

**Unitarian Universalist
District of Metropolitan New York**

**2009
Annual Reports**



2009 Annual Meeting
May 1 – 2, 2009 Jersey City NJ

2009 Annual Reports

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Anti-Racism and Diversity Committee....	Rev. Wendy Pantoja, Rev. Michael Tino
Chalice Lighters Coordinators	Bill and Rickey Slezak
Compensation Consultant	Doug Ford
Junior Youth Steering Committee	Peter Green, Robin Slaw
Ministerial Settlement Representative	Rev. Craig Hirshberg
Women and Religion Committee.....	Laurie James
Young Adult Steering Committee	Ryan Novosielski
Youth Adult Committee.....	Corinne Hallander, Katie Parker

**District President
Jerry Muntz
2009 Annual Report**

The Metro NY District Board of Trustees began the year with a retreat co-facilitated by Paula Cole Jones and the Rev. Mary Higgins. The focus was a continuation of study and discussion around anti-racism/anti-oppression/multi-culturalism work in the District. For a portion of the retreat, we were joined by members of the District's Anti-Racism and Diversity Committee (ARDC). In September, we continued our discussions with ARDC members at our regular fall meeting. At our December meeting, with the assistance of the Rev. Higgins, the Board drafted and adopted a preliminary Ends Policy for the District, stating that District policies, resources, and actions will result in "congregations that are beloved communities: multi-cultural, diverse, loving, and justice seeking." Ends Policies are intended to provide direction to our District Executive, Andrea Lerner, as she establishes District programming and allocates District resources. A portion of our March meeting, hosted by the Unitarian Church in Summit (NJ), was devoted to a discussion of this policy with ministers and congregational presidents. Eleven congregations were represented, and the discussion was both lively and enlightening. Opportunities to hear from congregational leaders are crucial to the work of the Board under our policy governance system. As a result of these discussions, the new Ends Policy will likely undergo further consideration and drafting.

As part of our monitoring responsibilities, the Board commissioned an external evaluation of the District's internal financial controls and financial policies. The results of this evaluation, conducted by Best CPA Associates LLP, were satisfactory and included some minor recommendations for improving financial practices that will be implemented going forward.

In recognition of the difficult economic challenges confronting many of our congregations, the Board has determined to maintain the District Full Share rate at the current level of \$23 per member for fiscal year 2009-2010. We are asking congregations that can do so to voluntarily contribute an additional \$1 per member to their Full Share contributions, becoming "Full Share Plus One" congregations. In expectation of diminished revenues for the coming fiscal year, the Board is working with Andrea to cut District spending by, among other things, freezing all salaries and reducing administrative and program lines in the 2009-2010 budget to between 72% and 84% of current levels.

For the past year, I have had the privilege of serving as president of the District Presidents Association (DPA), which is comprised of the presidents of the 19 geographic districts of the UUA. One of my responsibilities in that position has been to attend meetings of the UUA Board of Trustees as the DPA's observer. This has deepened my understanding and appreciation of the work of our larger association.

As my term as District president comes to an end, I would like to thank all who have served on the Board with me during the past four years, as well as Andrea, her staff, and the many volunteers who make the Metro NY District special. It has been an honor and a pleasure to have worked with you.

District UUA Trustee
The Rev. Rosemary Bray McNatt
2009 Annual Report

It's been an eventful year for the Board of Trustees of the UUA. We have solidified the work of moving to policy governance, after several years of intense study, writing and reflection. We have grappled with a significant downturn in our economy and have concentrated on reducing expenses and consolidating departments. We have focused more deeply on the formation and sustenance of excellent ministers, and on the development and retention of our youth and young adults, particularly youth and young adults of color. We have received and reflected upon changes in Article II, the section of our bylaws that express most concretely our religious principles and sources, which will be taken up for consideration at the Salt Lake City General Assembly in June. And we have begun consideration of ways to reform the way we elect our leaders, particularly our President and our Moderator, even as we prepare to end one presidential era and begin another.

The work of policy governance is not new to those of you in district leadership in Metro New York. But I have had to learn a great deal very quickly about the ways in which policy governance could improve the work of our religious movement. I was not always convinced when I began my service on the board. But the intervening two years have taught me a great deal about the power and clarity of policy governance, rightly understood and implemented. In addition to the work of the UUA Board's Governance Working Group, I owe a special debt to our own outgoing District Board Chair, Jerry Muntz, who has been an insightful mentor to me; it helped a great deal that, as head of the District Presidents Association, he was at every UUA Board meeting this past year!

At our April meeting, the board approved the Global Ends statements for the UUA, and I look forward to receiving your feedback at our annual meeting on May 1-2, when I'll make available copies of that statement along with some questions I hope you'll be willing to answer. Part of the ongoing work of policy governance includes making connections between leaders like myself and those to whom we are accountable (that would be you!). I'm eager to bring back to my board colleagues your thoughts about our ends statement, and look forward to your feedback. You can find a link to the statement here: <http://tinyurl.com/dyukrw>. I'll have copies of the statement along with a feedback form, at our annual meeting, and it would be fabulous to receive from you any and all responses to our work so far. Even if you choose not to include your name, it would be especially helpful if you indicate that you're a respondent from the Metro NY District.

I especially want to highlight the well-researched, provocative and important Youth Ministry Working Group Report, <http://tinyurl.com/cppa4f> on the future of youth and young adults in our movement, as well as the Mosaic Report, <http://tinyurl.com/dgrye4>, a wonderful resource and challenge for those of us who are serious about building the multiracial, multicultural liberal religious movement of which we all dream. I encourage you to read, reflect and act on these two documents so crucial to the future of our faith.

I am honored to serve the Metro NY District as your trustee; along with trustee-at-large Charlie King, we feel blessed to give voice to your concerns, hopes, and dreams for Unitarian Universalism. Please be in touch: revrose@4th.org.

**District Executive
Andrea Lerner
2009 Annual Report**

The transition to a system of Policy Governance for the District over the last five years has introduced a number of changes in administration and in practice. The District Board is responsible for establishing and defining the Ends towards which the efforts of the District are to be directed, and the limitations that are to be observed within those efforts. The District Executive (DE) is charged with directing their efforts and the resources of the District towards the accomplishment of those ends. The DE is responsible for the practical interpretation of the ends, and regularly reporting to the Board on the progress towards those ends and their compliance with the limitations that have been set.

The Board has established the following Ends Policies.

GLOBAL ENDS COMMITMENT:

Guided by our living faith, The Unitarian Universalist District of Metropolitan New York exists to be a source of connection and transformation for our congregations and our larger world.

Therefore, the District policies, resources, and actions will result in:

- EN2a. Congregations that are healthy and effective;
- EN2b. Congregations that are beloved communities: multi- cultural, diverse, loving, and justice seeking;
- EN2c. Congregations that have empowered professional and lay leadership;
- EN2d. Congregations that cooperate and act together on areas of common concern;
- EN2e. Greater awareness and understanding, in our congregations and our region, of the potential of our Unitarian Universalist religion to transform individual lives, our communities, and the greater world.

The work of District staff is guided by these policies. That work includes responding to individual requests from lay leaders, ministers, and religious education professionals for advice, consultation, and guidance. Some of that work, of course, includes the shaping and support of the administration of the District: communication, budgets, website, and resources. And some of that work involves the creation, implementation, and support of programs that will promote cooperation, support leadership, and empower congregations to grow healthy and strong.

Among the initiatives that the staff has created or supported this year are:

Action/Consultant Teams and Volunteers–

- Growth – Chair Evan Keeley and Chalice Lighter Chair William Slezak. This group revised the Chalice Lighters program last year, putting additional support in place for congregations to develop applications for funding. We are also in a new partnership with Joseph Priestley, Ohio Meadville and St Lawrence districts to share the services of the JPD Growth Consultant for guidance in this area. The Growth

- Funds from the 2007 Association Sunday will provide funding for this consultant, as well as innovative growth initiatives (through a District Grant process).
- Right Relations – Led by consultant Frances Sink; proactive congregational covenants and conflict transformation.
 - Ministerial and Staff Transitions – Startups and exit interviews, covenants, consulting ministry placement.
 - Adjunct Consultant Program – Providing facilitation for congregational work
 - Nurturing Excellence in Transformational Ministry – Members of this team are being recruited to provide support for UU Seminarians in Metro NY.
 - AntiRacism and Diversity Committee – Chairs Michael Tino and Wendy Pantoja. Working with the District Board to provide input as the Board deliberates the development of the Ends.
 - Jr Youth Team – Peter Green, Robin Slaw, Eric Hallander
 - Youth Adult Committee (YAC) – Chairs Corinne Hallander, Katie Parker, Jen Seymour and Carter Smith, convened by Youth Ministry Consultant Kierstin Homblette. Carter Smith also serves as our Scholarship Committee Chair.
 - Young Adult Steering Committee (YASC) – Chair Ryan Novosielski
 - Committee on Accessibilities – Chair Rosemarie Newberry
 - Women and Religion Committee – Co-Chairs Reena Kondo and Laurie James
 - UUA Compensation Consultant – Doug Ford
 - UUA Ministerial Settlement Representative – Craig Hirshberg
 - UUA Annual Program Fund Chair – Jim Sanders
 - Projected – Finance and Stewardship; Lifespan Faith Development; Mission/Vision/Strategic Planning Facilitation

Part-time Consultant Staff – Serving you by email and phone (and in person under our Adjunct Consultant Program)

- Claire Sexton, Young Adult and Campus Ministry Consultant, focusing on congregational YA/Campus programming and also participates in the partnership to organize within our four districts. Funded by a grant received from the UUA for the “NRG Co-op,” the new four-district partnership with the UUA.
- Kierstin Homblette, our new Youth Ministry Consultant, who will focus on congregational youth programming and also participate in the partnership to organize within our four districts.
- Frances Sink, in the new position of Right Relations Consultant, focusing on proactive means to achieve congregational health.

Leadership Development

- **UULTI** – Our second program in July of 2008 was great. A 2009 repeat is planned, again in cooperation with Joseph Priestly, St. Lawrence and Ohio Meadville districts.
- **Healthy Congregations** – Doug Zelinski and Andrea Lerner have been trained to lead this program. We are looking forward to offering the Healthy Congregations Series in 2009.
- **Collegial Conversations** – For colleagues in new relationship, or wishing a “tune-up,” Nov 5, 2008.

- **Committees on Ministry and Conflict Management** – Sept 13, 2009, at Community Church in Manhattan. Workshop with Robert Latham in the morning, Frances Sink in the afternoon. Co-sponsored by Fourth Universalist Society.
- **Presidents' Roundtables** (Vice Presidents and Ministers welcome).
 - **Indicators of Vitality:** Exploring Indicators of Health and Vitality with Ian Evison, October 18, 2008, Community Church of New York UU in Manhattan.
 - **Asset-Based Community Development:** Elizabeth Terry, February 21, 2009, Community Church of New York UU in Manhattan.
- **Orientation for New Dollars/New Partners Program:** By the national not-for-profit organization *Partners for Sacred Places*, February 21, 2009, Community Church of New York UU in Manhattan.
- **New Dollars/New Partners:** This year-long program will begin on May 16, 2009. Ten District congregations with these characteristics have enrolled in the program:
 - They have a sacred place 50+ years old.
 - Their capital needs are beyond the financial capability of the congregation.
 - They want to deepen their community connections.
 - They want to use their buildings more effectively.
- **Conversation with the UUA Presidential Candidates:** Feb 13-15, 2009. Four venues across the District
- **OWL:** 3 trainings for 2 levels: Elementary, November 7-9, Shelter Rock; Adolescent, August 8-10, Murray Grove, and November 7-9, Shelter Rock
- **Renaissance Modules and RE Trainings:** New DRE and Administration of an RE Program, September 22-25; Youth Advisor Workshops, October 18 at Shelter Rock and November 22 in Summit. Pastoral Care for Religious Educators April 2-4.
- **Youth Conferences:** Spirituality Development Con, November 14-16, Freeport; Four "social" cons and three other youth leadership events: Covenant Con, AR/Social Justice Con and "Rock and Run."
- **Annual Meeting: Turning Outward . . . Acting on Faith**
May 1-2, 2009, Hyatt Regency Jersey City (Ministers gather April 30), Keynote Speaker: The Rev. Meg Riley.
- **ARDC Conclave:** May 30 for this annual event presented by our Anti-Racism and Diversity Committee.
- **Jubilee 1 Anti-Racism Workshop:** October 24-25, 2008 UU Fellowship of Northern Westchester, Mount Kisco NY

Doug Zelinski and I, as co-employed staff (our wages are shared by the District and the UUA), also maintain a relationship with the larger association. We participate in national events and trainings and regional staff meetings. Our new regional staff group, formed with the district staffs of the St Lawrence, Ohio Meadville, and Joseph Priestly districts, is cooperating on the second year of the UU Leadership Team Institute and to coordinate youth and young adult and campus ministries.

The co-employed District staff does not work alone. In fact, the health and vitality of the District grows from the participation and goodwill of many, many individuals. Knowing that the list cannot be exhaustive, still I would like to thank those named above in the report and:

Jerry Muntz, District President, and members of the District Board: Rev. Tracy Sprowls-Jenks, Ted Fetter, Richard Fierberg, John Hawkins, Rev. Craig Hirshberg, Toby Tyler, Janice Marie Johnson and Rev. Cheryl Walker

Rosemary Bray McNatt, UUA Trustee and UU Trauma Ministry Leader

Susan Greenberg, Bookkeeper; Charles Klein, Webmaster

And last but by no means least, a person who keeps us all on track: Laurie Golson, District Administrator

Thanks to all who have helped to make our Unitarian Universalist faith a vital presence in the life of the individuals, the congregations, and the communities of the District. I look forward to the year ahead.

Program Consultant for Leadership Development
Douglas Zelinski
2009 Annual Report

As the Program Consultant for Leadership Development, I work to empower professional and lay leadership in advancing the faith and values of Unitarian Universalism. Often the work occurs on-site at congregations, as was true for the eight congregations for which I provided support as their Boards and Leadership Councils honed visions, strategic plans, or collegial relationships during the year. I held a number of telephone consultations for this kind of support as well.

Four day-long Saturday trainings were held for congregational presidents, Committee on Ministry members, ministers, and religious educators. In addition, the District joined with neighboring districts to initiate the use of Webinar technology over the internet – this year in the form of a day of workshops for larger congregations. This technology holds great promise for reaching more leaders as they participate in trainings from the comfort of their own homes or congregations. It will also reduce our carbon footprint within the District.

The District's commitment to the work of anti-racism, anti-oppression, and multi-culturalism continues to deepen from the quality work of the Anti-Racism and Diversity Committee. In part with my support, this committee provided Jubilee training, a worship workshop, and the annual conclave. In addition, the committee met with the District Board of Trustees and together began clarifying the District's vision for a multi-racial, multi-cultural future.

Leadership development is an important component of Lifespan Faith Development. This year I have begun a multi-year effort to help congregations increase volunteerism rates by revitalizing the spiritual nature of congregational leadership, building the expectation that all members will volunteer or lead, and exploring how adult religious education can best incorporate leadership development into the curriculum. Thanks to all religious education professionals who have helped as this effort takes shape.

As one expression of the covenantal relationship of our UU Association of Congregations, the District joins with its three contiguous districts to form a collaborative regional group, the Northeast Regional Group (NRG). The NRG supports district staff as they share their individual expertise across district boundaries, for example, when I provided a workshop at the Ohio-Meadville District Assembly. In addition, the NRG sponsors the residential summer leadership program called the UU Leadership Team Institute (UULTI). This year, I served as Dean for this week-long event.

I also provide support to UUA-wide special projects, this year including the creation of a virtual library of resources available to all district staff and the writing of a primer on the districts of the UUA that will be made available to the incoming UUA President.

Finally, I have benefitted from a number of training opportunities throughout the year, including those on policy governance, conflict resolution, and healthy congregations consulting. It's been a good year and the upcoming year promises to be even better.

**Administrator
Laurie Golson
2009 Annual Report**

My responsibilities as Administrator include:

- Prepare and distribute District full share statements, and receive, record, and deposit payments
- Authorize and sign check payments of bills and requests for reimbursement
- Prepare online registration forms and process payments for events of the District, the Liberal Religious Educators Association, and the UU Ministers Association
- Facilitate financial processing for the Liberal Religious Educators Association
- Secure insurance for home offices and outside events
- Keep portions of the website up-to-date and help other District leaders to do so
- Maintain the online Contact Information System database and Directory and help District leaders to use the System
- Maintain the District calendar
- Prepare and distribute the monthly e-newsletter, the Metro NY Minute
- Help prepare and distribute materials for a variety of District programs and events, including Chalice Lighters calls
- Prepare and distribute materials for the Annual Meeting and Annual Awards, including online and participant materials, and serve as Registrar
- Support the District Board, committees, and task forces as requested, including the Nominating Committee and the Bylaws Review Task Force
- Maintain files, supplies, and equipment
- Respond to phone and email inquiries covering a wide range of questions, comments, and needs

In March, I attended the Ohio-Meadville District Assembly, one of the four districts – along with Metro NY, Joseph Priestley, and St. Lawrence districts – comprising the Northeast Regional Group (NRG). The day following the District Assembly, the four Administrators from the NRG districts had an opportunity to spend several hours exchanging ideas for effective administrating. We plan to meet again via video-conference in the near future.

This summer, I'll once again be actively involved in registration and materials for the UU Leadership Team Institute (UULTI), a week-long residential learning opportunity sponsored by the NRG. This year's UULTI takes place at Juniata College in Huntington PA from July 26 to August 1.

Preparing for the Annual Meeting this year presented new challenges, since we changed locales from the Marriott Hotel in Stamford CT, where we've held the Annual Meeting for several years, to the Hyatt Regency in Jersey City NJ. Please fill out an evaluation form online (we'll email the link following the Annual Meeting) and let us know what you think of the change. My thanks to Elaine McMillan, Volunteer Coordinator, to all those who volunteered to help at the registration tables, and to Susan Greenberg who once again helped compile the packets. I so appreciate your assistance.

And to all District UUs: If at any time during the coming year I can be of service to you, please call or email me. I'm here to help, and I look forward to hearing from you!

**Right Relations Consultant
Frances Sink
2009 Annual Report**

It has been my privilege to serve the District this year as the first Right Relations Consultant. This has been an exploratory year learning how to specifically identify right relations consultation as a congregational service distinct from and complementary to other district services and programs. Our District consultants all bring a right relations perspective to their congregational work. In developing right relations consultancy, we are looking to better support congregations in addressing questions about the best practices for participating and growing together as individuals in covenanted communities of shared values.

Right relations consulting engages a spectrum of interpersonal interactions that promote individual and community flourishing in congregations that includes:

- Welcoming and hospitality
- Compassionate communication/nonviolent communication
- Covenanting for dialogue and community building
- Promoting sustainable community values
- Managing change in congregational life
- Safe congregations
- Conflict management and reconciliation

As your consultant I am able to direct you to resources for your questions and also assist you in developing workshop, religious education, and worship opportunities in the above areas.

This year I have offered two District trainings, one at the Presidents Roundtable in Fall 2008 and one at the 2009 District Annual Meeting. I have provided telephone consultations to congregational leaders and have offered four on-site workshops. A survey of right relations consulting services in other UUA districts and through the UUA consultants is also underway.

Goals for the upcoming year include the following.

- Convene an advisory team of ministerial and lay leaders from the District to assist in development of this program
- Conduct a needs assessment of congregational priorities for right relations consultancy in the District
- Increase the visibility and availability of right relations consultancy to congregational leaders and congregations in the District
- Continue coordination and differentiation of right relations consulting with other District programs and services

**Young Adult and Campus Ministry Consultant
Claire Sexton
2009 Annual Report**

My responsibility as the Young Adult and Campus Ministry Consultant is to serve the congregations of the District by providing support, resources, and training for young adult and campus ministry activities in congregations. As the consultant, I support the creation and sustaining of young adult groups, promote the growth of multiple pathways for young adult spiritual growth and development in UU communities, connect young adult leaders with additional opportunities for growth, and encourage multigenerational work and fully integrating young adults into the life of congregations. Duties include checking in annually with each congregation in the District that is involved in young adult and/or campus ministry, liaise with the District Young Adult Steering Committee, identify District-wide needs for young adult ministry, and encourage cooperative efforts between congregations who collectively wish to increase their appeal and offerings to people in the 18-35 age range.

Specific ways that I have accomplished these goals include:

- Attended the Continental UU Young Adult Network (C*UUYAN) Pre-General Assembly visioning meeting in June 2008.
- Attended the UU Leadership Team Institute in July-August 2008 as a member of the staff, on the multigenerational community team
- Spoke with representatives of congregations looking to start or improve young adult ministry and connected them with resources
- Attended the Young Adult and Campus Ministry Professionals meeting and training event in New Jersey in October 2008, connected with colleagues from around the country and district to exchange ideas and tactics.
- Attended the annual young adult Winter Retreat at Frost Valley in February 2009.

Ongoing examples of work in the service of young adults in the District:

- Meetings collaborating and exchanging ideas with the District Youth Ministry Consultant, Kierstin Homblette
- Phone conferences with staff and consultants of the other districts of the Northeast Regional Group
- Attend regular meetings of the District Young Adult Steering Committee

Upcoming work includes promotion and support of a Young Adult Our Whole Lives class to begin in Fall 2009 and research and support of District campus ministry/small group ministry efforts being piloted in New York City by the Young Adult Steering Committee, with Northern New Jersey and Long Island on the horizon.

Youth Ministry Consultant
Kierstin Homblette
2009 Annual Report

I was hired as the District's Youth Ministry Consultant in August of 2008, replacing Beth Dana who had served in the position since November of 2007. The Youth Ministry Consultant serves the congregations of the District by providing congregational youth ministries with resources and training, supporting the creation and sustaining of youth groups, promoting a variety of pathways for youth spiritual growth and development in UU communities, connecting youth leaders with additional opportunities for growth, supporting adults working with youth (including youth advisors, religious educators, and ministers), and encouraging multigenerational work and integrating youth into the life of congregations.

In the time since I began work as the Youth Ministry Consultant, I have had the opportunity to work with people who are active in many aspects of youth ministry in our District, as well as with people who are interested in youth ministry for the first time. In my work thus far, I have focused on:

- Working with the members of the Youth Adult Committee, serving as a liaison from the District, in their mission to support and improve youth ministry, specifically in connection to youth groups in congregations and District-wide youth conferences (Cons) and trainings.
- Convening meetings of the Youth Advisor Task Force (YATF), a group of youth, advisors, religious educators, ministers, and District staff working to improve advisor/youth relations, advisor training, recruitment, and support, and the quality of our ministries to and with youth, both in congregations and District-wide. The YATF is reaching a point where we are considering becoming a more permanent committee, in order to continue the work started over the last year.
- Consulting with youth and advisors in congregations, primarily on the phone and by email, who are looking for guidance from the District about various aspects of their youth ministries, including conference protocols, youth educational curriculum, youth retention, youth/adult relations, and youth participation in youth groups and within congregations.

I have also had the pleasure of working with Claire Sexton, the District Young Adult and Campus Ministry Consultant to plan collaborations between youth and young adults in the District, including the Annual Meeting and the Youth Bridging Event, as well as participating in a meeting that brought together youth and advisors from the Northeast Regional Group (Ohio-Meadville, Joseph Priestley, St. Lawrence, and Metro NY districts) to share best practices and ideas about ministry to and with youth.

Annual Program Fund 2009 Annual Report

We give because we can.

The most important thing to do in this report is to say **“Thank You!”** to the 47 congregations which contributed their Full Fair Share to the Annual Program Fund in the 2007-08 fiscal year ending June 30, 2008. They are:

Fair Share Congregations in Fiscal Year 2007-08

Baptistown NJ	Mohegan Lake NY
Bay Shore NY	Montclair NJ
Beach Lake PA	Morristown NJ
Bellport NY	Mount Kisco NY
Bridgehampton NY	Muttontown NY
Brooklyn NY	Newton NJ
Brooklyn NY	Orange NJ
Croton-on-Hudson NY	Paramus NJ
Danbury CT	Plainfield
East Brunswick NJ	Pomona NY
Englewood NJ	Princeton NJ
Flushing NY	Ridgewood NJ
Freeport NY	Somerville NJ
Garden City NY	Staten Island NY
Hackettstown NJ	Stony Brook NY
Hastings-on-Hudson NY	Stroudsburg PA
Huntington NY	Summit NJ
Jamesport NY	Titusville NJ
Kingston NY	Toms River NJ
Lincroft NJ	Washingtonville NY
Manhasset NY	Wayne NJ
Manhattan	Westport CT
Manhattan	White Plains NY
Manhattan	

The second most important thing is to summarize the year (Jul 1, 2007 – June 30, 2008).

Every year, each UUA District receives a grant from the UUA. These grants are based entirely on the contributions that the District’s congregations make to the UUA Annual Program Fund. The formula for calculating these grants depends on (1) the total Fair Share for the District, (2) the total amount contributed to the Annual Program Fund, and (3) the fraction of congregations which contribute their Full Fair Share. (Contact me if you are interested in the formula.) The following table shows how the Metro New York District did for the past three years.

Metro NY District	FY 2007-08	FY 2006-07	FY 2005-06
Total Possible Fair Share	\$ 517,536	\$ 509,962	\$ 494,547
Total Contributed: % of Possible	\$ 509,352: 98.4%	\$ 499,882: 98 %	\$ 478,737: 96.8%
Fair Share Congregations: % of 51 Possible	47: 92.2%	46: 90.2%	46: 90.2%
Possible District Grant (for following fiscal year if all 51 congregations had contributed Fair Share)	\$ 64,429	\$ 63,596	\$ 61,900
District Grant (for following fiscal year): % of Possible	\$ 60,143: 93.3%	\$ 58,900: 92.6%	\$ 55,978: 90.4%

These numbers reflect a giving climate that had not yet felt the effects of the increasingly stressed economic environment. In fact, we have been, and continue to be the district that other districts look to for leadership, we have the highest giving level in fiscal year 2008 than any of the other districts. However, our congregations, our district and our Association are all feeling the effects of the economic downturn, and while it is understandable for people to be fearful of the future, evidence shows that congregational giving is the last area where generous people cut back in their giving.

What about this year's support? I project that we will complete the current fiscal year 2008-09 (ending June 30, 2009) with a percentage of fair share participation between 85% and 88%, which will have an impact on the 2010 grant to our District. The reasons for this lower percentage vary – from capital campaign programs to a sudden decline in our individual congregational budgets.

In anticipation of the current fiscal year not being as strong for us as our past has been, the Annual Program Fund has frozen the 2009-10 fair share per member rate to the current FY 2008-09 rate, as has the District for the full share per member rate. This will have an impact on our District's budget for next year.

My goal, as your Annual Program Fund Representative, is to work with each of our 51 congregations, as we all travel on a new path of stewardship and generosity in these “tough economic times” and to prove to ourselves that this is the TIME to grow our bonds as UUS, and for those who can to assist those who can't, because we never know when we will need to reach out to ask for help.

For more information on programs and services available to our congregations with your APF support, visit <http://www.uua.org/giving/apf.html>.

As always, if you have any questions, comments, or concerns, or you would like to have me visit or have a conversation with your congregation, I can be reached at uujimapf@yahoo.com or call me at 215-321-3343.

Submitted by Jim Sanders, District Annual Program Fund Representative and Vice Chair, Annual Program Fund Committee

Anti-Racism and Diversity Committee 2009 Annual Report

This year the Anti-Racism and Diversity Committee (ARDC) has concentrated its efforts on providing resources to support the District's Ends in creating "congregations that are beloved communities: multi-cultural, diverse, loving, and justice seeking." A joint retreat with the District's board of trustees took place in July to define further this End. Facilitators Paula Cole Jones and the Rev. Mary Higgins led some of the joint sessions as well as separate sessions of the two groups.

In the fall, the ARDC sponsored a Jubilee I workshop that was open to all congregations in the District. Facilitators worked with attendees over the two days we spent together at the UU Fellowship of Northern Westchester (Mount Kisco NY). Several congregations were represented at this important conference. Another Jubilee I workshop is planned for fiscal year 2009-10 and will be open to all congregations in the District.

In an effort to bring workshops and conferences to different areas of our District, the ARDC sponsored a worship workshop entitled: *Hallelujah! ¡Aleluya! Hallelu! Unitarian Universalist Anti-Racist/Multicultural Worship*. Held at the First Unitarian Society of Plainfield (NJ), this all-day workshop began with bilingual worship featuring hymns and readings that will appear in the soon-to-be-published Spanish hymnal. Among the topics discussed over the course of the day were:

- Cultural appropriation and misappropriation
- How to create authentic multi-cultural worship
- Worship as more than something that is done on Sunday morning.

Committee members are currently giving shape to their presentation at the District's annual meeting and to the annual anti-racism conclave. The workshop for the District's annual meeting is entitled: *We'll All Be Back Tomorrow: Covenant, Right Relations, and Anti-Oppression*. We will explore the role of covenant in keeping people engaged with the transformative work of anti-oppression, examine tools for right relationship in our congregations, and hear stories of success.

Entitled *100% Organic Anti-Racism: Environmental Justice and Anti-Oppression*, the District's 10th annual anti-racism conclave on May 30 at Community Church of New York UU (Manhattan) promises to be a rich day of joining two topics of great importance and exploring how we as UUs endeavor to seek justice for all people and also care about our Earth. We will be bringing together the wisdom of experts in environmental justice in order to find ways to address areas of concern in our congregations, in our communities and in our lives.

Submitted by the Rev. Wendy Pantoja and the Rev. Michael Tino, Co-Chairs

Chalice Lighters 2009 Annual Report

Chalice Lighters is a District program to help achieve growth potential. Twice each year, in the fall and the spring, individuals in congregations are asked to contribute at least \$10. Every Chalice Lighters dollar goes to the selected congregation or cluster of congregations to help take a significant step: to initiate a congregation, secure professional religious leadership, secure or improve a building, or facilitate innovative growth plans. Chalice Lighters are UU congregations helping other UU congregations to help grow Unitarian Universalism!

Thanks to the tremendous job done by the Chalice Lighters coordinators within each of our congregations, as well as the broad support by the professional and lay leadership, Chalice Lighters continues to grow and prosper!

In the spring of 1999, Carl and Alice Spatt introduced the approach of holding two targeted Chalice Calls per year, each one held for a specific congregation to help them in some growth related project. A key component of that approach has been the active participation of the “called congregation” in which it is encouraged that “ambassadors” from the called congregation be given the opportunity to speak for five minutes at the other District congregations during the Sunday service about who they are as a congregation and what they hope to accomplish with the Chalice Lighter funds raised. Over \$390,000 has been raised in the 19 completed calls, with the 20th call for the UU Legislative Ministry of New Jersey currently underway. In addition to raising funds, the visits have also helped to promote fellowship and connection among District congregations.

The Spring 2008 Call raised \$20,000 for the First Unitarian Society of Rockland County (Pomona NY). These funds will be used to help the congregation hire a permanent part-time Director of Religious Education.

There was a tremendous response to the Fall 2008 Call, with \$30,466 raised for the UU Congregation at Rock Tavern (NY). These funds will help the Congregation build a new worship center to replace the one destroyed by fire in September 2006.

The Spring 2009 Chalice Call for the UU Legislative Ministry of New Jersey is currently underway. The UU Legislative Ministry of New Jersey was formed last year with the goal of having UU congregations work together to advocate for social justice in the public arena based on UU principles. The funds raised by Chalice Lighters will help hire a part-time staff person.

At last year’s Annual Meeting, we announced that the draft policies and procedures had been developed and would be implemented on an interim basis starting with the Spring 2009 Call. The Chalice Lighters application process is a two step process, with the first step being to submit “Intent to Apply.” A Grant Manager is then assigned to assist in preparing the formal application.

The purpose of the new policies and procedures are to:

- Improve transparency, and to clarify and expand the Chalice Lighters program as a means of facilitating the growth of Unitarian Universalism;

- Encourage and promote inter-congregational cooperation in support of growth;
- Improve the quality and quantity of Chalice Lighters applications by assigning a Grant Manager to assist congregations in developing their Chalice Lighters applications, and by requiring applications to be associated with a long-term growth plan;
- Improve accountability of the Chalice Lighters program by requiring periodic reporting on the use of Chalice Lighters funds and on the effectiveness of the project funded by the Chalice Lighters program in achieving growth objectives.

Unfortunately, there will be no Fall 2009 Call, since no applications were received by the March 15, 2009, deadline. Congregations and congregation clusters are encouraged to submit an “Intent to Apply” by May 15, 2009, with applications due by October 15, 2009, in order to be considered for the Spring 2010 Call. The “Intent to Apply” and the application form may be found on the District website at <http://uumetrony.org/services/chalicelighter.htm>.

We look forward to your thoughts and ideas as to how to make the Chalice Lighters program better serve your congregations and in growing Unitarian Universalism in the District.

Thanks again to everyone for your support of Chalice Lighters.

Submitted by Bill and Rickey Slezak, District Chalice Lighters Coordinators

**Compensation Consultant
Doug Ford
2009 Annual Report**

This past year was relatively busy as congregations seemed to me to be hunkering down for the possibility of a prolonged period of recession. In addition to visiting four different congregations to discuss generalized compensation issues as they transition to new ministers, I also received phone calls from, responded to emails from, or held teleconferences with about sixteen other congregations to address more specific issues.

I was also particularly pleased to be able to update our records to reflect the changing list of the District congregations that qualify as Fair Compensation Congregations – either committed (8) or practicing (5) with noticeable increases in both categories. Hopefully this coming year we are positioned to look for additional congregations to be joining these lists of congregations whose members believe that how we compensate our staff is an issue of living consistent with our UUA principles. I can always be contacted at dougbar@aol.com or 973-543-6415 for help in our congregational self-assessment program or assistance in solving any other compensation issue.

Junior Youth Steering Committee 2009 Annual Report

The Committee organizes and operates two programs annually, a fall retreat and a spring conference. At these events, we introduce middle school aged youth to a wider community as they come together with peers from other congregations in the District. We create a safe space and offer a one-night model of Young Religious UU's intentional communities. Our mission is "To save the world, one middle schooler at a time."

We are pleased to have recovered from the dip in attendance that may have resulted from our change in registration procedures. At our 2007 events, our Spring Con and Fall Retreat had roughly 80 middle school attendees each, 20 more per event than the previous year. It is still difficult to find committed high school youth with the time to participate as staff members. The Con was hosted by the UU Congregation of Monmouth County (Lincroft NJ); the retreat continues to take place at Camp Ma-Kee-Ya in Harriman State Park. We cannot adequately express our gratitude to the senior youth whose love and attention breathe life into the events, or to the adult advisors who drive and witness, or to the congregations whose members feed and care for us.

Our personal schedules did not permit us to offer any junior advisor training this year. We hope to be able to do so again next year.

The Committee's personnel remains the same. Robin Slaw is co-chair and co-director. Eric Hallander is still the galaxy's finest registrar.

Anyone who is interested in learning more about our junior youth ministries is encouraged to contact us. You can reach Peter Green at drpg@aol.com or 914- 414-1226, or Robin Slaw at robinslaw@verizon.net or 973-903-4989.

As this report is being written, we are about to hold our Spring Junior Youth Con at the Unitarian Church in Westport (CT). The power of these events to change lives and confirm young people in our faith community is evident and incalculable. We wish we could host them for every middle schooler, everywhere.

Submitted by Peter Green, Co-Chair

Ministerial Settlement Representative
Rev. Craig Hirshberg
2009 Annual Report

When a congregation becomes aware that its minister is leaving and they intend to undergo a search for a new minister, the UUA, through its Transitions Office, offers support through the services of the Ministerial Settlement Representative (MSR). This person is recommended by the district, then interviewed and trained by the Transitions Office.

The MSR services, which are provided free of charge to all fair share congregations, offer three progressive consultations with each congregation. In MSR I, the MSR travels to the congregation to meet with the congregation as a whole to explain the overall search process and timeframe and to answer any questions congregational members may have. That same day, the MSR meets with the board of trustees following the congregational meeting to provide written resources and to discuss specific responsibilities the board must complete in order to facilitate a smooth search process.

Once a search committee is elected, the MSR returns to the congregation to explain in detail the process, timetable, and responsibilities of the search committee. The MSR is in contact once again when the search committee receives the names of potential candidates to explain the final process of selection a final candidate.

Occasionally, the MSR is able to facilitate a worship service for the congregation the morning of the MSR I visit and, upon availability, facilitate the search committee retreat. These two functions are in addition to the services provided by the UUA.

This year, finances and the economic downturn have created many challenges for some congregations in search. Several have had to adjust their packages to a sustainable level, which could have an impact. Others have had to defer the search process with a two-year interim period so that they have more time to raise the funds needed for the search process. At the time of this report, we have four congregations completing their first interim year: Danbury, Plainfield, Paramus, and Lincroft. As of this spring, Poughkeepsie, Hastings-on-Hudson, and Princeton have been added to the congregations in search list for the upcoming year.

Danbury is conducting a two-year search process. They have completed the MSR I and II trainings. Having completed MSR I, II, and III, Paramus conducted a full-year search but was unable to find the right ministerial match. They will continue their search into a second year. Lincroft received MSR II and III training and has chosen a final candidate. Plainfield has completed MSR I, II, and III and is still in the search process this year. Poughkeepsie has completed MSR I. Hastings-on-Hudson and Princeton are just beginning the search process.

As a new MSR, I have experienced a year of tremendous growth and learning. I have been inspired by the courage and fortitude of search committees and congregations. It has been a pleasure to work with the congregations as they endeavor to take a new and important step in their future during these difficult times.

Women and Religion Committee and the Unitarian Universalist Women's Association 2009 Annual Report

In accordance with our Mission:

We provide a support network beyond our congregations for the promotion of feminist values as well as the organizing of opportunities for interconnection within our District.

The most unique and exciting project of our year is the launching and planning of events for the Margaret Fuller Bicentennial that will occur in 2010. At last year's District Annual Meeting in Stamford, Laurie James connected with the Rev. Dr. Dorothy Emerson to establish a bi-city committee to organize events in New York City and Boston/Cambridge/Concord. Our group won a grant of \$8,000 with an \$8,000 match from the Fund for Unitarianism Universalism, plus a grant from the UU Historical Society and a donation from the UU Women's Association and others.

Planning is ongoing but up to this point the celebratory 2010 events include a reading of Fuller's writings at the Graduate Center of City University of New York on May 6; a dramatic presentation of Fuller's life and achievement with slides on May 11; and a Margaret Fuller worship service at the Community Church of New York UU on May 23, followed by a birthday party and a reading of James' play, *O Excellent Friend!* about the relationship between Fuller and Ralph Waldo Emerson. Plans are also formulating for three "Follow the Footsteps of Margaret Fuller" tours in New York City on May 22, in Boston/Cambridge/Concord on October 1-2-3, and in Italy in October. Contact goldenheritage@nyc.rr.com.

During this past year, the Women and Religion Committee and the UU Women's Association has organized and enjoyed the following events.

Our annual women's weekend retreat/renewal in November had the theme "Global Literacy." Our theme guide was the Rev. Dr. Dorothy Emerson, a UU minister in Billerica MA. She introduced us to the plans and purposes of the International Convocation of UU Women that took place in Houston TX on February 26-March 1 and also talked about and showed a slide show of the circumstances of women globally.

In January we hosted our annual luncheon/lecture with Madeline Hansen, women's history lecturer, who spoke on "Forementors: How Our Foremothers Can Serve as Guides to Our Future." She offered us a survey with pictures of powerful women in history to see if we could recognize them, and presented us with an inspiring PowerPoint show of women's accomplishments. It was a real learning experience and eye-opener for everyone to see who we did and who we did not recognize from our women's history.

In the coming year we will offer another weekend for women on November 13-15, 2009, at the beautiful, large, waterside estate in Glen Cove, Long Island. Our theme and presenter are soon to be announced. We will also complete plans for another luncheon/lecture to be held in January or February 2010.

Submitted by Laurie James, Co-Chair

Young Adult Steering Committee 2009 Annual Report

The Young Adult Steering Committee (YASC) is a voluntary coordinating body that works to support the spiritual, social, and recreational needs of UUs age 18 to 35 in the District. The YASC endeavors to ascertain and satisfy the needs of a vibrant and growing segment of the UU population in the metropolitan area, as well as to assist congregations to do the same.

The current leadership of the YASC is as follows.

Ryan Novosielski, Acting Chairp and Webmaster
[Vacant] - Secretary
David Menendez, New Jerseu Outreach
Royal Forest, Long Island Outreach
Gregory Axel-Lute, Treasurer
Jude Geiger, Chaplain
Claire Sexton, Ex-Officio

Mission

We, the UU Metro New York Young Adults, Covenant to Promote a Safe, Welcoming and Radically Inclusive Spiritual Community By:

- Promoting our Seven Principles through collaborative social justice efforts.
- Creating opportunities for young adults to explore spiritual development and personal growth.
- Encouraging the development of sustainable young adult communities through District-wide and local events.
- Enhancing young adult participation in local congregations through outreach and support.

Accomplishments

In fiscal year 2008-09, the YASC has focused on direction and new leadership, as well as attempting to institutionalize best practices and reform those that were not serving. We have also focused on cultivating new leadership, welcoming two new members, Royal Forest and Jude Geiger, to the committee. We have also worked to recruit new leadership from a diverse array of backgrounds and will likely be welcoming additional new members to the committee in the near future.

Highlighted achievements this year include:

- **Begun to assess young adult groups/programming at congregations:** The committee divided up the list of District congregations and attempted to contact each to determine what young adult programming or groups, if any, exist at the congregation, and also to determine the best contact for young adult matters.

- **Annual Winter Retreat at Frost Valley, February 13-16, 2009:** The purpose of this annual and popular event is to foster greater bonds between young adults from around the District and to promote linkages to local congregations. For the second year running, this retreat had the largest-ever attendance – 31 participants – many of whom attended for the first time. In addition, 2009 saw the most diverse attendance, including congregants from Manhattan, Brooklyn, Westchester, New Jersey, and Long Island, as well as unaffiliated young adults. Additionally, the retreat encourages participation in events at local congregations and on the district level.
- **Campus ministry plan for the greater NYC area:** A task force was formed to develop a plan that, through young adult participation and support from local congregations, will include multiple events per month that occur in different parts of New York City and will be promoted to local colleges. Currently, proposed events are a book club, small group ministries, and social justice projects. This effort hopes to target specifically the 18-25 age range, probably the most notably absent group in our denomination as a whole. Our hope is to begin implementing this plan this coming fall.
- **New WordPress website:** A newly-designed WordPress website has been developed and will replace our original static website when the District switches web hosts in the near future. This site will allow for easier updates, more dynamic content, and hopefully more participation from the young adult community.

Additionally, members of the YASC were available throughout the year to assist congregations with young adult outreach and programming. The YASC maintains a young adult announcements mailing list on the UUA listserv (replacing the original C*UUYAN-hosted mailing list) and a networking webpage that reaches over 200 young adult UUs throughout the District, as well as a Facebook group – new this year. Through the network, the YASC promotes both young adult specific and general events and programming planned by local groups and congregations.

In the coming year, we are looking forward to completing and implementing our campus ministry plan, coordinating a possible summer retreat to take place at the beginning of the next fiscal year, and working to bring new leaders on board.

Submitted by Ryan Novosielski, Acting Chair

Youth Adult Committee 2009 Annual Report

The Youth Adult Committee (YAC) of the District is continuing to evolve to cater to the needs of our thriving UU youth community. This year, YAC aspires to have more accountability to all youth in the District. We started the year with a Covenant Con, in which the community collectively created the Energy Covenant followed at District events, thus shifting the power from YAC to the community as a whole. We also had a wide range of trainings and social action conferences, including a spirituality development conference, an anti-racism/anti-oppression conference, and the now annual Rock and Run for Justice. Furthermore, we expanded our social justice lens to our social conferences as well. However, we look to extend past District programming. We successfully finished a Con Planning packet and a Training Con Planning packet and hope to increase our resource data base to include more devices and amenities to strengthen local programming. This is our current project, and one can see our progress at our revitalized web page, metroyac.org. We look forward to broadening our depth of action by serving all youth in the District and implementing our many innovative ideas, including sponsoring a training for congregational youth leaders to strengthen local programming. Initiating our intentions to include more youth, we aim to establish clusters that would lead to more localized events and programming. Our goals follow the denominational effort to shift the center of gravity of youth programming to the local level. We always love having new youth and adviser voices on YAC and encourage leaders to attend meetings to share your ideas about youth ministry in the District.

Submitted by Corinne Hollander and Katie Parker, Youth Co-Chairs