are: minor remodeling, snow and ice removal, painting, gardening, mowing, furnace filters, window washing, thermostat programming, heating, air conditioning, plumbing problems, light bulbs, and floor scrubbing and waxing. Our part-time sexton cleans the building, does minor maintenance, set-up & take-down for events, and other duties. The Building/Grounds Committee communicates with the Board regarding large purchases and major remodeling projects. We have committee members available for emergency and non-emergency situations regarding building and grounds issues.

Goals for the Past Year

Every year we strive to maintain and improve the physical space of UUC. Goals of the past year included routine maintenance and the following improvements:

- * Remodel bathrooms in historic part of building, including installation of hot water heaters.
- * Additional remodeling as time and budget allowed.

Accomplishments/Challenges

2010-2011 involved fewer projects than in the previous fiscal year. The much needed remodeling of the men's room in the historic part of the building was completed and converted to

a unisex/family restroom with hot water and a diaper changing station. The women's room was also upgraded with installation of a hot water heater and a coat of paint. Our building remains a significant challenge to maintain and update. An unexpected expense occurred when a float on the sewer lift station failed and needed to be replaced. Certified Plumbing was hired to do this repair.

A group of UUC members organized a successful fundraiser to install the final stained glass window along the north side of the sanctuary. Laurie Bieze had designed and built all of the previous stained glass windows and was also commissioned for the last window.

A combination of operating funds and additional donations allowed us to purchase 64 chairs and 8 round tables for the social hall. They have improved the usability and appearance of the social hall space and have made it easier for the sexton to set up and take down for events.

Every year we try to do our best to dispose of spent fluorescent tubes, old paint, and chemicals in an environmentally sound way at Eau Claire Co Clean Sweep event.

Anticipation of What Lies Ahead

It seems there is always more to do with our building. We accomplish things every year and every year more are added to the list. Building Committee members have compiled the following list and additional items were added as a result of the strategic planning focus groups. The list is consulted when time and money permit for upgrades to our building.

1. Structural upgrades
 - a. Remodel chancel area
 - i. Decide on design
 - ii. Install true door to stage area
 - iii. Rewire under stage (to prepare for potential lowering of floor).
 - iv. Rewire outlets in sanctuary platform
 - v. Install wiring for potential future needs
 - vi. Install remote control screen if one can be acquired at a reasonable cost. Investigate buying used.
 - b. Consider strategies for additional sanctuary seating
 - c. Replace Farwell St. doors.
 - d. Install crash bars on northwest Farwell St. door.
 - e. Carpeting in gathering room and landing.
 - f. Air conditioning for sanctuary
 - g. New sanctuary lighting
 - h. "Theatre" lighting system for programs/performances.
 - i. Replace window on South stairs leading to Buddha Room (32 x 54)

- j. Evaluate other windows for repair or replacement.
 - k. Round window enhancement
 - l. Create additional storage space beneath organ loft.
 - m. Concrete block exterior of non-functional windows on north side of building.
2. Needed Maintenance
- a. Refinish wood floors in sanctuary.
 - b. Paint Sanctuary
 - c. Electrical repairs.
 - i. Gray St. entry lights (interior and exterior)
 - ii. Lights in office. Only 1 set of bulbs working per fixture.
 - iii. Complete wiring of EXIT signs in social hall
 - d. Rewire outlets in sanctuary to include a ground wire
 - e. Clean present sanctuary lighting.
 - f. Stabilize stained glass above Farwell Street doors
 - g. Paint belfry louvers.
 - h. Replace ceiling tile as needed
 - i. Improve outdoor signage
 - j. Repair window sills
3. Possible equipment purchases
- a. Mounted data projector and remote control screen
 - b. Replace Buddha Room thermostat
 - c. 4 additional round tables for social hall
 - d. Bike rack
4. Additional electrical upgrades
- a. Replace light ballasts or entire fixtures in social hall and RE rooms to T8 system.
 - b. Install occupancy sensors

Concluding Comments

The Building/Grounds Committee is pleased with how the building is taking shape as our needs and purposes change over the years. However, as the list above indicates, there is still much to be done in the years ahead.

Special thanks to: The Little Finger crew for their expertise and many volunteer hours dedicated to improving our building. Jim Moen, our sexton, for all he does to keep our building

looking good. Kris Simpson for keeping a keen eye on our facilities and notifying committee members about building needs, and Tom Clark for his service as liaison to the UUC Board.

Caring Committee Report

COMMITTEE MEMBERS: Alta Bragg (chair), Carole Johnson (co-chair), Calling Tree Captains: Pat Bonner, Pamela Hegeholz, Judy Lippold, Susan Nelson, Karen Peters, Joyce Prissel, Wendy Schmock, Nichole Vesperman, Shannon Young, Angie Zabrowski, Phyllis Wiepking. Jan Carroll is rides coordinator. Andrew Swanson is Board liaison.

April 23, 2011

Long Term Goals:

1. To provide comfort and care when members have suffered injury, loss, or illness. After either the Minister or the Chair has talked to the party and with their consent, the congregation is informed.
2. To work with the Minister any way that she may see a need.
3. Using our list of volunteers arrange for assistance where needed: Walking a dog, preparing a meal, providing rides for medical needs, cleaning the house, visiting in hospital, rehab center or at home.
4. Report any joys and concerns that may need further attention – sending cards of congratulations, get well cards, or sympathy cards.

Goals for the Year:

1. To continue to provide a loving, supportive community for all our members.
2. To establish a sub-committee to contact people in order to get to know their needs, to encourage them and if they have needs for pastoral care to refer to the minister.

Accomplishments & Challenges:

1. We were able to assist three members in their homes with food & dog walking for two to four weeks.
2. We developed a calling tree with 10 calling captains and after the increase in new members- one more. We needed to call everyone once. Our new members welcomed being called – felt it was a thoughtful gesture.
3. During the long-term plan brainstorming sessions – a member brought up future need for someone to provide rides for our aging members who have given up driving. We were fortunate to find a new member who is willing to do that. This service could also be used by the University students and others needing rides to UUC services and events.

Concluding Comments:

We have a very generous, helpful congregation willing to volunteer to help others- they just need to be asked. We also have a very independent membership who find it difficult to ask for help. Therefore, another party who can arrange for assistance for them works perfectly. The Caring Committee Chair will continue to work closely with the minister to make sure the needs of members are being met.

Committee on Ministry Report

Members: Cheryl Thiede (Chair), Ann Collier, Karen Hirsch, Gregg Moore

Date: 4/18/2011

Introduction

The Committee on Ministry (COM) functions are dictated by the UU Ministers Association Guidelines. The guidelines state that the COM helps the minister be effective, advises the minister on congregation and member relations, makes recommendations to the minister on their role and priorities, and works with the minister on continuing education and professional development.

Goals for the Past Year

This was Rev. Julie Lepp's first year as a UU minister and her first year with our congregation. A primary goal was for the COM to stay in communication with both the congregation's members and with Julie throughout the year so we could effectively guide and advise our new minister. We announced who the COM members were through ads in the newsletter and in the bulletins, and through announcements during services. In this way, we invited members to present us with feedback on Julie's performance. The COM met with Julie monthly to ensure that she had time to ask for feedback and guidance, and that COM members could bring forth personal or member feedback. We stated from the first meeting that we needed an environment of trust and openness so that we could honestly share opinions and effectively listen to each other, without defensiveness or judgment.

Another goal was to monitor Julie's work hours as she strived to fully develop Lifespan Ministry, to ensure that she felt her work was balanced and that each part of her job received the attention it needed, all while ensuring that she didn't burn herself out.

Accomplishments/Challenges

The COM met each month. We had effective and productive meetings that were also conducive to honesty and openness. Members had time to present suggestions, positive feedback and concerns. Julie had time to present on her activities and her plans, and to ask for feedback on ideas and activities. COM members felt connected to Julie and well-informed on progress she made in her first year as our minister. We spent time discussing the Lifespan Ministry plan, mulling over concerns, making suggestions, bringing forth feedback from other members, and

giving our opinions. Throughout the year, we praised Julie for her attention to the children and the youth, for her implementation of the successful and enjoyable “First Wednesday” services, and for her thought-provoking and energizing Sunday services. We also felt she did a commendable job staying in touch with all of the strong, lay-led committees, including, but not limited to, Worship, RE and Membership. Our membership grew significantly during Julie’s first year, which is a testament to her strengths and leadership. As the UU year drew to a close, the four COM members wrote a detailed Parish Ministry Evaluation for the UUA Ministerial Fellowship Committee regarding Julie’s performance in her first year of ministry.

Anticipation of What Lies Ahead

The congregation voted to implement the *Lifespan Sundays* plan just this past Sunday, and now Julie’s hard work in planning our new direction will come to fruition. Now it falls to Julie, the committees and the congregation to fully implement the plan and it make successful and effective. The COM will be vital in guiding and supporting Julie in her second year as the UUC minister.

Concluding Comments

Thank you to COM members Gregg Moore and Ann Collier for their incisive comments, positive spirit and supportive words throughout the year. Thanks to Karen Hirsch for joining the committee midyear and bringing her wealth of knowledge about the UU’s history, her experience with so many committees, and her warmth and joy to the COM. On behalf of the COM, thank you to Rev. Julie Lepp for being such a pleasure to work with the past year. It has been an honor to work with you during your first year as a UU Ministry, to ordain you and to watch your skills and confidence grow. Your leadership, energy and commitment to a liberal faith environment are an asset to our community and our congregation.

Community Outreach Committee Report

Members: Donald Mowry (Chair), Andy Swanson (Coordinator/Liaison to the Board), Bob Brown, Tim Hirsch, Kris Simpson.

Date: May 1, 2011

Introduction

The Community Outreach Committee is charged with monitoring the image and message that the congregation projects to the community. The committee works in close collaboration with the Office Manager, especially in regards to the website. The committee also provides encouragement and assistance to the coordinators of the UWEC student organization, the Network of Unitarian Universalist Students or NUUS.

Goals for the Past Year

- Maintain and improve the UUC website
- Establish strong presence on UWEC campus

- Review regular publications with an eye towards efficiency and effectiveness
- Work towards message consistency in all public relations

Accomplishments/Challenges

The committee has continued with the same regular public advertising this year including the reduced size of the printed Leader Telegram advertisement to save money and shift information seekers to our revised and updated web site, which was launched in the fall of 2009. This decision also contributed to message consistency and yet another opportunity to “brand” our ad with the flaming chalice symbol that now graces the back wall of the former choir loft/organ space and now “high altar” of the UUC. The committee has not met on a regular basis this year but is planning one last meeting this spring. The business that has come up has been addressed via email contacts.

The committee decided to continue to support the Blessing of the Animals as a very effective and inexpensive public outreach event. The committee continued involvement with the Annual Spring Art Tour in the Churches in April. The committee is also considering a program that “adopts” a church congregation in Transylvania.

Although the committee was scheduled to explore the possibility of updating UUC’s WiFi network, we have not acted on this step. We also discussed UUC “Facebook page,” or a UUC “Blog.” The minister worked with the Office Manager in creating the Facebook page in the fall. UUA does provide a considerable amount of information and advice for social media projects by congregations (<http://www.uua.org/socialmedia/index.shtml>).

The NUUS organization is going strong with 8-10 regular members. Attendance tends to be strong in the beginning, but it falters over the course of the year. This year the NUUS members planned and presented a worship service in conjunction with the Worship Committee and the service was well received (church attendance of 105 for their service). The minister met with the NUUS group in March to discuss how to integrate them into UUC activities.

Anticipation of What Lies Ahead

The committee works with the Office Manager to achieve a consistent message and presence in the community. A continuing challenge is to provide overall direction and guidance without micro-managing the outreach efforts of every UUC committee. Next year the committee may spend more time exploring and expanding upon various social media options such as blogs, Facebook, Twitter, and podcasts. We are also considering how we can get the message out that we offer a Lifespan Ministry and new services format.

Kris Simpson is working with the committee to see if we can update the UUC’s WiFi network so that the signal is sufficiently strong in rooms of the church where it might be used for religious education, committee meetings, board meetings, and other presentations. Coupled with the video data projector, this opens up many exciting possibilities for the future.

Plans for next year for NUUS include going to every other week meetings, doing more service events, and working with the Social Responsibility Committee to bring an event to the community/campus.

Concluding Comments

2011 : “Ninety-eight percent of the adults in this country are decent, hard-working, honest Americans. It's the other lousy two percent that get all the publicity. But then--we elected them.”

Lily Tomlin, US actress & comedienne (1939 -)

2010: “There is no such thing as bad publicity except your own obituary.”
Brendan Behan (1923 - 1964)

Concert Committee Report

Members: Larry Past (Chair), Barb Wheeler, Bob Jankowski, Jayne Redman, Don Mowry, Bergine Haakenson, Betty Kleemeier, Mike Golat, Kathy O'Leary, Jan Carroll, and Tim Hirsch (Liaison to the Board)

Date: April 26, 2011

Introduction

The UUC Concert Committee has historically held about four concerts per year, primarily folk music. From what I understand, initially there was not a venue for some of these performers in Eau Claire, and the UUC could provide one. Secondary goals included fund raising and community outreach.

Goals for the Past Year

To put on 4 interesting and varied shows.

Accomplishments

We have put on three shows so far this year: The Pines, Michael Peter Smith and Pieta Brown. We are presently working to put on a variety show in May. Although not all of the shows had the attendance we would have liked, they were all very well received. We did not lose money. We tried to book a cello group from Oregon, but the timing did not work out.

Anticipation of What Lies Ahead

We feel that we can probably do four main shows per year, and are open to other events such as classical music, dance or even a comedy show. We have interest from several groups for next year's season and as we have had multiple requests to have The Pines return, they will most likely be on the schedule.

Concluding Comments

We look forward to another interesting year. I do feel that The Concert Series is providing good entertainment for the congregation and the community, providing a venue for performers who may not have much opportunity to perform in this area, and raising awareness in the community of the UUC.

Respectfully submitted, Larry Past

Endowment Committee Report

Members: Bob Kleemeier-Chair, Jennifer Lee-Secretary, Tom Utschig-Treasurer

April 21, 2011

Introduction

The purpose of the Endowment Fund is to enhance the mission of the UUC apart from the general operation of the congregation. The Endowment Committee is responsible for investing and distributing the funds with which it is entrusted.

Guidelines

The Endowment Committee is to invest the assets with the objective of earning an average annual return consistent with moderate risk and long-term growth and stability. The committee is also to invest the assets in a manner consistent with the Unitarian Universalist Association's socially responsible guidelines.

Goals for the Past Year

- To inform and work with congregational members regarding planned giving.
- To monitor the Assets according to the preceding guidelines.

Accomplishments / Challenges & Equity Position

Deciding to stay with our current investments has proven to be a sound course of action this past year as the markets sorted themselves out. Our funds earned way above a standard rate of return at just above 22 % overall from the beginning of the calendar year in January 2010 to January 1, 2011. We are still seeing a recovery from the busted economy with a 4.83% appreciation in the first quarter. This is a 19.3% annualized rate of growth, which is great; this should not be expected to continue.

Neuberger and Berman Socially Responsive Equity is currently valued at \$4978.00 to \$7379.14 = \$2401.14

Parnassus Inc. Fund is currently valued at \$4992.00 to \$6745.17 = \$1753.17

Pax World Funds Ser TR Trust 1 Balanced is valued at \$5451.00 to 5859.03 = \$408.03

Calvert Social Investment Fund is valued at \$4711.00 to \$4766.93 = \$ 55.93

Total Portfolio Assets \$20132.00 to \$24750.27 = \$4,618.27 or 22.94% Appreciation

We have tried to maintain equal weighting of the 4 funds by rebalancing them on an annual basis as investment funds allow without incurring extra brokerage fees.

The Henry Doty Maxson Society Panel

No new names have been added to record members who have either made a contribution to the Fund or have signed up for the UUC “Planned Giving” program. There are currently only 41 spaces remaining to be filled by the members of the congregation who complete a simple living trust to designate a future gift to the congregation.

Anticipation of what lies ahead

This is still a good time to add lower priced equities to our growing portfolio as the economy continues to strengthen with the change of administrations.

We would like to double the number of members in the Henry Doty Maxson Society over the next year while there is still room on the initial panel. Those who join will discover how this plaque is really a treasured item, unique to the Eau Claire UUC.

Just ask a member of the committee about the history of this unique panel.

Finance Committee Report

Members: Cathy Pierce (Chair), Tom Clark, Tim Hirsch, Bob Kleemeier, Gregg Moore, and Shannon Young (Treasurer and Liaison to the Board)

Date: April 22, 2011

Introduction

The Finance Committee prepares an annual budget to present for discussion and modification by the Board, and finally the approval of the congregation. It oversees the financial interests of the church and is responsible for the continued work of several committees: those formed to raise money (Canvass, Auction and Concert) and the Endowment Fund. The committee also gives direction to the Treasurer and Office Manager to work closely to accomplish the day-to-day financial matters of the church.

Goals for the Past Year

The Treasurer is an important part of this committee, and the committee has been working to make the Treasurer’s position less burdensome. Our new Treasurer, Shannon Young, has worked hard to successfully learn her duties and the procedures necessary to run a smooth fiscal program. It has been a pleasure to work with Shannon. As out-going Treasurer, Gregg Moore

has had the greater share of responsibility in this transition, and he has continued as a critical member of the committee.

Accomplishments/Challenges

This year's pledge drive was particularly challenging within the economic and political turmoil currently in Wisconsin. Our Annual Pledge Committee has successfully reached the monetary goal necessary to meet next year's program and personnel objectives. The extra effort extended by the committee and our congregation to again increase total pledge dollars will enable us to pay a part time person to assist with the growing religious education needs as we develop Lifespan Ministry.

Anticipation of What Lies Ahead

The continued support of a new full time called minister and the completion of a new Long Range Plan will challenge our community as a whole. The Finance Committee will help to develop ways to meet the fiscal needs involved, and then to prioritize where necessary.

Concluding Comments

Shannon Young continues next year as Treasurer, and Gregg Moore has agreed to step up as Co-chair to the Finance Committee. We have two new volunteers joining for the next program year, Nate Otto and Jeff Sylvester. Our continuing members with their various strengths and experience will add the depth needed to grow the program without the burnout often suffered in an "overworked" committee. We are successfully sharing the work and the responsibility, thereby strengthening the checks and balances which protect the integrity of church finance. Each of you is deeply appreciated.

Harvest Auction Committee Report

Members: Bobbie Kuchta & Nichole Vesperman (Co-Chairs)

Sub Committee Chairs:

Baskets: Susanne Torrence

Treasurer/Banker: Brenda Martineau

Brochure: Don Mowry

Decorations: Mark Quam

Kitchen: Cheryl Theide

Raffle Tickets: Susanne Torrence

Silent Auction: Jayne Redman & Pat Bonner

Bar Tender: Carol Brainerd

Childcare Allison Seubert

Auctioneers: Bob Jankowski, Bill Boyd, Joe Ramlow, Leslie Sauls, Deb Freund and Chris Iannone

Coordinator to Board – Shannon Young

Date: 5/02/2011

Introduction

The mission of the Harvest Auction Committee is twofold: First, to hold an evening full of good food, good community, and friendly bidding for goods and services, which multiply the connections and community building throughout the year. Second, to be a major fund-raising event that helps to support the mission of the congregation.

Accomplishments/Challenges

The committee decided that we would continue to hold the event in the congregational spaces primarily as the main social event, and to a certain extent the social calendar-organizing event of the year. The Welcome & Registration table was set up in the hallway by the elevator to avoid the congestion in the hallway in the basement.

This year, Kris Simpson's "Auction 101" flyer was updated and a new position of "Cruise Director" to meet people at the door was instituted. These are for new members or those unfamiliar with the Auction. There were more signs posted, but perhaps this could also be improved.

The auction brochure was full with 42 items that were for the live auction. Rev. Julianne Lepp solicited many items from local businesses, which was in addition to several that Tom Clark solicited again this year.

The number of Special Events was down this year (11 events). The committee repeated the lottery approach when an event had more people that were interested than open slots.

Brenda Martineau again was the banker and used the computer database and the PDF files for billing that she developed last year. Statements were distributed to members and friends at a church service a week after the auction.

There is a lot of work in setting up for the Silent Auction. The sexton was able to set up tables during the week. We had a plan for the donations that people bring as they come in the night of the auction. The plan was for the "Cruise Director" to intercept them and put them on a cart. However, the "Director" was often off directing new attendees. Perhaps someone should be assigned just to gather the last minute items for the Silent Auction. Some items that were not bid on were sold on Craig's List.

Anticipation of What Lies Ahead

We will need to find a co-chair work on the committee next year. New also will need to find ways to involve new members.

The date should be published and sent out to people early so that they keep auction in mind throughout the year. Members should be encouraged to begin thinking about what they might contribute during the year.

How youth are involved in the Auction is a major consideration for the future. This year, children were separated into two age groups. Parents completed registration forms for their

children. The older children were brought to a section of the Silent Auction that was set up in the Gathering Room and included items that they might be interested in.

Concluding Comments

A huge and special thanks goes to Kris Simpson who has kept records, made calls, kept track of things and is really the backbone of auction organization.

We accomplished our goals. First, it was a good time. Second, we made a profit as the major fundraiser. As of April, \$13,874 was the 2010 income. Our expenses of \$705 were for the rental of round tables, sandwiches, paper products, and extra hours for the sexton. Childcare expenses were from the RE budget.

It seems as if the upper limit of number of items (42 items) that can be auctioned off in one evening has been met. If the annual budget requires increasing the total raised by the auction, new ideas need to be found.

If we continue to put items for the Silent Auction in the Gathering Room, they need to be advertised more effectively.

Space will continue to be an issue that will need to be considered with congregational growth.

Hospitality Committee Report

Committee Leadership: Carol Brainerd (Chair & 1st Friday Potlucks), Alta Bragg (Memorial Service Coordinator), Andy Swanson (Board Liaison).

Committee Members: Alta Bragg, Miriam Hauptman, Carole Johnson, Pam Maher, Greg Maurer, Susan Nelson, Lauren Otto, Cheryl Thiede, Jennifer Thompson, Rev. Virginia Wolf.

Occasional Servers: Tom Clark, Wilma Clark, Sue Fulkerson, Pamela Hegeholz, Juanita Peck, Heather Pickerign, Wendy Schmock.

Introduction

Hospitality Committee fosters a sense of community by providing beverages and food at gatherings by:

- Hosting coffee hour after Sunday services, preparing and serving an assortment of snacks and beverages to those who gather for discussion;
- Assisting with monthly First Friday Potlucks;
- Hosting two picnics each year: one in spring and one in the fall;
- Offering luncheons for memorial services held in the building;
- Assisting with other special events held throughout the year, (New Member

Luncheons, Harvest Auction, Ordination Luncheon);

-And keeping the kitchen supplied and organized for increased usage.

Goals for the Past Year

1. Having a full roster of volunteers to call upon.
2. Being as green as possible-by keeping the usage of disposable, paper & plastic supplies at a minimum.

Accomplishments

1. Started a quarterly cleaning of industrial coffee pot.
2. Received new refrigerator, large roasters and coffee posts from our very generous members.
3. Helped support Wednesday night dinners. We were very thankful to receive leftovers from those meals, which helped to keep our budget low.
4. Contributed to purchase of new round tables and new round table cloths.
5. Had an average of about 12 people at First Friday potlucks. We may want to consider changing Wednesday dinners to a different week, given that we only have 2 UUC meals offered monthly and they both occur within days of each other.

Anticipation of what lies ahead/challenges

1. New equipment for the kitchen: large industrial coffee pot.
2. Alta Bragg will chair the committee next year.
3. Continue to find enough people for Sunday coffee hour
4. Providing more healthy and allergy-free treats instead of sweets on Sunday. Possibly re-evaluate the amount of food served during coffee hour.

Concluding comments

Again a very SPECIAL THANKS to KRIS SIMPSON for helping me in so many ways and to all the WONDERFUL VOLUNTEERS that share their time and talents!!

Long-Range Planning Committee Report

Your Long-Range Planning Committee has worked to gather information to undergird the 2012-17 strategic plan for UUC, develop a draft plan, and circulate it to the Board and Council Chairs. They are now reviewing it to assign tasks to various committees and make sure the plan addresses our congregation's needs and major priorities. The committee will complete its work over the summer and bring a final plan back to the Board and UUC members for approval at the first congregational meeting in the fall. Thanks to our committee members and congregation for all your contributions to this effort.

Membership Committee Report

Members: Christopher Iannone, (Chair), Lesley Sauls (Co-Chair) Debbie Brown, Barb Habben, Karen Hirsch, Cynthia Hunt, Mike Jasper, Brian Larson, Jennifer Lee, Adrienne Leland, Kathy Ryder-Welter, Cheryl Thiede, Jennifer Thompson, and Phyllis Wiekping, Andy Swanson (Board Liaison)

Date: 04/21/11

Introduction

The Membership Committee is responsible for welcoming and encouraging visitors to join the (Unitarian Universalist Congregation) UUC and helping them assimilate into the congregation.

Goals for the Past Year

- Increase number of new members
- Facilitate new member integration
- Increase retention rate
- Create photo directory of members and friends
- Add a one-day session to newcomer orientation classes
- Work with new minister to increase new UUC membership
- Add "joining year" to members' nametags

Accomplishments/Challenges

- At the end of April, 2008, the membership stood at 169 members.
- At the end of April, 2009, the membership stood at 173 members.
- At the end of April, 2010, the membership stood at 164 members.
- As of April, 2011 the membership stands at 168 members.

One of the goals of the UUC Strategic Plan 2006-2011 is membership growth of 10% each year. Our congregation once again did not have a net gain of 10%. Through a combination of relocations, deaths, and members moving on to other venues, the UUC membership increased by 2.4%. UUC gained 20 new members and lost 16.

Our committee did accomplish other goals and many tasks, some of which were smaller pieces of the membership growth objectives listed in the Strategic Plan:

Increase number of new members

- Included membership information on the website
- Responded to inquiries from the website, Facebook, or referred by Office Manager
- Re-branded the newcomer orientation sessions to “Path to Membership Classes”
- Had the greeter at the Newcomer Welcome Center available at the end of each Sunday Service to answer questions or guide tours. Greeters also made an effort to personally invite all newcomers to join us for coffee and conversation after the service
- Followed-up with newcomers according to their wishes on the visitor card (with help by Office Manager)
- Continued the distribution of the new “Welcome: A UU Primer” to interested newcomers. The Primer is a small, concise book of UU terms, readings, and information
- Worked with the Office Manager to send “Path to Membership” invitations to all newcomers
- Coordinated three “Path to Membership” class series. One three-day session over three Sundays in Fall of 2010, one one-day session on a Saturday in the Winter of 2011, one three-day session in the Spring of 2011
- Led three Joining Day ceremonies during services for new members signing the membership book
- Created one Joining Day Luncheon celebration for all members who joined during the 2010-2011 year
- Tried to keep in contact with newcomers who took orientation classes but didn’t join

Facilitate new member integration:

- Encouraged the congregation to converse with guests
- Held three joining days when members were called by name and congregation was invited to congratulate and welcome new members to congregation
- Submitted new member biographies to UUC newsletter and photographed new members for bulletin board in Social Hall
- Create permanent name tags for new members and interested friends
- Encouraged new members to get involved right away, described volunteer opportunities, fun activities, supported Office Manager as volunteer coordinator

Promoted Dinners for Eight, Chalice Circles, Monthly Potlucks, the Harvest Auction, and annual Picnics as methods to integrate new members

Increase retention rate:

Worked with Office Manager and Minister to identify potential “lost member” list. Made contact with members on list to say they have been missed and invite them to check out an upcoming service

Continued to make connections between members and inviting members to events

Encourage people to attend Harvest Auction to sign up for outstanding social opportunities

Create photo directory of members and friends:

Contracted with Lifetouch for the creation of a photo directory of members and friends

As of April, 2011 a higher than average number of members and friends either sat for photo sessions or submitted digital photos for inclusion (almost 90 families)

Ordered additional directories for new members over next three years

Membership budget will cover any extra costs for directory information to be able to provide all members and friends who provided a picture or sat for a photo session the ability to receive the directory for free (additional directories for \$5 available by pre-ordering)

The experience with Lifetouch was a positive one; they provided welcoming photographers for the photo sessions and created an avenue for our congregation to know each other’s names better

Add a one-day session to newcomer orientation classes

In the Winter of 2011 the committee added a one-day Saturday “Path to Membership” class. It was well-received and committee will continue with one-day sessions

Committee plans to survey recent class members for opinions about three-day compared to one-day sessions

Work with new Minister to increase new UUC membership:

Committee chair met with Minister several times to identify members to work to integrate into new activities

Chair also worked with Minister to identify past members to contact and invite back

Committee provided one First Wednesday dinner and added First Wednesday service into part of activities discussion

Provided beverages and prizes for the initial 20s/30s group meeting

Provided snacks and financial support to Youth Group

Committee chair serves as an additional administrator for UUC’s Facebook page

- Provided snack pack to UUC college students with Valentine's Day/Standing on the Side of Love packages
- Provided promotional support to "Bring a Friend Day"

Add "joining year" to members' nametags:

- Committee member began adding a decal with "Member since" on member name tags
- This process continues at the time of the Annual Report

Miscellaneous organizational:

- Committee chairs actively participated in the Council on Committees to keep abreast of other UUC happenings and keep other committees updated about membership issues
- Committee chairs and members participated in various Prairie Star District webinars. Also belong to Prairie Star District's Facebook page and email listservs for updates
- Continued to divide responsibilities between committee members. This was a successful approach, and every member pitched in to help. Amazing group!
- Earned a "Green Star Congregation" status awarded at the Prairie Star District Annual Conference in April of 2011 for one year of positive membership growth
- Work with Summer Services Committee to provide greeters
- Increased budget request to accommodate for added expense due to extra "Path to Membership" class and additional Joining Day

New Members

Following is a list of new UUC members signing between April, 2010 and April, 2011:

<i>April 2010</i>	<i>Fall 2010</i>	<i>Winter 2011</i>	<i>Spring 2011</i>
Jennifer Harder	Elyssa Audorff	Zac Barnes	Jessi Davis
John Skille	Mary Canada	Jan Carroll	Amanda Lonsdorf
Jacquelyn McCune	Collette Couillard	Adrienne Leland	
Jacquelyn Richter	Bart & Jennifer Dahl	Reverend Julianne & Karl Lepp	
	Gloria Egner	Nicole Schultz	
	Kay Furrer		
	Jennifer & Mike Golat		
	Mike Jasper		
	Jackee Johnson		
	Lauren & Nate Otto		

Thanks to:

Kris Simpson for her efficient and caring support of the Membership Committee

Karen Peters who makes our beautiful, handcrafted name tags

Emily Moore who puts together Dinners for Eight each fall.

Joe and Sarah Ramlow for coordinating the Joining Day Luncheon

Tom Clark, Rosemary Kilmurray, Mildred Larson, Kathy O’Leary, and Candy Schreiner for being the committee’s “on call” greeters

Goals for the upcoming year:

- Continue growth of UUC membership
- Reach out to people who have taken “Path to Membership” classes but didn’t join
- Reach out to non-member spouses/partners of members
- Reach out to friends list, contact to join as members
- Increase membership retention
- Create sub-committee to work on member retention
- Continue to promote new member integration
- Distribute photo directories
- Continue to support new activities and groups (First Wednesday activities, 20s/30s group, mother’s group, Lifespan Ministry)
- Continue to encourage sharing of duties and update committee as needed
- Create manual for committee members

Music Committee Report

The Music Committee consists of Betty Kleemeier, Music Director and Accompanist; and Choir Directors: Laurel Kieffer, Bobbie Kuchta, and Rob Kuchta

Introduction:

The Music Committee works under the Worship Committee, with the Music Director serving as liaison to that committee. The Music Director is responsible for overseeing the music plans for all Sunday services and for special events throughout the church year. The Music Director meets with the Choir Directors as often as needed to determine a schedule for the choir which will complement the program schedule developed by the Worship Committee. The Music Director is also responsible for scheduling Music for Gathering and Music for Giving, involving musicians from the congregation and the choir as appropriate to each service. The Accompanist is the primary person responsible for accompanying the choir for rehearsals and Sunday Services and for accompanying congregational hymns.

- The Choir usually practices from 8:30 – 9:45 on Sunday mornings, providing anthems once or twice each month. The Choir Directors work together to select music and schedule rehearsals. They share responsibility for the preparation and conducting of anthems specific pieces throughout the year.

Goals for the Past Year:

The Music Committee has attempted to:

- Include a variety of styles and musicians as part of music for Sunday Services
- Assist the congregation in learning and singing new or more difficult hymns.
- Recruit additional members to sing in the choir.
- Recruit musicians to present solo or small group selections.

Accomplishments in the Past Year:

- The size of the choir has increased with 5 new voices (2 of these returning from previous years.)
- In addition to Betty Kleemeier, accompaniment for Sunday services was provided by Bergine Haakenson and Karl Lepp.
- Some choir anthems were enhanced by instrumental accompaniment provided by Laura Jenson - cello, Laurel Kieffer and Ken Adler – guitar, Rob Kuchta – mandolin, and Lauren Schreiner – clarinet. Our choir premiered a performance of an anthem composed by Ken Adler.
- Two Wednesday evening services were devoted to learning new songs from our Teal hymnbook “Singing the Journey.” These were led by Karl Lepp and Betty Kleemeier.
- Music for Gathering or Giving presented either as solos, ensembles or accompaniments were offered by:

Pat Bonner - flute

Abby Collier – piano

Emma Collier – Harp

Maria Demark – vocal

Fred Hable – piano

Tim Hirsch – vocal

Bob Jankowski - guitar and vocal

Rob Kuchta - violin

The Langby family - Leah (flute), Dean (cello), Olivia (violin) and Alice (violin and vocal)

Karl Lepp – piano and vocal

Lauren Otto - vocal

Carly Sauls – piano

Maggie Sauls – piano

Maria Smith – cello

A vocal quartet with Tim and Karen Hirsch and Rob and Bobbie Kuchta

Larry Past and David Jones provided music for a Wednesday evening service.

Purchase of a Digital Piano

In response to a perceived need for another keyboard instrument which could be used in the basement, a sub-committee has been formed to consider the purchase of a digital keyboard or piano. Some funds were raised at a Wednesday night dinner to be used for this purpose. That total plus donations designated for this purpose now amount to \$325.

Anticipation of What Lies Ahead

The Music Committee will be considering how our resources can be used to adapt to and enhance the new *Lifespan Sundays* schedule, including the Children's Chapel component.

Nominating Committee Report

Members: Chair Bobbie Kilmurray, Tom Clark, Pat Bonne, Liaison to the Board Tom Kieffer

Date: April 1, 2011

Introduction

The committee has the task of recommending to the Congregation a slate of candidates for the UUC Board, Endowment Committee and Nominating Committee to be considered for election by the Congregation at the May Annual Meeting.

Goals for the Past Year

The committee diligently sought out candidates for the following positions: Vice President, Secretary, Administration Liaison, Membership Services Liaison, Endowment Committee and Nominations Committee.

Accomplishments/Challenge

Capable and willing candidates for the above leadership positions were successfully recruited.

Anticipation of What Lies Ahead

The committee monitors projected Board and Committee membership openings. Members of the Nominating Committee look forward to assembling rosters of equally well qualified candidates in the upcoming years.

Concluding Comments

Special thanks to the committee members for of their unique talents, efforts and hard work.

Religious Education Committee Report

Members: Joe Ramlow (Chair), Sarah Ramlow (Board Liaison), Sarah Ramlow, Sara Zeug, Rev. Julianne Lepp (Lifespan Minister), Carol Schumacher, Candice Schreiner, Don Mowry, Emily Moore, Lisa Sylvester

Date: 4/24/2011

Introduction

The Religious Education Committee coordinates religious education classes, service projects, and social activities for the youth of the congregation in grades PreK-12. Additionally, it oversees childcare policy and scheduling.

Goals for the Past Year

Our goals for the past year have been to transition to a new Minister, maintain or increase enrollment, and to begin the transition to a more multigenerational approach with a possible new minister.

Accomplishments/Challenges

Enrollment

Our primary metric for success to date has been enrolment. At this point we have 78 plus children and continue to grow proportionally with the growth adult membership after a small decline form the end of last year. As we transition to the 2011 year we will be moving our primary metrics to include enrollment, but will add a statistical study on retention, and week over week growth as we transition to the new schedule in support of multigenerational faith development and organic growth.

Curriculum

This year was a catalyst for growth into next year. The kindergarten class utilized the online free program through the UUA: *Tapestry of Faith*. Pat Bronner acted as a special advisor to the religious education committee and pioneered the first Eau Claire UUC Tapestry program. It was a zero dollar 100% success. The program is timely, easy, online and relevant. It makes it easy for the teachers to coordinate online and move the program forward. The RE Committee will be coordinating with Rev. Julie to teach the new teachers for 2011 to utilize this program without costly expenditures in RE Curricula.

GA/Spiritual Identity

Personal thanks to the congregation and the committees at large. As a liaison to the board and as chair to the committee Sarah and I were excellent candidates to send to our nearly local General Assembly. Over the GA period we were lucky to be attendants to all of the lay leadership development, RE development, spiritual identity formation and primarily the concentration of multigenerational faith development. Over 2010 and 2011 all members of the

committee have been working toward the clear and present need to develop a strong and enduring spiritual identify for the children in our congregation. This has been deemed as one of the most important elements of spiritual development for the children of our congregation. The *Tapestry of Faith, Our Whole Lives*, and other programs we have been developing are purposely designed to develop this.

Anticipation of What Lies Ahead

RE Coordinator

Thanks to all to help us continue the high quality programs we are using for the RE Program. With a new minister, removal of the DRE position, and a civilian RE Committee the new position of RE Coordinator is a key component to our success. With week over week presence and the oversight of administrative needs, the position offers the Board, Committee, and families in the program the support they need to support the continued growth and the program needs.

New Schedule/RE Teachers/Children's Chapel

We need continued support for the program next year. We are limited in teachers at this time. While it is possible teacher volunteerism was low due to the possible changes of multigenerational worship, we are still low. Without more positive volunteerism the new program will fail. Children's Chapel offers us an opportunity to have members who are not willing to teach to act as lay members of Worship/RE to lead our youth. However, the historical heart of our congregation has been RE - we need to keep this moving.

Facilities

Multigenerational Sundays will affect our space. At this time we are okay, but this will continue to grow as an issue.

Summer RE/Test of Children's Chapel/Peace camp

We have a busy summer ahead of us as we move forward with the new program. We will be offering summer programming helping the children prepare their space for worship next year. We will be offering several "Children's Chapel" Sundays at the end of the summer with preparatory training sessions during the season. With the success of our Water program last year we will be offering a "Peace Camp" this summer.

Concluding Comments

A thank you goes out to all of the teachers, childcare workers and committee members who give their time and talent to make the Religious Education program work.

The Committee gives a special thanks to Carol and Candy who were instrumental in the continued weekend support and the new RE Coordinator Position.

AGAIN, the committee thanks Kris Simpson who makes everything run here at UUC. Also the committee would like to thank our new Minister for her continued mentoring and support of the committee.

Submitted by Joseph Ramlow, RE Committee Chair.

Social Responsibility Committee Report

MEMBERS: Alta Bragg (Chair), Pam Maher (Co-chair), Kathy O'Leary (Community Table), Don Mowry, Cathy Pierce (UUSC Guest At Your Table), Wendy Schmock, Angie Zabrowski (Eco-Hints), Jennifer Golat, Ruth Waller, Ken Adler, Wayne Sauls (coffee sales), Sarah Ramlow (Beacon House), Brenda Martineau (Board Liaison)

April 23, 2011

Our Committee arranges for volunteers for the usual area support groups like Community Table and Beacon House, the inter-religious homeless shelter for families. We support these programs through our budget. We provide the support for our Unitarian ideals. We also support the inter-religious area group JONAH that works together for local social justice issues, environmental concerns, and treatment instead of prison.

Goals for the Past Year:

To engage our Congregation in a Social Issue where we can make a difference.

Accomplishments/Challenges:

We will serve four meals instead of three this year that will involve about 50 volunteers serving about 520 meals at Community Table. When we serve meals we donate 8 gallons of milk and \$100 for the food. This is an opportunity for others to donate 4 – 8 gallons milk instead of volunteering time when we serve – we have 2 more servings this spring April 30 and May 28. Because of Chris Iannone's generosity from the Wednesday night dinner collection, he made the fourth serving possible. Thanks to all who volunteered at Beacon House supplying meals for dinner 4 times and providing 2 hosts to set it out and serve it. Our biggest problem is to find overnight hosts for 2 nights each time we serve.

We also introduced three possible areas to provide assistance in Haiti through our Unitarian/Universalist representative's information. The Congregation voted to support Camp Oasis, a home for orphaned 4 – 16 year old girls that had been made homeless and orphaned due to the earth quake. The RE children wrote letters to the Camp Oasis girls, and they were involved in our sale of food to the congregation to raise money to help toward supporting the school. We sent \$309 along with the letters. Our goal is to raise \$1500 - \$2400 a year to assist in providing for the Camp Oasis School and the girls. Since the aim of the school is to teach the girls skills that they can use to support themselves, we are considering that if they learn crafts we might want to purchase them. We've raised over a thousand dollars at the coffee table downstairs.

We've also been sharing weekly Eco-Hints with the Congregation. On Justice Sunday, March 20, we provided most of the lay portions of the service, coordinated the Oasis Camp letter writing with the children, and served as greeters.

Anticipation of What Lies Ahead:

We are awaiting some response from UUSC on the Oasis project. We're looking forward to sharing their response with the children who wrote letters as well as the whole congregation.

We hope to increase membership in our committee.

Closing Comments:

Pam Maher deserves special recognition and thanks for her inspiration to the Committee and to the Congregation. Her energy and enthusiasm has fueled our efforts in presenting a major social justice project (Camp Oasis) to the congregation. We look forward to continued support of this project in the upcoming year(s). We also want to thank the members of our Congregation who have generously volunteered for putting our values and principles to work by volunteering at the Beacon House and Community Table.

Summer Services Committee 2011

Members: Karen Hirsch and Mildred Larson, Chairs; Kathy Ryder-Welter

Date: May 15, 2011

Introduction

The summer services in 2011 will again be held in the sanctuary. The services will begin at 10:00 am and children will be offered games and activities in the lower level. Children three and under will be in the child care room. The order of service will follow a simpler format from the regular Sunday morning services, and by using the same approach each Sunday, we are able to run copies of the orders of service only once at the beginning of summer. They are recycled from week to week. This summer, the UUC will provide a variety of interesting and engaging programs, with congregational dialogue a part of every Sunday.

We are asking members and friends of the congregation to sign up as worship leaders, program assistants, greeters, hospitality providers, and leaders of children's activities.

Goals for the Summer, 2011

Our goals for summer, 2011, are to present thirteen summer services, with children's activities and childcare available. Except for the All-Congregational Bike Ride on July 3 and the Blessing of the Animals on September 4, all of the services will be held at the UUC. Rev. Julie Lepp has suggested that we have two services in late August that provide a transition from the less formal summer services to the kind of services we conduct during the regular church year. Rev. Lepp will be in charge of these two transitional services on August 21 and 28.

Accomplishments/Challenges

Last summer's programs went well, with lively, interesting programs and an average attendance of 42. We look forward to a successful 2011. Here are the services planned for summer, 2011.

June 12: Gardening and Plant Exchange – Greg Mauer (Meet in Gathering Room.)

June 19: Farmer to Farmer Delegation in Central America – Zacarias Barnes

June 26: Journeys to Understanding – Sahar Taman

July 3: Independence Day Bike Ride – Jack Schoen, leader (Meet at Phoenix Park Farmers' Market)

July 10: Cyber-bullying: Causes and Prevention – Justin Patchin, UWEC Professor

July 17: Five Selected American Paintings as Windows into American History and Culture, Alan Jackson, UWEC Professor, emeriti

July 24: Life Transitions – Bly Allen, Bart and Jenny Dahl, Judy and Henry Lippold, Lisa and Jeff Sylvester

July 31: Update on the Hmong Community in Eau Claire – Caitlin Lee

August 7: Eco-feminism and Other Women's Issues – Laurel Kieffer

August 14: Cambodia - My Travels in Cambodia: A Report from Wisconsin UU, Deb Freund

August 21: Rev. Julie Lepp

August 28: Rev. Julie Lepp

September 4: Blessing of the Animals - Rev. Julie Lepp and Rev. Virginia Wolf (Meet at Phoenix Park)

Anticipation of What Lies Ahead

We hope that general attendance at the summer service grows, and that more families with children attend services. In an effort to help people, especially newcomers, understand that summer services differ from the regular church year services, we are adding some words to the Summer Service Leader Guide. They are:

Welcome to the Summer Forums of the UU Congregation. We hope that you enjoy today's presentation and plan to attend the other interesting and engaging summer forums you see listed in the left-hand side of your order of service. We also invite you to come to the services in September when we return to the full worship services and children's religious education classes of the regular church-year.

Concluding Comments

We have a long tradition of summer services, or forums, at the UUC. They used to be held in the Social Hall, but when we realized that we needed the Social Hall space to provide a place for children's activities, we moved to the sanctuary. The summer services are more relaxed and casual than our regular service, though they include Joys and Concerns, Opening and Closing

Readings, Giving, and Congregational Dialogue. We are grateful to the members of the congregation and the larger community who volunteer their expertise and time to plan and conduct a summer service. We also appreciate those who perform the tasks each Sunday and those who show their support and interest with their attendance.

Worship Committee Report

Members: Co-Chairs: Wilma Clark and Karen Hirsch; Worship Associates: Sue Fulkerson, Sarah Harder, Martha Munger, Heather Pickerign, Mark Quam, Joe Ramlow, David Rice, Lesley Sauls, and Steve Scott; Music Director: Betty Kleemeier; Minister: Rev. Julianne Lepp; Board Liaison: Brenda Martineau.

Subcommittees:

Music: Betty Kleemeier, Bobbie Kuchta, Laurel Kieffer, Rob Kuchta

Aesthetics: Jayne Redman

Date: May 15, 2011

Introduction

Motivated by the goal to provide programs and services that are thought-provoking, spiritual, or informational, members of the Worship Committee work, either independently or with the minister, to plan and present Sunday morning (and some evening) services during the regular church year, September through early June. Committee members rotate so that each Sunday one of them serves as a worship associate for the service.

Goals for the Past Year

Our major goal this year has been to work closely with our new Lifespan Minister, Rev. Julianne Lepp, to create a collaborative approach in planning and presenting forty-one worship services for the congregation. In planning services, we worked to provide a balance in the types of services: historic, faith and spirituality, arts and creativity, and social justice. Some of the services were adult worship services and some were multigenerational services that included all ages.

Accomplishments/Challenges

We achieved our goal of offering services in each of the four areas. Rev. Lepp planned and led services, UUC members and outside speakers or visiting ministers provided sermons, and Rev. Lepp and committee members facilitated multigenerational services. Each month members of the committee and Rev. Lepp provided program titles and sermon descriptions for the UUC Herald.

For each service, Rev. Lepp or committee members planned the readings, selected readers, and conducted the service. We worked with Music Director, Betty Kleemeier, to coordinate

congregational hymns and special music. Jayne Redman of the Aesthetics Subcommittee provided a variety of sanctuary decorations, live flowers, and banners throughout the year.

Working with Lifespan Minister, Rev. Lepp, the Worship Associates planned space in services to provide time for the children's religious education classes to share what they've been learning. Working with the Membership Committee, we provided time in the services for three Membership Joining Days.

Last fall we had the opportunity to work with the UWEC group, Network of Unitarian Universalist Students, to assist them in developing a Sunday morning worship service, which they conducted in October. With the suggestion from Rev. Lepp, we designed and led a half-day retreat for members of the Worship Committee. The University students attended also, to help them prepare to lead their service.

The Music Subcommittee expressed a need for a digital piano for choir rehearsal when the sanctuary isn't available. The Worship Committee sponsored one of the Wednesday evening dinners this year, and through that effort, raised \$325 to set aside for the eventual purchase of a digital piano.