



UNITARIAN CHURCH of NORFOLK



ANNUAL REPORT 2011

Unitarian Church of Norfolk
739 Yarmouth Street
Norfolk, Virginia 23510-1512



**AGENDA
80th ANNUAL MEETING
UNITARIAN CHURCH OF NORFOLK**

Sunday, June 5, 2011

Call to Order

Appointment of Recording Secretary
Appointment of Parliamentarian
Appoint counters
Quorum Count (238 members x .20 = 48)

Reports

President's Report
 Dream Catchers
 Developmental Minister
Treasurer's Report
Secretary's Report
Approval of the Minutes of the 2010 Annual Meeting, June 5 and 6, 2010
Canvass report: Sally Daniel
Endowment Committee report: Phil Caminer

Old Business

New Business

Report of Nominating Committee
 Election of Officers
 Election of Trustees
 Election of Endowment Committee Members
 Election of Nominating Committee Members
Vote on the Question: **Shall the Board of Trustees take steps to incorporate UCN?**
Vote on Question: **Shall the Board of Trustees pursue the option of moving UCN to another location?** (written ballot)
Approve Budget for Fiscal Year 2011- 2012: [Ed Welp]

Recognition of outgoing Officers and Trustees

 Jeremy Slosser, president
 Lynn Jacobs, secretary
 Janet Hixson, financial secretary
 Kila Chong, trustee
 Stuart Kuhlman, trustee

Other Business

Adjournment

UNITARIAN CHURCH OF NORFOLK • 2010 ANNUAL REPORT

Covering the period from May 13, 2010 to May 15, 2011

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MISSION STATEMENT

Our diverse community accepts and acts upon the challenges of liberal religious thought while nurturing and transforming our personal spiritual lives. As Unitarian Universalists we support each other with love, caring and compassion; include the essence of the UU principles in our thoughts, words and actions; serve our larger community through social action; and lead liberal religious initiatives.

VISION STATEMENT

Our congregation will grow each year because we attract and sustain our members, families and friends by offering rich and varied opportunities for creating community and for spiritual development; providing a space which meets our present and future needs; welcoming and reflecting the diversity of our region; and expanding our social justice and outreach initiatives.

Minutes
UCN Annual Meeting
June 5, 2010, Sanctuary, Unitarian Church of Norfolk

I. Call to Order

The meeting was called to order at 7:00 PM by Jerry Slosser, Board President. Announcements were made about the availability of the Annual Report. Copies were distributed and it was noted that the Annual Report is also available on-line. Francie Siegfried was appointed Recording Secretary for the meeting and Mark Geduldig-Yatrovsky was appointed Parliamentarian.

II. Reports

- a. President—Jerry Slosser reported that the Steering Committee (on building matters) is up and working and showing signs of progress. He stated that there will be many opportunities for participation on subcommittees. Jerry further stated that our interim ministers John Manwell and Phyllis Hubbell will be leaving us after the next church year and that we will likely be working with the Placement Office of the Unitarian Universalist Association to secure a consulting minister. The process will be similar to selecting an interim minister; however, a consulting minister can stay for up to five years and can become a settled minister. Jerry said that at times communications have been frustrating for everyone and asked for the congregation's patience.
- b. Treasurer—Ed Welp stated that he had nothing to add to his report.
- c. Financial Secretary—Gary Copeland gave an update on pledges. He stated that as of the meeting date, a total of \$222,876 had been pledged from 151 pledge units. The mean pledge was \$1476 and the median was \$1080. The pledges ranged from \$25-\$8,000. Gary said that we are ahead of where we were last year with pledges at this point.

III. Approval of Minutes of the 2009 Annual Meeting on June 6, 2009 and the continuation on June 28, 2009—Francie Siegfried read the minutes. Laura Moss asked if a quorum had been reached before the minutes were approved. There were 43 church members in attendance, with 48 required for a quorum. It was agreed that a recess would be taken and that we would reconvene Sunday, June 6th after the worship service at approximately 11:30 AM to complete the business of the meeting.

IV. Closing—Jerry Slosser thanked the Nominating Committee for their work and recognized those people going off the Board including Gary Copeland, Financial Secretary, and Skip Earl, Trustee. Jerry mentioned that there are many opportunities to get involved at UCN, particularly on the Membership and Stewardship Committees. He stated that Judy Welp and

Janet Turner-Hampton will be heading up fundraising efforts. The meeting was recessed at 7:35 PM.

*Respectfully submitted,
Francie Siegfried
Secretary, UCN Board of Trustees*

**Minutes
UCN Annual Meeting Continuation
June 6, 2010, Sanctuary, Unitarian Church of Norfolk**

- I. Call to Order
The meeting was reconvened at 11:45 AM by Jerry Slosser, Board President. Announcements were made about the availability of the Annual Report. Copies were distributed and it was noted that the Annual Report is also available on-line. Francie Siegfried continued as Recording Secretary for the meeting and Mark Geduldig-Yatrovsky as Parliamentarian.
- II. Approval of Minutes of the 2009 Annual Meeting on June 6, 2009 and the continuation on June 28, 2009—Thelma Carroll made a motion to approve the minutes as written. Michael Minor seconded and the motion was passed by voice consent. Counters confirmed that we had achieved a quorum.
- III. Tabled Motion from 2009 Annual Meeting—Jerry Slosser stated that the content of the two amendments to the bylaws previously requested by Laura Moss was largely covered in the newly revised Personnel and Policies Manual (PPM). Laura Moss made a motion to withdraw her request for the bylaw amendments and it was approved by those in attendance.
- IV. New Business
 - a. Report of Nominating Committee: Jerry Slosser read the list of those of nominated. Laura Moss moved to accept the slate of nominees presented. The motion was passed unanimously.
 1. Election of Officers
President: Jeremy Slosser * (legal trustee)
Vice President: Karen Forget
Secretary: Lynn Jacobs
Treasurer: Edward Welp * (legal trustee)
Financial Secretary: Janet Hixson
 2. Election of Trustees
Trustees fulfilling prior terms: Kila Chong, Monica Douglass, Nancy Duncan, and Veronica Vaughan
Slate of new Trustees: Francie Siegfried and Christine Hyde
 3. Election of Endowment Committee Members:

Continuing: Pat Chenault, Phil Caminer, Ralph Ablaseau, and Leila Wylie

Seairth Jacobs made a motion from the floor to nominate Michael Minor for the open position on the Endowment Committee. Lynn Jacobs seconded the motion and it passed unanimously.

4. Election of Nominating Committee Members:

Barbara Cheney, Seairth Jacobs, and Tamra Portella

- b. Approve Budget for Fiscal Year 2010-2011. The proposed budget was sent out to the congregation via email and copies were distributed at the meeting. Questions and comments were entertained from the floor. John Whitelaw asked why the Youth Coordinator and Childcare expense lines changed in this year's budget. Carol Rood, Youth Coordinator, said that the new amount reflects what she actually gets paid. Brain Brennan, Director of Religious Education, stated that the childcare line reflects what we actually spend on childcare, as there are no limits placed on childcare use. Sally Daniels asked why the extra \$20,000 in pledges over last year doesn't seem to be reflected in the budget. Jerry said that any extra money in the budget will be used to make-up for the 10% cut in salaries to employees last year. Paul Moss made a motion to accept the budget. Phil Caminer asked if dues to the Unitarian Universalist Association were included in the budget. The line item was pointed out. Mark Geduldig-Yatrovsky stated that he would vote no on the budget because it does not increase salaries. Vicki Caminer said that more money may be needed for the Worship Services Committee due to expenses associated with visiting ministers. Ralph Ablaseau seconded the motion to approve the budget. The motion to approve the budget was carried with one objection.

V. The meeting was adjourned at 12:10 PM.

*Respectfully submitted,
Francie Siegfried
Secretary, UCN Board of Trustees*

Unitarian Church of Norfolk
Budget vs. Actuals: UCN Approved Budget - FY11 P&L
July 2010 - June 2011

	Mar 2011		Total		
	Actual	Budget	Actual	Budget	% of Budget
Income					
4010 Pledges	17,461.58	16,959.00	163,826.70	203,510.00	81%
4013 Prior Year Pledges		0.00	7,712.65	1,778.00	434%
4020 Plate	677.25	750.00	8,160.43	9,000.00	91%
4021 Unpledged Donations	2,300.00	1,250.00	20,194.00	15,000.00	135%
4030 Building Use	1,089.00	350.00	4,914.00	4,200.00	117%
4040 Fund Raisers	-470.10	375.00	5,106.55	4,500.00	113%
4050 Interest Income	2.00	4.00	17.66	50.00	35%
4060 Special Offering	1,473.62	900.00	9,814.35	10,800.00	91%
4080 Other income		0.00	29.51	0.00	
	\$	\$	\$	\$	
Total Income	22,533.35	20,588.00	219,775.85	248,838.00	88%
Expenses					
6000 Personnel Expenses					
6100 Minister's Package					
6110 Minister's Salary	4,879.00	4,878.00	47,971.32	58,543.00	82%
6130 Minister's Retirement		487.00	2,750.04	5,854.00	47%
6140 Minister's Expense Line	1,839.50	666.00	6,602.35	8,000.00	83%
6150 Minister's Health Insurance	453.55	536.00	5,310.06	6,438.00	82%
6160 Minister's Life Insurance		39.00	158.40	470.00	34%
6170 Minister's Disability Insurance	133.52	61.00	339.80	738.00	46%
6180 Minister's SECA	318.18	373.00	3,533.10	4,478.00	79%
	\$	\$	\$	\$	
Total 6100 Minister's Package	7,623.75	7,040.00	66,665.07	84,521.00	79%
6200 Salaries					
6210 Office Manager	2,333.34	2,333.00	22,409.58	28,000.00	80%
6220 RE Director	1,762.50	1,762.00	17,977.50	21,150.00	85%
6230 Youth Coordinator	540.00	540.00	5,508.00	6,480.00	85%
6240 Child Care/Nursery	134.75	583.00	3,148.50	7,000.00	45%
6250 Choir Director	387.50	645.00	5,037.50	7,750.00	65%
	\$	\$	\$	\$	
Total 6200 Salaries	5,158.09	5,863.00	54,081.08	70,380.00	77%
6300 Payroll Taxes					
FICA	409.05	448.00	5,648.83	5,384.00	105%
	\$	\$	\$	\$	
Total 6300 Payroll Taxes	409.05	448.00	5,648.83	5,384.00	105%
6400 Employee Benefits					
6410 Health Insurance					
Office Manager's Health Ins.	233.33	200.00	466.66	2,400.00	19%
RE Director's Health Ins	200.00	200.00	1,600.00	2,400.00	67%
	\$	\$	\$	\$	
Total 6410 Health Insurance	433.33	400.00	2,066.66	4,800.00	43%

6420 Retirement					
Office Manager's Retirement		233.00	0.00	2,800.00	0%
RE Director's Retirement		176.00	1,057.50	2,115.00	50%
	\$	\$	\$	\$	
Total 6420 Retirement	0.00	409.00	1,057.50	4,915.00	22%
6430 Workman's Comp Insurance		58.00	777.00	700.00	111%
	\$	\$	\$	\$	
Total 6400 Employee Benefits	433.33	867.00	3,901.16	10,415.00	37%
	\$	\$	\$	\$	
Total 6000 Personnel Expenses	13,624.22	14,218.00	130,296.14	170,700.00	76%
7100 Administrative					
7110 Office Supplies	254.81	100.00	1,280.10	1,200.00	107%
7120 Postage		125.00	392.80	1,500.00	26%
7130 Copier	264.94	404.00	3,427.17	4,850.00	71%
7140 Computers/IT		42.00	116.99	500.00	23%
7150 Software Fees		83.00	431.02	1,000.00	43%
7190 Contingencies		20.00	91.18	250.00	36%
	\$	\$	\$	\$	
Total 7100 Administrative	519.75	774.00	5,739.26	9,300.00	62%
7200 Building					
7205 Mortgage	928.12	928.00	8,353.08	11,137.00	75%
7210 Building & Grounds	395.21	125.00	1,545.41	1,500.00	103%
7220 Custodial services	476.00	500.00	4,284.00	6,000.00	71%
7230 General Supplies	302.40	54.00	302.40	650.00	47%
7240 Liability Insurance		300.00	3,643.00	3,600.00	0%
7241 Flood Insurance		183.00	0.00	2,200.00	0%
7260 Sexton Fees		20.00	185.00	250.00	74%
7270 Utilities					
Electric	178.49	266.00	2,164.05	3,200.00	68%
Natural Gas	976.21	433.00	4,369.23	5,200.00	84%
Telephone	190.85	266.00	2,141.66	3,200.00	67%
Water & Sewage	154.52	241.00	1,908.57	2,900.00	66%
	\$	\$	\$	\$	
Total 7270 Utilities	1,500.07	1,206.00	10,583.51	14,500.00	73%
	\$	\$	\$	\$	
Total 7200 Building	3,601.80	3,316.00	25,238.40	39,837.00	63%
7300 Professional Development					
7310 RE Director Professional Expense	655.00	125.00	655.00	1,500.00	44%
7320 Leadership Development		58.00	40.00	700.00	6%
7330 Music Director		100.00	0.00	1,200.00	0%
	\$	\$	\$	\$	
Total 7300 Professional Development	655.00	283.00	695.00	3,400.00	20%
7600 Association Dues					
7610 UUA Dues		555.00	4,950.00	6,660.00	74%
7620 TJ District Dues		195.00	1,755.00	2,340.00	75%
	\$	\$	\$	\$	
Total 7600 Association Dues	0.00	750.00	6,705.00	9,000.00	75%
7800 Committees/Programs					
Board of Trustees	22.00	8.00	87.48	100.00	87%
Children's Religious Education		291.00	1,574.02	3,500.00	45%
Choir Budget Line			307.52	0.00	
Membership Committee		8.00	309.50	100.00	310%
Ministerial Search		83.00	0.00	1,000.00	0%
Social Justice	1,473.62	900.00	9,814.35	10,800.00	91%

Stewardship		58.00	0.00	700.00	0%
Worship services Committee	100.00	50.00	627.06	600.00	105%
Total 7800 Committees/Programs	\$ 1,595.62	\$ 1,398.00	\$ 12,719.93	\$ 16,800.00	76%
Total Expenses	\$ 19,996.39	\$ 20,739.00	\$ 185,051.73	\$ 249,037.00	74%
Net Income	\$ 2,536.96	\$ (151.00)	\$ 34,724.12	\$ (199.00)	

Saturday, Apr 09, 2011 02:55:41 PM GMT-4 - Cash Basis

Unitarian Church of Norfolk Balance Sheet As of April 30, 2011

	Total
ASSETS	
Current Assets	
Bank Accounts	
1000 Cash on Hand Unrestricted	
1001 Bank of America Operations	91,023.37
1002 BOA Money Market*	23,510.99
1010 Petty Cash on Hand	24.14
Total 1000 Cash on Hand Unrestricted	\$ 114,558.50
Total Bank Accounts	\$ 114,558.50
Other Current Assets	
1150 Endowment	109,751.75
Total Other Current Assets	\$ 109,751.75
Total Current Assets	\$ 224,310.25
Other Assets	
1250 Land (assessed value)	176,000.00
1251 Building (assessed value)	842,400.00
1300 Prepaid payroll	1,949.62
Total Other Assets	\$ 1,020,349.62
TOTAL ASSETS	\$ 1,244,659.87
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2050 Prepaid Pledges	2,010.08
2100 Payroll Liabilities	0.00
2101 Payroll Taxes	
Federal	1,189.89
State	15.52
Total 2101 Payroll Taxes	\$ 1,205.41
Total 2100 Payroll Liabilities	\$ 1,205.41
2200 Designated Funds	
2201 Book Store	2,316.89
2202 Building Contingencies	14,672.82

2204 Choir Fund	2,538.98
2205 Dream Catchers	460.17
2206 Earthhuggers	330.26
2210 Easley/Green Ministerial Intern	2,416.00
2215 Empower Hampton Roads	2,223.01
2220 Endowment Fund	413.00
2225 Flower Fund	568.99
2230 Journey Towards Wholeness	443.37
2233 Jordan Marker Fund	2,590.17
2235 Questors	2,744.95
2240 Sabbatical Fund	618.19
2245 Minister's Discretionary Fund	4,542.43
2255 Our Whole Life (OWL)	311.28
2260 Sandwich Makers	806.79
2265 Social Justice Committee	1,604.48
2275 UCN Homeless Shelter	8,561.57
2280 U.U. Service Committee	160.00
2285 Teen Group	946.38
2295 Worship Service Tapes	643.93
2299 Temporary Misc Liabilty Fund	4,610.51
Total 2200 Designated Funds	\$ 54,524.17
Total Other Current Liabilities	\$ 57,739.66
Total Current Liabilities	\$ 57,739.66
Long Term Liabilities	
2010 RBC Centura Mortgage	87,523.41
Total Long Term Liabilities	\$ 87,523.41
Total Liabilities	\$ 145,263.07
Equity	
3000 Opening Bal Equity	985,994.98
3900 Retained Earnings	71,595.30
Net Income	41,806.52
Total Equity	\$ 1,099,396.80
TOTAL LIABILITIES AND EQUITY	\$ 1,244,659.87

Tuesday, May 10, 2011 PDT

President's Annual Report **June 5, 2011**

Building Subsequent to significant flooding of our property in November of 2009 we established a steering committee to investigate possible long-term solutions to an apparent on-going problem. That committee morphed into the Dream Catchers Team. In the past 15 months the team has helped us recognize many issues beyond water inundation that negatively impact our ability to grow and our desire to serve. To find ways of dealing with those issues, each of us will need to actively engage in the process of thoughtful inquiry. It is imperative that we continue to share feelings and facts so we can make acceptable choices.

Congregation There are many opportunities for us to be involved with church life. Matching skills and interests of members with those opportunities is a challenge and one that we often don't successfully meet. A Volunteer Coordinator, who could be part of a Leadership Team, would provide a valuable service and free up Board time for concentration on other business. Interested? Applications are being accepted. Incidentally, we have already started to re-define the nominating committee's role. Formerly the work was of short duration and limited to preparing a slate of nominees for the annual meeting. The new tack is to have this committee actively involved in leadership development throughout the church year. I am convinced this is a step toward more effective lay leadership.

The Board continues to encourage creative ways of meeting the needs and desires of our members. A recent addition is the Young Adults group. This actively engaged group is serving an important need and making valuable connections for several members and friends. Your favorite addition to our program would be welcome, too.

Clearly, personalities drive many facets of church life. Some members willingly do repeat performances of service to the congregation year after year and feel good about doing that. Others in the same situation may feel stuck and want out; that choice should be readily available and without guilt. Lately, the opt-out choice has had an impact on the Membership committee. Although there are very reliable members that can be called on for specific tasks, we don't have a committee that functions in an on-going way to accommodate many of the needs our members. Considering the importance of this committee and the personal rewards it can bring, I hope we can reactivate it soon. Is this the job you have been looking for?

There are many other team opportunities as well. No matter your area of interest or skills there is a place for you. If you are feeling overlooked, please be assertive in seeking a place to make your contributions to the cause. We need you.

Technology Keeping up with technology involves constant change. We are indeed fortunate to have members with much computer/technology savvy. They keep us up-to-date and help us make use of advantageous new developments. Check out our website for dramatic proof of their work. Current trends are toward having the website as the main method of communication. Websites can be updated quickly and we can have relevant information at our fingertips and not have to wait for weekly or monthly publications. Cool! Office visits aren't necessary – we make *Mouse Calls*.

Ministers We are deeply indebted to Reverend Phyllis and Reverend John for their many skills and their intense involvement with our congregation for the past two years. They have ushered in a sense of stability, purpose and compassion. They have given us many reasons to be proud of ourselves and the work we do together. We wish them well in their next interim ministry. Somewhere there is another congregation that will have the good fortune to know them both as ministers and friends.

President Little did I know when I joined UCN in January, 2005 where my path would lead. In my second year as a member I served as Financial Secretary and then Vice President in my third year. When Peggy Joseph left the presidency in the spring of 2008 my church education began in earnest. Subsequently, I was given the privilege of serving as president of the congregation three times. I must say that the learning curve was steep. During these 5 years on the Board I worked with five ministers and learned valuable life lessons from each one. Importantly, the members of five Boards and others I have come to know through various committees, teams, covenant circles, discussion groups, and social hall impromptu conversations have been sources of inspiration and challenges to my thinking.

*In gratitude to each of you,
Jeremy Slosser, President*

Co-Ministers' Annual Report **2010-11**

1. Introduction. While this is an annual report, it is helpful during a period of transition to look at the interim period as a whole. This report should therefore be read together with last year's report, as it takes up where that report left off, with the continued study of relational and healing issues, the growing challenge of flooding, and urgent issues around stewardship and leadership. Through all these issues, we have continued to reflect on the reasons for UCN's history of short ministries.

2. Relationship and healing issues. As planned, we made "human relationship as a spiritual practice" a central theme of this year's programming. We arranged a congregational workshop on "appreciative inquiry" (AI) in September, as a way of looking with appreciation at the best in UCN's history, and planning UCN's future around such experiences.

We arranged a second workshop, in January, on "nonviolent communication" – the art of learning to speak with each other around our own individual needs rather than with criticism or judgment. Eddie Oliver, the presenter, then offered a pair of follow-up classes for interested workshop participants for several weeks. Most of the class participants arranged with him to continue to meet, in a combined class, for at least the rest of the church year. We are delighted that this is providing UCN with a core group of potential leaders skilled in the arts of communication.

We preached on several relational issues, including "appreciative living" as a way of extending the philosophy of AI beyond the church as an institution to members' personal lives. As we had the year before, we facilitated conversations in several situations in which there were a variety of tensions among members and friends to work on those issues. We think in general those meetings were helpful, though in some instances more work remains.

We regret that the pressure of building and staffing issues did not allow time to carry the relational work to its natural culmination in a shared understanding of what behaviors we want to strive for in our relationships with one another, especially when we disagree. Such an understanding also needs to address accountability when we fall short, as we inevitably will. It's our sense, however, that the congregation at this point would be ready for a covenant-building process.

3. Building issues. We continued to work with the Dreamcatchers committee, formed to study UCN's alternatives after the flooding of November 2009. The committee has made a major presentation of its work, and is now leading a series of forums on how to proceed. UCN has some history of drawing back from important decisions. Making a clear decision about the building is one of the most important issues it now faces. We urge the congregation to continue the momentum of the current process of education, listening and reflection until there is broad and enthusiastic support, and to move ahead toward an early building fund campaign.

4. Stewardship. When we came in the summer of 2009, UCN's pledge income had fallen, and salaries, denominational contributions and other items had to be cut in order to balance the budget. In our first year, contributions raised during the year enough to compensate for the salary cuts with year-end bonuses, but despite the good work of the stewardship committee, 2010 year's budget did not allow the restoration of either the salaries or denominational contributions.

During our second year, now ending, the board was able to recruit member Sally Daniel to lead the stewardship drive. She put together a team which worked well together, with enthusiasm and imagination. The result has been 180 pledges, totaling more than \$271,000. Even allowing for some probable shrinkage, this is a twenty-five to thirty percent increase over the \$203,000 budgeted for the current year. This huge success was beyond anyone's expectations, and should help to infuse a new awareness in the congregation that it is not poor, and that it can afford its dreams. It offers enormous hope for UCN's ability to raise the large amounts it will need for a new or renovated building.

5. Leadership. We regret that we have not found the time to deal with reviving UCN's membership committee. But we are delighted that, at our suggestion, the board is reconstituting the nominating committee as a leadership committee. It will now be expected not only to nominate committee chairs, but to look broadly at identifying, developing and training future leadership. This has huge potential, not just for a membership committee but for all areas of leadership at UCN, including future board members. It will be important to follow up. It would also be timely to consider a transition from committee structures embracing all of church life, to ad hoc task groups which could reduce meetings and offer flexibility to match volunteer interests.

6. Ministerial turnover. The “presenting issue” as we came to UCN was a decades long history of short ministries. We have found no single explanation. Both the church and its ministers share responsibility.

In UCN’s early history, one factor may have been that smaller congregations tend to have shorter ministries. Salaries are low and promising ministers tend to move on. More intriguing is the possibility that UCN’s strong leadership in civil rights and GLBT issues before they became trendy, even in liberal churches, meant that the congregation itself was not united in its support. Ministers may have faced criticism for their public stands. Conflict can be wearing on ministers.

It seems clear that some of UCN’s ministers also brought personal problems with them which interfered with their ministry and may have contributed to their early departure. Other ministers may have been a poor fit for the congregation, suggesting that neither the church nor the minister did enough homework before the call. Finally, organizational and administrative skills aren’t the first thing most people think of when they seek a minister, but they can be very helpful.

It’s also important for the congregation to recognize that it may have had more than its share of congregants who are uncomfortable and unskilled in handling difference, including theological difference. We think especially of differences over what former UUA President Bill Sinkford has called the language of reverence. Such members have too often been publicly critical or demeaning of each other, as well as ministers (and at least one minister and perhaps some staff members have been guilty of similar disrespect.) Anger has sometimes escalated. People are often at a loss when such things happen, and simply stand aside and let the anger go unchecked. Or they may just stop coming.

We have loved our time with you. We are impressed with your continuing legacy of social justice witness and service. While all churches have some difficulty with conflict, the most important suggestion we can make to you as our parting gift is to continue your promising work on becoming more comfortable with handling difference. This means learning how to approach conflict with respect and love for one another, and how to forgive freely and frequently. These are tremendous personal and institutional achievements, as is learning how to recognize anger as it is developing and speaking up, and slowing things down, while calling attention to the congregation’s expectations and, in time, its relational covenant.

We have focused this year on relationships. We encourage you to take another step in this direction next year by working out a congregational covenant making explicit your aspirations for relating to one another, and with clear boundaries and structures of accountability. This will make it harder for people to confuse respect for the individual with license to obstruct and criticize. Consensus around such a covenant can make church meetings satisfying, not bruising. Your minister or a consultant can help you find the best approach to this goal.

You are a congregation that deserves to go to that next level. You have huge promise and much to offer to South Hampton Roads, and to each other. You can and should be leaders in this denomination. We urge you to continue striving to be kind to yourselves, even as you take on the big issues.

UCN's current plan to bring in a consulting minister, now to be called a "developmental" minister, will allow you to work on your "main things" for the next three to five years and, if the fit is right, eventually call that minister or a new one for a long-term ministry.

7. Farewell. In preparing to move on, we want to express our gratitude to the entire congregation for its support and affirmation, to the board for its effective leadership, and to our transition team (consisting of Lisa Kilczewski, Amy Hutcheson, Richard Horwege (during the first year) and later Veronica Decker, for their wisdom, advice and hands-on support.

We have every confidence in your future, and will remember our years here with great affection.

*Respectfully submitted,
Reverends Phyllis L. Hubbell and John P. Manwell*

Religious Education Program

"The curriculum...is the entire course of the church's life."
--Maria Harris

This past year has, once again, been marked by transitions and challenges; the institution of new creative programming; a solid core of enthusiastic volunteers; and, as always the smiling, eager faces of children and youth. The most significant changes this year were the departure and hiring of a new Nursery Supervisor, and the sudden departure of several teachers due to theological, family, and work related conflicts. On the whole it was a fairly smooth year.

Religious Education Program

The religious education program provides classes for an average of fifty-three children each Sunday. Our attendance swung between as many as seventy-two children on a Sunday to as few as forty-one. We had over one hundred children registered, and nearly thirty visitors. We had thirty-five teacher volunteers and ten Quest mentors this year. We were able to work with fewer teachers because a few asked to take on a more consistent role, especially in the Kindergarten-Grade 1, Grades 2 & 3, and Middle School classes. All of our classes began the year meeting our goal of having six teachers for each class, but a few in year departures proved a challenge. This year four teens volunteered as assistants in classes, and were very well received by the children.

Nursery care is available from 9:00 a.m. to 12:30 p.m., and the Teen Group for high school youth meets at 9:30 a.m.

This year several classes continued the new **Tapestry of Faith** Curricula. These classes went well, and the curricula were well received by the teachers and students. The class guides are detailed and flexible, which is an aide in teaching.

The following curricula were offered during the Fall 2009 – Spring 2010 program year:

Preschool (Age 3-4)

We Are Many, We Are One

This yearlong preschool curriculum offers children the grounding of a religious community and tradition, along with the freedom to discover their uniqueness. The underlying theme throughout is anti-bias, multicultural education which celebrates diversity and interdependency.

Kindergarten-Grade 1

Spirit Play

Based on the Montessori Method, and drawing on a “morning-as-worship” model, Spirit Play embraces multi-age grouping, self-directed learning, creative expression, multiple learning styles, cooperation and respect within a classroom community, the sacred mystery of life, and a commitment to freedom in spiritual exploration. Through story, wondering, and creative art response, children make meaning of the language of our faith and life’s questions. This year’s selection of stories focused on UU principles.

Grades 2 and 3

Moral Tales

The stories in **Moral Tales** draw upon many of our Unitarian Universalist sources, portraying moral dilemmas and paths to goodness and justice through a variety of cultural and religious lenses. Yet every story resonates with Unitarian Universalist principles and purposes, which are intentionally integrated into the sessions. In this way, participants will develop awareness and understanding of other religions as they strengthen their own identity as Unitarian Universalists.

Winter Module

Fighting Fair for Kids

This curriculum from the Peace Education Foundation taught conflict resolution through the works and words of Dr. Martin Luther King. This module coincided with sermons at worship and workshops that the adults attended in January and through the winter months.

Grades 4 and 5

Windows and Mirrors

Windows and Mirrors nurtures children's ability to identify their own experiences and perspectives and to seek out, care about and respect those of others. The sessions unpack topics that lend themselves to diverse experiences and perspectives - for example, faith heritage, public service, anti-racism and prayer. The program teaches that there are always multiple viewpoints and everyone's viewpoint matters.

Winter Module

Fighting Fair for Kids

This curriculum from the Peace Education Foundation taught conflict resolution through the works and words of Dr. Martin Luther King. This module coincided with sermons at worship and workshops that the adults attended in January and through the winter months.

Middle School

Amazing Grace

Amazing Grace intends to help middle school age students understand right and wrong and act on their new understanding. Its purpose is to equip them for moving safely and productively through the middle- and high school years, when they will be continually tugged toward both ends of the ethics continuum. Through their involvement in Amazing Grace, youth will come to recognize and depend on their Unitarian Universalist identity and resources as essential to their movement toward understanding, independence, and fulfillment of personal promise.

Winter Module

Fighting Fair for Kids

This curriculum from the Peace Education Foundation taught conflict resolution through the works and words of Dr. Martin Luther King. This module coincided with sermons at worship and workshops that the adults attended in January and through the winter months.

Quest: Coming of Age

In the Quest program, youth at the age of 13 team up with older adult mentors for the express purpose of developing a personal statement of belief. This helps foster a sense of community as the kids work with each other and the adults during this process. The Quest program began meeting in the fall, continues Through the

Quest service on June 5, and culminates in a trip to Boston.

Our Summer 2010 program delved into Tirrell Kimball's *Honoring Our Mother Earth* and *Caring for Our Planet Earth* curricula that explored Native American spirituality and Native American ideas about the environment. Our classes were mixed—with middle school, elementary school, and pre-school aged children in classes together. In 2011 our summer program will focus on Bible Stories, relying on Spirit Play stories for the Pre-K through Second Grade students, and *Super Heroes: Bible People* curriculum by Gaia Brown for late elementary students.

Worship, Special Events, and Celebrations

On Sunday mornings, it is our custom for the children to join with the congregation at the start of worship. A story appropriate for children and usually related to the worship theme is presented during the Children's Focus. The DRE participated in coordination of the "Time for All Ages" with the ministers.

The DRE, CREC, minister, and Worship Services Committee collaborated on four Inter-generational Services this year, including the traditional Christmas Eve pageant, this year an ecumenical holiday play *Night of the Radishes* (directed by the DRE). The other Inter-generational Services included a Baseball Service, a Martin Luther King Day service, and an RE service in May. In addition, the Teen Group led an excellent service. The children also participated in such worship events as the Water Ceremony and Cornbread Communion.

The CREC continued to sponsor the Back to School Buddy Breakfast, Flashlight Tour and Cornbread Bake, the Joy Fund, a family Easter Breakfast, and Easter Egg Hunt.

Children's Religious Education Council (CREC)

The CREC works with the Director of Religious Education to develop and implement the program. The committee also coordinates most of the special events and celebrations for children and families. The CREC also coordinated with social action committees to make cookies and cards and collect donations of food during the social events sponsored by the CREC.

Lisa McCarty served as chair of this council for a second year. The other members of the Council are: Tracie Whitelaw, Mary Brinkmeyer, Sabrina Sasser, and Wendi White. Members of the CREC faced new challenges as they integrated new work and family responsibilities with their service on the CREC. Highlights included the cleaning and repainting of the Nursery, and a successful family breakfast on Easter. The CREC functioned well this year, providing excellent support and guidance to the RE program at UCN.

Nursery

Our long-tenured Nursery Supervisor, Debby Collins, stepped down this year and was replaced by Ann Daly. The transition was reasonably smooth. Childcare requests for meetings and activities outside of Sunday mornings have increased significantly, and meeting those requests is challenging at times, and Ms. Daly has

stepped in as well as can be expected. A revision of childcare policies is underway to provide the best possible.

Youth Coordinator

Youth Coordinator Carol Rood is in her third year. Ms. Rood is growing into her position, guiding a large Quest (Coming of Age) group, and helping pull together Teen and Middle School activities. She has served capably in this position, and has submitted a report under separate cover.

Director of Religious Education

With the conclusion of this program year, I conclude my fourth year as the DRE for this church. As the church examined its future, and the future of our building, I attempted to play a supportive role to the various voices of the congregation, always stressing, however, that our current configuration of classrooms puts an effective cap on how large the RE program, and thus, the church can grow. I get to listen to a number of opinions about how to resolve this issue, and do my best to remain supportive of all voices that acknowledge the shortcomings of our current space as it is configured.

Besides the abrupt, but perhaps foreseeable, departure of our longest tenured staff member, other conflicts in the program arose that pointed the need for a greater communication to parents (and staff) about expectations and responsibilities that come with the programs we offer. In the future I will gather (and work with the program organizers) the adults as well as the children at the beginning of our special programs (Our Whole Lives, Quest, Teen Group) to discuss expectations and responsibilities, and lay out a model for timely and constructive communication given the expectations of the program as a whole. While we recognize and honor individual differences in belief, ability, and behavior, we are a small program and need the assistance of those participating in the program to help us work with those differences to best effect of the individuals and the group as a whole.

In March I attended a Renaissance Module training in Multiculturalism (my third). Due to my second job, I was only able to attend one Virginia Area Cluster of Unitarian Universalist Ministers (VACUUM) meeting, and felt the absence of the larger community.

Going forward, the program is healthy and prepared to face the challenges to come as the congregation decides what to do about our building. Children and their families continue to flock to the Unitarian Church of Norfolk, and stay because we offer quality religious education with strong curricula and engaged (and engaging) teacher volunteers. This will be true no matter where we are.

*Respectfully submitted,
Brian Brennan
Director of Religious Education*

Youth Coordinator's Annual Report

"The future belongs to those who believe in the beauty of their dreams."

~Eleanor Roosevelt

As the 2010-2011 religious education year ends, it marks the completion of my third year as Youth Coordinator. Although I had two years completed, and felt quite confident in my abilities and felt very good about my knowledge of the programs I coordinate, it was a challenging year, particularly because it was a QUEST year for the Middle Schoolers and that is always exciting and dynamic!! The teens and youth at UCN have attended lock-ins, Laser Quest outings, Mid Winter meetings and NEST dinners. They had a Teen Service, Middle School activities, and always, always the fundraisers. The Youth and Teen program is a vital link between the youth and the adults at the Unitarian Church of Norfolk and continues to mold our youth into great leaders, volunteers, and moves them into young adulthood in a positive, affirming way. Thanks to the dedication from our awesome teachers, advisors, other volunteers and youth, the youth program was a huge success.

Youth Summer Religious Education Program Youth Adult Committee (YAC)

The Youth Adult Committee (YAC) was established in 2005. The committee is comprised of youth and adults from the congregation that plan intergenerational events. Due to lack of response for membership, the committee did not meet this year.

Middle School Youth

Middle School youth are comprised of 6th through 8th graders. The youth participated in events that were designed to increase the meaning and depth of their relationships with each other. The RE year started out with a lock-in in September to welcome the new 6th graders into the Middle School group. They had a ball, and new friendships were forged. Because it was a QUEST year the Middle Schoolers had fewer planned activities this past year. However, they did attend a Lock-in during November with other Middle Schoolers from area UU churches at the Unitarian Universalist Church in Newport News, as well as 2 lock-ins at UCN. They had a wonderful curriculum in RE classes, and the 8th graders will be Bridging to Teen Group on May 22nd.

QUEST

In August, the youth who were the appropriate age for the Quest program were sent letters to invite their families to participate in the QUEST program for the 2010-2011 RE year. The Orientation for Parents and Youth was held in September, and 13 youth and their parents signed up to be in the QUEST program for this 2010-2011 year. Mentors were found, and on October 31st held a Mentor's Orientation meeting. Saturday November 13th the Mentors and Questors met for the first time at the Mentor-Questor lunch, which was followed up by the Quest Beliefs class. The Quest group took December off, but got very busy in January. January

9th the Questors had their History class. February 6th the Questors had their Our Church class, and the following week they had the Annual Chocolate Auction as well as the midwinter meeting (on the same day) so the Questors not only prepared a delicious pasta meal for the congregation, but also had yummy chocolate desserts to sell. March 6th was the Social Responsibility class, and they served a wonderful Chicken rice casserole dinner to our N.E.S.T. guests on Saturday March 12th. On Easter Sunday the Questors had a cake sale to raise funds for their Boston Heritage trip, and they also participated in a Mentor-Questor campout on April 30th. They camped out at the KOA in Williamsburg and had a blast with their mentors. During the month of May they will be meeting with the Ministers to refine their CREDO statements and will have their portraits taken with their Mentors by Helen Jones. The QUEST church service will be on June 5th, and they will be having an end of Quest party on Sunday evening June 5th. The Questors and their Advisors Paul Moss and Lynn Jacobs will leave for their Heritage Trip to Boston on June 23rd and will return on June 27th. During the Quest year we did lose three youth from the program for various reasons, however, will end the year with 10 youth completing the Program.

Teen Group

Teen group is for youth in Grades 9-12. The teen's group grew in leaps and bounds this year. There are currently over 20 teens that are registered with the Teen Group at UCN!! They started out the RE year with a lock-in on September 10th, and kicked off the RE year at a new meeting time: 9:30 a.m. Over the summer the teens and their parents met with their Advisors Sally Daniel, Richard Horwege, Susan Hemingway and Chris Holbein and decided to move their meeting time to 9:30 a.m. and would meet in the 2nd and 3rd grade classroom. Teen group incorporates worship, leadership, community building and social action within their programs, so having them decide what to do about the space dilemma was in keeping with their autonomy as a group as well as their self-governance. They got busy right away making bean soup bottles to sell at church to raise money for their events, and had their first fun activity in November with lunch at MacArthur Mall followed by seeing the new Harry Potter movie. They had two bean soup sales. In December an airplane ride with Garland Tillery was arranged, but canceled due to inclement weather. The teens adopted two children from the UCN Angel Tree and bought them gifts, as well as had a gift exchange amongst themselves. In January 2 teens attended an ODU basketball game, and we started planning for the CON in Charlotte NC. Unfortunately, the CON filled up before they received our registrations, so the teens had a lock-in at Sally Daniels' house in March. There was also some discussion in Teen Group about attending GA in Charlotte in June, but no interested teens. The Teens prepared and served a delicious spaghetti dinner to the N.E.S.T guests on March 11th. The teens have participated in numerous events such as lock-ins, their Bean Soup Sale, NEST, and the FABULOUS Teen Service held on March 27th, where the theme was "Ethics and Harry Potter". Other activities included movies, and various fundraisers as well as a bridging lock-in welcoming the upcoming teens. To conclude the year, the teens will have Vegan Pot Luck at Advisor Chris Holbein's house on June 12th, and will go on a camping

trip in August with the new teens and start RE again in September.

*Respectfully submitted,
Carol Rood
Youth Coordinator*

Office Administrator's Annual Report

A nui nui mahalo nui loa (big, big thank you very much) for allowing me to serve as a Trustee on UCN's Board for 2½ years. I resigned solely to accept the position of Office Administrator. Grateful thanks to Maxine Fetterly, Interim, temporary and extremely hardworking replacement for retired Office Administrator Ruth Fox, for gently instructing me on the do's and don'ts, why's and wherefore's and all the job duties that go with the position of Office Administrator, a position I assumed mid-way through the fiscal year. Although still in the learning mode, the time quickly passes and office responsibilities still require the following:

- Recording all donations and contributions, and handling deposits
- Maintaining the membership database
- Producing and distributing Orders of Service and announcements
- Submitting copy for and producing hard copies of Newsletters
- Maintaining archival records and Annual Reports
- Interacting with our many committees and congregants
- Working in collaboration with the many UCN committees
- Keeping the yearly calendar updated
- Overseeing building rental
- Assisting the Financial Secretary and Treasurer with financial tasks and requests
- Supervising the janitorial service and pest control representatives

Since accepting the position of Office Administrator, I have also accepted the following responsibilities:

- Keeping track of, approving, uploading and 'making' staff payroll, health plan payments and other Staff financials
- Preparing the weekly newsletter for 'towncrier' e-publishing
- Printing, distributing and mailing our monthly Newsletter
- Generating and publishing phone directories
- Paying monthly invoices and reimbursement requests
- Maintaining archival records of weekly contributions, paid invoices and reimbursement requests
- Assist the Stewardship committee with recording, maintaining and tracking pledges

In conjunction with UCN's Treasurer, we ensured taxes were paid on time and credits/debits were charged to the proper accounts. Thank you, Ed Welp, not only for the aforementioned, but for all your patience, answering my many questions and for your expert advice.

Thanks, too, to Mark Geduldig-Yatrofsky, who kept me on the e-straight and narrow; to Patrick McCarty for his infinite patience with the generation of each Friday's email newsletter, and to Revs. Phyllis Hubbell and John Manwell, Dal Paull, Karen Smith, Amy Rakowczyk and all who assisted in the preparation, editing and production of our Orders of Service and Announcements.

Our Interim Ministers, Reverend John Palmer Manwell and Reverend Phyllis L. Hubbell, continued to serve us very well. We thank them for two years of wonderful pastoral, healing and instructional service. They will be greatly missed.

In February, because of a severe drop in its membership, UCN's Choir Director, Charlotte Michaels, was released. Choir member Amy Rakowczyk volunteered to assume the duties, if only temporarily, of Interim Choir Director, while a search for a permanent Choir Director was initiated. As this Annual Report was written, the selection of a Choir Director appears imminent.

The office continued to communicate primarily by email in order to lessen the use of paper and energy resources. Dialog has begun to ensure the internet is more readily available and accessible to those needing it.

Requests for building usage were frequent. Despite our lack of air conditioning in the Sanctuary and Social Hall, we received requests to hold events during the upcoming summer months. Home School Out of the Box maintained its building-wide presence each Tuesday throughout the Spring – a bit noisy, at time, but good company.

The inside of our building 'played' a part in a TV murder mystery filmed at UCN last summer, which was shown in a pilot of "*American Occult*" last fall on the Investigation Discovery channel.

In the first week of August, vandals spray painted graffiti onto the Church's outside brick, near the fire escape. Norfolk Police were notified and a report was filed.

The Dream Catchers conducted an all-Congregation survey and held Congregational gatherings to disseminate information obtained through long hours of research and varied methods concerning our building's history, condition and Congregational options.

Thank yous and bouquets to the army of talented, faithful and unheralded volunteers, without whom our Congregation surely could not function, including:

- Sally Daniels, who ran the "best" Stewardship Campaign ever
- Karen Smith for not only playing and singing beautiful music, but planning music for most of our Sunday services
- Amy Rakowczyk for stepping in as Temporary Choir Director and producing an awesome sound from a renewed choir

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- Ron Buck for doing so much to maintain the beauty and cleanliness of our church
 - Ed Daniels for faithfully ensuring that our 'roadside pulpit' has the correct Sunday information displayed – every Sunday
 - Barbara Buck and those who make sure there's hot coffee and more every Sunday
 - Buddy Rau for providing enough ushers and greeters at each service, and who, with Gloria Putnam, took time out from their busy schedules to ensure the Orders of Service were folded and ready for distribution each week
 - Adele Andrews
 - for boiling eggs weekly and for making sure there are enough volunteers to assist in the making of thousands of sandwiches throughout the year and
 - for being an expert accompanist on Sunday
 - Doug Throp, for being everywhere and doing 'everything'
 - Judy Welp, Reannon Branchesi, Fred Osgood, Dal Paull, Jerry Slosser, Elisa Dickon – the list goes on and on

What a special treasure are our volunteers.

Passages

UCN welcomed the following new members:

May 23, 2010

Sam Hutcheson
Valerie Rottink

James Hutcheson

June 6, 2010

Princess Joy L. Perry

November 14, 2010

Suzanne O'Neil
Absalom O'Neil
Jenne Dobbins
Amy Kirk
Brenda Storm
Amy Earhart Lovelace
Leo J. Bevon
Sophia Arroyo

Teresa Husted
Robert Dobbins
James M. Kirk
Erik Storm
Kenisha Scott
Bruce Lovelace
Anne F. Odell
Martha Mercogliano

December 5, 2010

Tina M. Aldrich

December 19, 2010

Sheri L. Roberts

January 30, 2011

Claire Beasley
John E. Oliver

Sharon Harrell

February 27, 2011

Taryn Myers
Glenda Elkins
Jeff Dudzienski
Andy Bedinger

Brian Schiller
Amy Dudzienski
Kim Bedinger

May 22, 2011

Richard Ayres

Baby and Child Dedications

May 8, 2011

Corbin Alexander Ball
Maximillian Sothoron O'Neil
Fitzgerald Cockey O'Neil
Adelaide Lucia Sasser-Strom

Ian Bedinger
Theodora Norfleet O'Neil
Esther Pearl Sasser-Strom
Lilah Rose Wick

Deaths

UCN was saddened by the deaths this year of the following:

Sylvia Delzell, member for nearly 45 years, who died August 19, 2010

Joan Mann, supporter and sister of member Barbara Cheney, who died December 20, 2010

John Picot, partner of former UCN Minister, Rev. Douglas Strong (1987-88), who died February 20, 2011

Jeff Falkenhan, long-time member and past UCN President, who died April 5, 2011

Respectfully submitted,

J. Kila Chong, Office Administrator

Stewardship

A Report from the Canvass Committee:

The Canvass Committee was comprised of Sally Daniel (Chair), Al Onley, Fred Osgood and Phyllis Stein. Our theme was based on "The Wizard of Oz." and all announcements had an Oz connection. The bottom line was that the pledge drive really worked this year. The current total (and we want to remind everyone that successful Stewardship is on going so it is NEVER too late to pledge!) is \$271,142 with 182 pledging units. Of those who pledged, 151 are members of the church. The other pledges came from "friends." We did a couple of things differently this year (which may or may not have been the reason for the successful drive:

1. The ministers were great in talking about the positive history of our church during this pledge season—and interweaving the need to support these values with money.

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2. We did not have a canvass dinner. We had a small committee and that one event would have sapped our energy and financial resources.
 3. We did have a fun night at the church with a showing of "The Wizard of Oz" (on which our canvass theme was based) which featured congregants in costumes, a yellow-brick road, and flying monkeys. We had about 75 in attendance and the consensus was that this was a fun evening. We encouraged the wearing of costumes by offering free popcorn and soda for everyone in costume. Although we did have to rent the popper and buy the refreshments, this cost was almost covered by "non-costumed" sales.
 4. The canvass committee dressed up as the characters of The Wizard of Oz on several occasions during church services. This sense of whimsy seemed to lighten the spirit of giving. People talked about how "fun" the canvass was this year—and yet, I believe that we were just as insistent as previous pledge drives.
 5. We encouraged the people who gave "pledge moments" at church to tell the congregation how much they pledged to the church.
 6. We asked for pledges in weekly or monthly amounts. We reasoned that people tend to think in those sorts of amounts (rent, car payments, etc.) so they could more easily grasp what their pledge means for their budget.
 7. Instead of sending canvassers home with names to contact, we had our first ever "pledge telethon." We brought several people together in the Social Hall for a 2-hour period. They used their cell phones to call everyone on the "non-pledging" list. All of the canvassers agreed that having the group together made this task less onerous. And, we raised a considerable amount in just those two hours.
 8. We made the by-laws clear to members and friends in follow-up "please pledge" letters. All members must pledge unless given an exemption. Friends are non-member pledgers.

Although the Canvass Committee would like to take the credit for the wonderful response this year, we all agreed that we happened to be at the right time and the right place. There seems to be a very positive attitude within the church. People seem to understand that continuing the good works of the church requires financial commitment on their part. May this continue!

Sally W. Daniel

FUN-D Raising Team

Fall 2010 saw the reorganization of the FUN-D Raising Team. The Team began meeting in July, brainstorming and planning projects for the upcoming year. We wanted to be visible and active at the beginning of the church year, so planned a Homecoming Sunday Celebration. We later learned this had been a tradition in the past and was greeted with enthusiasm, despite the absolutely miserable weather.

The vision for the team was to:

- Support the financial needs of the church
- Enhance the feelings of community in the congregation
- Offer opportunities for full congregational participation
- HAVE FUN.

Our goal was to have everyone in the church participate in organizing or at least offer major support and participation in sponsoring at least one fund raising activities during the year.

Below you will find the list of events sponsored by the FUN-D Raising Team this year and the proceeds earned at each event.

Homecoming Sunday Celebration	\$375.63	
Fall Plant Sale and Lunch	797.55	
Fall Yard Sale	1,440.76	
Quilt Show	280.00	
Pampered Chef	54.00	
Holiday Boutique	714.12	
Soup Luncheon	148.00	
Valentines Dance	378.00	
First Annual Chili Cook Off	191.27	
Rain Barrel Workshop	TBD	(Proceeds not in to date)*
Spring Plant Sale	883.09	(Not official total)
Spring Soiree and Auction.	8,500.00	(Not official total)
Misc Income	949.76	

TOTAL	\$14,712.18
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Generally we are very pleased with the revenue raised in the first year of the renewed FUN-D Raising Team. However just as importantly we are pleased with the overall responsiveness and enthusiasm by which these events have been received. We have enjoyed wide volunteer support in putting on each of these events and even wider participation in the events.

We have been particularly pleased when an individual or group has stepped forward and taken ownership for an event such as Ellen Fitzenrider, The Spring and Fall Plant Sales, Ellie Fetterly, Valentines Dance, Mike Minor, Rainbarrel Workshop and the Young Adult Group under the leadership of Reannon Branchesi, The Auction and

Soiree. We are hopeful more people will take leadership roles in such events next year. Experience has shown we always find willing volunteers if someone just steps up to take the lead.

Next year we look to build on the experience and expertise we developed this year and have even more financially successful and FUN events.

Finally, I want to thank everyone who helped with any of the events this year. No event happened without amazing volunteers who were generous with their time, talent and energy and resources. Thank you!

*Judy Welp
Co-Chair
2010-2011 FUN-D Raising Team*

CHURCH COMMITTEE AND ORGANIZATION REPORTS

Adult Discussion Group

The Adult Discussion Group, chaired by Richard Horwege and Jerry Slosser, is a Sunday morning opportunity to discuss various topics with other church members and friends. All are welcome to attend. The discussion group is held at 9:30 a.m. in the Curtis Room, which is the last door on the right on the second floor of the church. Childcare is available.

Submitted by Richard Horwege and Jerry Slosser, co-chairs

Adult Discussion Group Topics May 2 through May 15, 2011

Sunday, May 2, 2010
"Are We All a Part of the Rainbow Family?"
Facilitator: Bill LeTempt

Sunday, May 9, 2010
"Mothers and Beyond"
Facilitator: Richard A. Horwege

Sunday, May 16, 2010
"Presentation by local organic farmer John Wilson"
Facilitator: ³Farmer John² Wilson

Sunday, May 23, 2010
"Your Views on the News"
Facilitator to be announced

Sunday, May 30, 2010
"Memorial Day: Just What is Remembered?"
Facilitator: Richard A. Horwege

Sunday, June 6, 2010
"We All Live on the Water"
Facilitator: Karen Forget

Sunday, June 13, 2010
"Through the Eyes of Hospice Workers: Are We Dying With Dignity"
With Dal Paull, a Hospice volunteer for many years, and Hospice Volunteer Coordinator and Manager, Dottie Reish

Sunday, June 20, 2010
"The Near Death Experience and Other Evidences of an Afterlife"
Facilitators: Valerie and Marty Chandler
(who have presented this topic at workshops for large crowds at UU General Assembly)

Sunday, June 27, 2010
"We the People and Mother Earth vs. BP Corpocracy"
Facilitator: Joe Cook

Sunday, July 4, 2010
"Defining Freedom"
Facilitator: Richard A. Horwege

Sunday, July 11, 2010
"Soiree Roundtable Feedback Loop: Relationship Building Device"
Facilitator: Veronica Vaughn

Sunday, July 18, 2010
"Your Summer Reading Choices"
Come and share what you are reading.

Sunday, July 25, 2010
"Your Views on the News"
Come and share what interested you in the news.

Sunday, August 1, 2010
"Can We Change? Can Unitarian Universalism Adapt to a Changing Society?"
(Cover story from Spring 2010 UU World)
Facilitator: Gudron Hile

Sunday, August 8, 2010
"A Second Unitarian Church in Berkeley: Norfolk, Yes We Can!"
Facilitator: Henry Butler

Sunday, August 15, 2010
"Your Views on the News"
Come and share what interested you in the news.

Sunday, August 22, 2010
"Big History: The Big Bang to the Present Day"
Facilitator: John Schaberg

Sunday, August 29, 2010
"Climate Change"
Facilitator: Joe Cook

Sunday, September 5, 2010
"What Do You Think the World Will Be Like in Forty Years?"
Facilitator: Harvey Edward Jones

Sunday, September 12, 2010
"What does the UU tradition of observing Homecoming mean?"
Facilitator: Richard A. Horwege

Sunday, September 19, 2010
"Your Views on the News"
Come and share what interested you in the news.

Sunday, September 26, 2010
"Dreamcatchers: Trolling for Dreams"
Facilitators: Members of the UCN Steering Committee

Sunday, October 3, 2010
"Affordable Health Care Explained"
Facilitator: Dave Crandall

Sunday, October 10, 2010
"Distributive Justice"
Facilitator: John Schaberg

Sunday, October 17, 2010
"The Legacy of Christopher Columbus"
Facilitator: Mark Geduldig-Yatrofsky

Sunday, October 24, 2010
"Your Views on the News"
Come and share what interested you in the news.

Sunday, October 31, 2010
"Funeral Planning—Are You Good to Go?"
Facilitator: Stephanie Stringer

Sunday, November 7, 2010
"H.A.A.R.P. and the Weather"
Facilitator: Mary Fariss

Sunday, November 14, 2010
"Politics: So What Else is New?"
Come and share what interested you in the political news.

Sunday, November 21, 2010
"Everybody Gets the Blues"
Facilitator: Richard A. Horwege

Sunday, November 28, 2010
"Gratitude as an Attitude"
Come and share your thoughts.

Sunday, December 12, 2010
"Wikileaks: Treason or Political Action"
Facilitator: John Schaberg

Sunday, December 19, 2010
"It's a Wonderful Life, A Christmas Carol,
Other Morality Tales, and You"
Facilitator: Richard A. Horwege

Sunday, January 9, 2011
"Buddhism 101"
Facilitator: Dan Fleming

Sunday, January 16, 2011
"Another Examination of Conscience/Toxic
Behavior"
Facilitator: Richard A. Horwege

Sunday, January 23, 2011
"Your Views on the News"
Come and share what interested you in the
news.

Sunday, January 30, 2011
"A Penny for Your Thoughts"
Ralph Ablaseau and Henry Butler

Sunday, February 6, 2011
"Sharing Poetry"
Bring in a poem to share.
Facilitator: John Schaburg

Sunday, February 13, 2011
"Chesapeake Bay Cleanup"
Facilitator: Karen Forget

Sunday, February 20, 2011
"Your Views on the News"
Come and share what interested you in the
news.

Sunday, February 27, 2011
"What does the Wizard of Oz have to do
with UCN?"
Facilitator: Sally Daniel

Sunday, March 6, 2011
"Atheism and the Phenomenon of God"
Facilitators: Ridge and Lorryne Baird-
Lange

Sunday, March 13, 2011
"Egypt Rising/America Receding"
Facilitator: Joe Cook

Sunday, March 20, 2011
"Getting to Know You—A social time with
refreshments for mingling and talking one-
to-one with other members of the
discussion group"

Sunday, March 27, 2011
"Chesapeake Bay Cleanup"
Facilitator: Karen Forget

Sunday, April 3, 2011
"Your Views on the News—Are You Feeling
Swept Away?"
Come and share what interested you in the
news.

Sunday, April 10, 2011
"Karen Armstrong's Charter for
Compassion"
Facilitator: John Schaburg

Sunday, April 17, 2011
"Virginia's Offshore Wind Energy"
Facilitator: Eileen Levandoski,
Virginia Sierra Club Conservation Program
Manager

Sunday, April 24, 2011
"Shaikh Al-Zubair or Shakespeare of
Arabia"
What accounts for the fascination with
Shakespeare in dramatic circles of the
Arabic world? What about in ours? On the
day after his "official birthday," bring your
favorite Shakespeare sonnets, soliloquies,
and sayings to share. (Plays and parodies
are also welcome!)
Facilitator: Mark Geduldig-Yatrofsky

Sunday, May 1, 2011
"Your Views on the News"
Come and share what interested you in the
news"

Sunday, May 8, 2011
"Home, Home on the Web: Navigating
UCN's Home Page"
Facilitator: Mark Geduldig-Yatrofsky

Sunday, May 15, 2011
"Virginia's Offshore Wind Energy"
Facilitator: Eileen Levandoski,
Virginia Sierra Club Conservation Program
Manager
(Rescheduled from April 17, 2011)

Building & Grounds Annual Report

In June of 2010, I wrote a set of emergency procedures for the church. It was submitted for inclusion in the "Policies and Procedures" manual. It mainly had to do with preparations for potential floods. Electrical work was done to fix the exterior outlet and improve electrical service to the basement sump pumps. The backup sump pump was also replaced. These were done to improve our ability to get through future floods with less damage.

Jim Douglas and I applied an aluminum roof coating to the North-East tower roof. This a preventative maintenance task, which is needed every 2 – 3 years. After several failed attempts to solve the roof leak over the back-stage area, Bailey Roofing was finally hired to repair it. The cost was about \$4,500.

In October the electric water heater in the mailroom gave out and had to be replaced, costing over \$600. The access panel to the church crawl space rusted out and was replaced by an aluminum panel.

During the winter, more renovation of the Yarmouth tower room was done, storage shelves were installed and materials stored there were organized. Excess used lumber was removed from the back-stage area and debris caused by the recent re-roofing were cleaned out.

In April I prepared a presentation about the condition of UCN's Building for the May 1, 2011 facility meeting. I shared concerns about rot and termite damage, improper structural repairs under the stage, basement flooding, the condition of the fire escape, problems with emergency egress from the building, and the energy inefficiency of the building.

Our building is in need of a great deal of work, much of which is beyond the scope of what can be accomplished by volunteers at work parties. Many of the windows are in need of maintenance or replacement. The second floor stucco is in need of sand blasting and re-painting. The fire-escape needs a great deal of maintenance or replacement, and the sanctuary carpet is long over-due for replacement.

Building and Grounds work parties were held almost every month. Most were poorly attended, but two or three were quite successful. One, in particular, was largely done by UCN teens and their sponsors. Another was largely carried out by one of our covenant groups. Special thanks go to Sally Daniel for leading the teen

effort. Thanks also go out to Al Onley, Veronica Decker, and Teri Doudna for painting the women's restroom.

John Kettyle and Jim Douglass deserve special thanks for lending their technical expertise to a variety of building problems. Thanks to all the others who helped during work parties and at other times.

Doug Throp

Community Caring – The UCN Caring Team

It's been another positive year for the Caring Committee. We must first express our gratitude to John Whitelaw for his service as co-facilitator of the Team. During the year, John decided he must cut back on his church duties. His contributions were very much appreciated, and they are missed.

The Caring Team has continued with an expanded role again this year. Thankfully, the past year there were no disasters like the Nor'easter of 2009 that needed a large organizational effort of support for the congregation. Still, there was a nearly steady stream of caring opportunities as a number of the UCN family had challenges. We are thankful to the ministers and church staff for timely communication as situations arose.

Our Team numbers have remained strong, and we hope we've been able to make a difference. The Caring Team continued to increase visibility with involvement in Sunday services. When Joys and Sorrows are included in the service (usually every other week), we place a final rock in the water to represent those joys and sorrows left unexpressed.

*In Service,
Dal Paull, Facilitator*

Communications Team

The UCNUU Communications Team serves as the routine conduit of information about church activities. Our publications include a monthly newsletter, *UCN Connection*, on paper and in digital format; the weekly Friday eMail and announcements insert in the Order of Service; the online church calendar; and the UCNUU website, ucnorfolk.org. During the past year, Lynn Jacobs handed off the newsletter editor responsibilities to Patrick McCarty, and Francie Siegfried turned over the Friday eMail responsibilities to Kila Chong. When Kila assumed the duties of Office Administrator from Maxine Fetterly, he also inherited production of the Order of Service announcements and maintenance of the online church calendar. Our web administrator is Mark Geduldig-Yatrofsky, who receives frequent support from Patrick McCarty.

Thanks to Patrick, a professional web designer, the UCNUU website received a complete redesign and reconstruction this year as a donation of time and talent. It has an eye-catching new look as well as the ability to receive dynamic updates for priority items through a home page interface to Twitter. Both Patrick and Religious Education Director Brian Brennan are regular "tweeters" about upcoming events of note.

An addition this year to our web site, the previous version and the new, has been a "blog" or web log. These are postings of various short and longer form items of news and views of the writer, who could be any member or friend of the congregation. Those interested in sharing ideas on this church community can obtain a blogger id and password from the web administrator. To read the blog postings or leave comments, though, requires no login credentials. Just visit the website and select "What's Going On? / UCN Blogs".

In March the Communications Team met with the ministers and staff to discuss ways to streamline our information dissemination process. Ongoing frustrations in this realm are the labor-intensive nature of communication, the perceived necessity of replicating information across publications, and the number of friends and members who, despite the repetition, report that they never heard about one issue/event or another. Among our conclusions was that, effective with the start of the new church year in September, the newsletter will become a quarterly "magazine" with less emphasis on "current events" and more on important issues. The Order of Service announcements, Friday eMail, and website will shoulder more of the "news media" duties. We also agreed that we needed to educate the congregation better about the church resources available to them electronically.

*Respectfully submitted,
Mark Geduldig-Yatrofsky, UCNUU Web Administrator*

Covenant Circles

The Covenant Circle program, initiated in 2004 at UCN, has been a successful way for members of the larger church family to connect through a commitment to a shared spiritual journey. Circles this year were fairly large, being made up of nine to twelve people. We ended calendar year 2010 with six circles and a total of 54 members. With the re-forming of circles in January 2011, we added another circle, making seven circles and a total of 75 members. We try to keep the cap for each circle at 12, but the Virginia Beach circle is larger than that and has considered breaking into two circles. We always experience somewhat of a drop-off during the year, but a few new members usually join as well.

Those who join a circle covenant to meet together at least once a month to participate and listen to each other in ongoing dialog about topics related to spirituality; these topics are chosen by each circle and have included ones such as these: rituals in our lives, objects of our affection, aspects of nature that bring us in touch with the holy, and brief descriptions of our own spiritual journeys. Circles also agree to perform at least one service project for the church or the larger community each year; the Saturday circle meets twice a month, once for a regular

circle meeting and once for an activity—either a service project or a “just for fun” experience.

The program coordinators were Dan Sandlin and Cynthia Wright Swaine. Facilitators at the beginning of January 2011 were Georgette Vitez Renz, Vicki Caminer, Bobby Oliver, Perry Duncan, Dan Sandlin, Pat Metzler, Garrett McAuliffe, Cynthia Swaine, Pat Ives, Jane Dempsey, and Joe New. Facilitators who volunteered their service in 2010 also included Steve Wallace, Jerry Slosser, and Martha Shore. We were—and are—lucky to have each of them and are hoping to identify potential facilitators for additional circles next year.

A fall marketing campaign included three circle members speaking briefly at Sunday worship services, an information table staffed during coffee hour, and a poster with flyers on a social hall bulletin board. Also, we ran announcements in the printed orders of service, the online Friday announcements, and the monthly church newsletter. All helped boost interest in the program. We also held “try out a circle” sessions following the service on two Sundays in November. Joe, Vicki and Cynthia facilitated at these sample circle sessions. Most circles meet at the church on weeknights but one meets on Saturday afternoons and two meet in homes—one in Virginia Beach and one in Norfolk. Although the circles are re-formed at the beginning of each calendar year, they are always open to new members.

Cynthia Wright Swaine, Chair

Endowment Committee **2010-2011 report**

The Endowment Committee continues to manage the funds through investments selected by its members via a Charles Schwab account. The balance as of May 13, 2011 was \$ 131,009.89. Our increase in funds included \$11,871.41 from new donations and \$8,262.93 in investment increased values.

The committee was unable to transfer our funds to the UUA Common Endowment Fund (CEF) after the UCN Board of Trustees affirmed its support of the committee's decision. The UUA Common Endowment Fund requires that UU organizations from Virginia must be a corporation in order to invest via the UUA CEF. The committee after investigating the pros and cons of incorporation went to the UCN Board of Trustees and recommended they move to incorporate the church because of the liability that each member is exposed to under our current arrangement.

The committee again selected Joe New, as chair, Ralph Ablaseau, as treasurer and Leila Wylie as secretary and Michael Minor served as interim Secretary when Leila had to miss several meetings. Pat Chenault, Phil Caminer also served on the committee this year.

The Endowment Committee created a new program, ***Celebrate Living***, to encourage members to make gifts to the UCN Endowment Fund. This allows members to celebrate or commemorate special moments. It's simple; they drop a check to UCN (noting UCN Endowment Committee Celebrate Living on the subject line) in the mail or collection basket with the information for the occasion, name and address of the honoree. You read about in Connection, our monthly newsletter, the Friday E-mail and even we will send your honoree a note about your gift if you request.

Joe New, Chair

Personnel Committee

This has been another complicated year for the Personnel Committee. The search for a new full time Office Administrator reached a highly satisfactory conclusion with the hire of Kila Chong, a long time member of the congregation. On rather short notice, and in consultation with the DRE and CREC, we revised the Nursery Supervisor job description and hired a new Nursery Supervisor. With consultation and advice from the choir and members of the music community, we are now nearing the end of a search for a new Choir Director.

Our 2nd annual Employee Recognition Dinner was cancelled due to scheduling issues, but we hope to hold that in the fall instead.

We are continuing to revise the process for employee annual evaluations, but this remains a work in progress as we have several new employees this year. Each employee will receive a 90-day evaluation, followed by a full evaluation at the conclusion of their first year of employment and every 3rd year thereafter.

Employees will receive a briefer format evaluation in each of the intervening two years. Evaluations for this year are wrapping up now.

The compilation of a Personnel Handbook has progressed slowly this year due to the other issues that have arisen. This project will continue over the summer with Board input regarding the benefits section of the document.

A new issue is the relative disorganization of the Personnel files maintained in the office. We continue to try to bring order and consistency to the files maintained on each employee.

We are sorry to lose Judy Corrin and Teri Thomas as committee members, and look forward to Maryann Kettyle joining our group.

Ginny Harvey, Chair, with Judy Corrin, Forrest Crock, Dave Hutcheson, Teri Thomas

Social Justice Committee

Annual Report July, 2010-June, 2011

Special Offerings

September - Pakistan Flooding ~\$1250
UCN Sandwich Makers ~\$1600

October - UUA Association Sunday ~\$1300

November - UU Service Committee ~\$1050

December - Ministers' Discretionary Fund ~\$4000
January - VA Interfaith Center for Public Policy ~\$850
February - UCN Questors ~\$1000
March - Empower Hampton Roads ~\$1400
April - UUA/UUSC Japan Relief ~\$3500
Catholic Worker ~\$1100
May - St. Columba Ecumenical Ministries ~\$750
June - Mid-South UU District 2011 Severe Storm Fund

Ongoing
Fair Trade coffee, tea, chocolate - earn about \$1,000/year
"End Homelessness" Family - deliver food monthly from JFS
School supplies, Christmas check, baby clothes
Food collections for the Food Bank - 20 -60 lbs. per month
Sponsor a Unitarian student in India
Sandwich making and distribution to homeless

Sept. - Farewell to Gudrun Hile
Oct. - Anti-Racism Conference - Richmond, VA.
Received UUSC banner
Nov. - Access (AIDS patients) - took dinners from UCN Thanksgiving
Shower for new South Bay Apts. in Portsmouth
Dec. - Ad in Fair Trade Festival program
St. Columba Angel Tree - 25 gifts
UUSC Holiday cards for sale
Feb. - Introduced UUA "Common Read" - The Death of Josseline
Mar. - Peace flags hung in Social Hall
NEST at UCN - many volunteers!
Apr. - ODU - Peace Week/Interfaith Respect Fair - UCN table set up
Cluster meeting - Eastern VA Social Justice Chairs hook up
May - Designing new form for nomination of Special Offerings
June - Benefit Concert by emma's revolution
Out in the Park (LGBT) booth set up by UCN

Marcia Slosser, Chair

Women's Group

The Women's Group continued to meet monthly at the church from 12:30 p.m. to 2:00 p.m. on Saturdays. We discuss books recommended by our participants (recent releases and old favorites; fiction and non-fiction) while sharing a potluck lunch. Our discussions focus not only on our reactions to the books but also lead to sharing of our own beliefs, life stories and the occasional recipe. Books and dates are published in the announcements in the Sunday Order of Service and in the UCN Connections newsletter.

Newcomers to the group are always welcome.

We say farewell to Judy Corrin who has been leading the Women's Group for the past three years. She is moving to Florida this spring to assist her daughter with

the care of her infant grandson. We wish her well and thank her for her faithful leadership!

Vicki Caminer

Empower Hampton Roads' Core Team at UCN

The activity of the Unitarian Church as a member of Empower Hampton Roads this year was generally guided by the Core Team, which met several times. The Core Team helped plan a special worship service on Empower Hampton Roads on March 20, 2011, coordinated the special offering, ensured that the UCN paid its dues of \$1,000, subsidized weeklong leadership training for two persons, and promoted E.H.R. actions and events. The U.C.N. was represented on the E.H.R. Board of Directors by (1) Nancy Gillette and (2) Gudrun Hile, who was succeeded by Dave Crandall. Moreover, two of E.H. R.'s task forces were chaired by UCN members: the Norfolk Housing Task Force by Phil Gillette, and the Health Equity Task Force by Dave Crandall. Besides persons mentioned above, Core Team participants included Brenda Perkins, Phil and Vicki Caminer, John Manwell and Phyllis Hubbell, and Robb and Kate Parsons. By the time you read this EHR will have celebrated 8 years of advocating for social justice in the region. In this season of hope and new life E.H.R. is charting the course for the future of this organization. U.C.N. will continue to play a vital part in the story. For more information please visit the E.H.R. website: <http://www.empowerhr.org/>

Nancy Gillette and David Crandall, Co-chairs, UCN Core Team.

Worship Services for 2010-2011
For June 6, 2010 through May 29, 2011

June 6, 2011

"Summertime"

Reverend John Parker Manwell

June 13, 2010

"Slow March Toward Freedom"

Reverend Phyllis Hubbell

June 20, 2010

"Remembering Our Fathers"

Reverend John Parker Manwell

June 27, 2010

"78 Loops Around the Sun"

Dr. Walter "Skip" Earl

July 4, 2010

"Poetry and Music"

David Kidd & Sheila Dinwiddie

July 11, 2010

"Growing Our Children"

Sally Daniel

July 18, 2010

"Out of Travail, Creating New Life"

Vicki Caminer

July 25, 2010

"Creating Your Life"

Ralph Ablaseau

August 1, 2010

"Creatively Connecting with the Larger Community"

Marcia Slosser and Sandy Ogletree

August 8, 2010

"Creating Our Shadows"

Reverend John Parker Manwell

August 15, 2010

"Creating Our Spiritual Life"

Martha Shore

August 22, 2010

"Honoring Our Mother Earth"

Lisa McCarty & Elisa Dickon

August 29, 2010

"Passing for Black"

Dr. Walter "Skip" Earl

September 5, 2010

"Holy Days"

Rev. Phyllis Hubbell

September 12, 2010

"See We One Another Clearly"

Revs. John Parker Manwell and
Phyllis L. Hubbell

September 19, 2010

"Always Beginners"

Reverend John Parker Manwell

September 26, 2010

"Making Love: Living the First Principle"

Rev. Phyllis L. Hubbell

October 3, 2010

"Letting Go of Anger"

Reverend Dick Weston-Jones

October 10, 2010

"Let the Flame Burn Bright"

Reverend John Parker Manwell

October 17, 2010

"One for All; All for One"

Reverend Phyllis Hubbell

October 24, 2010

"Turning Judgment into Compassion"

Eddie Oliver

October 31, 2010

"Love Never Dies"

Reverend Phyllis Hubbell

November 7, 2010

"Where Does Peace Begin?"
Reverend John Parker Manwell

November 14, 2010

"Ahead of the Crowd"
Reverend Phyllis Hubbell

November 21, 2010

"Appreciative Living"
Reverend John Parker Manwell

November 28, 2010

"Letting Go: Betrayal of Just
Growing?"
Sandy Tabachnick

December 5, 2010

"Build a Cradle"
Reverend John Parker Manwell

December 12, 2010

"Amazing Journeys"
Reverend Annette Marquis

December 19, 2010

"A Christmas Echo"
Reverend John Parker Manwell

December 24, 2010**Christmas Eve Candlelight services**

5:00 p.m. "The Night of the Radishes"
Rev. John Parker Manwell & Dr. Brian
Brennan

7:30 p.m. "The Juggler's Tale"
Reverend Phyllis Hubbell

December 26, 2010

"What We Took With Us"
Reunion Service
Sally Daniel

January 2, 2011

"While We're Here"
Revs. Phyllis Hubbell and John
Manwell

January 9, 2011

"Catching Our Dreams"
Reverend John Parker Manwell

January 16, 2011

"Sweet Land of Liberty"
Revs. Phyllis Hubbell and John
Manwell

January 23, 2011

"The Power of Place"
Martha Shore

January 30, 2011

"Whatever We Do"
Reverend Phyllis L. Hubbell

February 6, 2011

"Ten Dollars Is Ten Dollars"
Reverend John Parker Manwell

February 13, 2011

"Our Own"
Reverend Phyllis L. Hubbell

February 20, 2011

"Do We Know Who We Are?"
Reverend Dr. Paul Rasor

February 27, 2011

"All God's Children"
Reverend Phyllis L. Hubbell

March 6, 2011

"The Ministry We Share"
Reverend John Parker Manwell

March 13, 2011

"Wounded Words"
Reverend Phyllis L. Hubbell

March 20, 2011

"Empowering Hampton Roads"
Revs. Phyllis Hubbell and John
Manwell

March 27, 2011

"Ethics and Harry Potter"
Carol Rood and Teen Group
Jeremy Ross; Mark Onley;
James Hutcheson

April 3, 2011

"Alone With the Alone"
Reverend John Parker Manwell

April 10, 2011

"The First Shot"
Reverend Phyllis L. Hubbell

April 17, 2011

"Our Home the Earth"
Revs. Phyllis Hubbell and John
Manwell

April 24, 2011

Easter Sunday
"Rolling Away the Stone"
Reverend John Parker Manwell

May 1, 2011

Intergenerational Service
"Rainbow Families"
Dr. Brian Brennan

May 8, 2011

"The Gift of Life"
Reverend Phyllis L. Hubbell

May 15, 2011

"Living Into Covenant"
Reverend Andrew Clive Millard

May 22, 2011

Bridging Ceremony
Reverend John Parker Manwell with
Carol Rood

May 29, 2011

"Red Poppies and Watery Graves"
Rob Rakowczyk, Lt., USN