

**Unitarian Universalist
District of Metropolitan New York**

**2011
Annual Reports**



2011 Annual Meeting
May 6-7, 2011 Morristown NJ

2011 Annual Reports

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Annual Program Fund Committee	Laurel Amabile
Anti-Racism and Diversity Committee.....	Eddy Fried and the Rev. Susan Karlson
Compensation Consultant	Doug Ford
Junior Youth Steering Committee	Peter Green
Ministerial Settlement Representative	Rev. Craig Hirshberg
Women and Religion Committee.....	Reena Kondo and Laurie James
Young Adult Steering Committee	Ryan Novosielski
Youth Adult Committee.....	Emma Kates-Shaw, Sara Neiss

**District President
Ted Fetter
2011 Annual Report**

Your Metro NY District Board of Trustees is a collegial and energetic group, working with Andrea Lerner and others to ensure that services to congregations in the District are supportive and effective. We are pleased to have the opportunity to serve our faith beyond our own congregations and to meet fellow UUs around our District.

The District has worked this past year much more on a regional basis. What began as a cooperative program among district staff several years before that has become CERG, the Central East Regional Group, made up of the Joseph Priestley District, Metro New York, St. Lawrence District, and Ohio Meadville District, stretching geographically from Connecticut and upstate New York down to Northern Virginia and West Virginia and out to western Ohio. In addition to the district executives who each serve their own districts, CERG has three regional consultant staff. Each district maintains its own administrative and adjunct resources, and each district board continues to monitor and oversee district activities. The four district boards met together a year ago, and we will meet again in this larger group later this month.

There are advantages of regionalized operation. We all learn from each other. The three regional staff are able to focus on specialized services, giving greater expertise to congregations who are in need of them. One focuses on lifespan faith development, another on leadership development, and the third on growth strategies for congregations. We have also been able to designate a group of nine congregations in the region as threshold congregations, those that are on the verge of new potential and exciting development. In the Metro NY District, we have three of the nine threshold congregations: Stony Brook NY, Lincroft, NJ, and Paramus NJ. Threshold congregations can grow and develop according to their own plans; there is no template, but they will have resources from CERG to help them accomplish their goals. We look forward to the designation of additional threshold congregations in the coming years. And we anticipate that each threshold congregation will in time become a mentor to other congregations in the District and the region.

I want to recognize the continued excellent work of Andrea Lerner and all District staff, and I want to thank my colleagues on the District Board for their dedication and support. I also want to recognize the significant work of the Anti-Racism and Diversity Committee for its continued work and especially for its assistance in building the agenda for this annual meeting.

Your board is eager to hear from you about what you want your congregations to become and how best to assist you in making them effective, how best to make the voice of Unitarian Universalism heard in the metropolitan New York area. We believe that with continued focus on healthy congregations for leadership development, on service to congregations in transition, and on providing ways for each of us to live out our faith in the wider world we all can be part of building the greater connection and transformation we seek.

District UUA Trustee
John Hawkins
2011 Annual Report

It has been an eventful year on the UUA Board.

Last spring, the Board recommended that we boycott the city of Phoenix, which had been selected as the site for our 2012 General Assembly, in response to Arizona's State Bill 1070, which imposed harsh requirements for state enforcement of U.S. immigration laws. The General Assembly in Minneapolis disagreed, and passed a business resolution asking that our Association instead go to Phoenix in 2012 for a "Justice GA," while also working to establish a lasting immigration ministry and to be accountable to historically marginalized voices in our Association in the process.

This GA business resolution has led our UUA Board to a deeper examination of our Association's justice work, and how we are responsible to our sources of authority and accountability.

This work led the Board to meet in Phoenix this January, with a side trip that included about half the Board, to Tucson in southern Arizona and to Nogales in Sonora, Mexico. We saw the struggles of migrants up close and personal, and met with many different groups working for immigration reform. We learned in a very immediate way that this work is not about whether we enforce immigration laws, but about how our country chooses to treat people in the process. And we considered how our Association can be an effective religious voice for the inherent worth and dignity of all people – not because it makes us feel righteous, but because it can bring about change in our world.

In the course of this year, we have also been working to expand the Shared Vision for our Association that we create in partnership with UUA President Peter Morales. We have asked how we can be better connected with the vision of our congregations; what it means to be a congregation; how our governance can be more effective in shaping our Shared Vision; and how our staff can more effectively bring our Shared Vision to life in our congregations. How we can prepare a new generation of ministers to serve in our congregations; how we can nurture shared ministry in our congregations; how we can encourage empowered leadership in our Association; and how we can support our youth and young adults more fully.

We bring some of the results of this year's work to this year's General Assembly in Charlotte, NC, in the form of proposed Bylaws amendments that expand the definition of congregations; that permit broader participation in the business of our Association by allowing remote electronic voting; that make room for actual justice work in 2012 by suspending the cumbersome Bylaws process for Actions of Immediate Witness; and that shrink the UUA Board from its current size of 25, elected largely from Districts, to a more effective and diverse body of 13 members elected at large; and some other business items that I won't mention here. I won't use this report to justify these proposals; but I do encourage you to stop by the General Assembly 2011 table in the exhibit area, to talk to me, or to visit the GA pages on the UUA website for information about this year's GA business agenda.

I encourage you to attend GA in Charlotte this year, and in Phoenix next year. Our General Assembly is a vibrant gathering of UUs from around the country and the world, and an exciting place to deepen our understanding of congregational life. But it is also a place where we conduct the business of our Association, this business which consists of making our values and our principles alive and visible in our Association and in our congregations.

If you cannot attend GA this year, you might consider serving as an off-site delegate. You can get information about that at the GA table, from me, or through the UUA website.

I am deeply thankful for the opportunity to serve as your Trustee for the last year, and for another six weeks or so through this year's General Assembly. I believe that my service on the Board has been of value to you and to our Association; I know for a fact that I have worked very hard at it.

For the coming year, I look forward to being more deeply engaged in the life of our congregation in Plainfield, but I know that I will also be present in our District and our Association. It's a little difficult to leave the Board right now, because there is so much work to do: in continuing to build the capacity for justice making and right relations in our congregations; in carrying through the governance transformation needed to make our General Assembly truly representative of our congregations, as recommended in the Fifth Principle Task Force; and many other initiatives that have only begun.

But I know that the Rev. Michael Tino, who will assume this office at the end of this year's General Assembly, will carry this work forward.

I hope that you will also be engaged: in your congregation, in our District and in our Association.

**District Executive
Andrea Lerner
2011 Annual Report**

A new development for this program year is that MNY has joined with the Joseph Priestley, Ohio Meadville, and St. Lawrence Districts to form CERG (Central East Regional Group) and co-hire regional staff:

- Pat Infante, Regional Consultant for Faith Development PInfante@uua.org
- Mark Bernstein, Regional Consultant for Growth Development MBernstein@uua.org
- Rev. Renee Ruchotzke, Regional Consultant for Leadership Development
RRuchotzke@uua.org

These consultants are available for phone/email consultation, and for working with clusters of congregations. They also present programming by webinar.

A major CERG initiative is the Threshold Program: <http://cerguua.org/thresholdfaq.html> - designed to move congregations over a particular growth threshold toward greater vibrancy. The three regional consultants are the primary coordinators of the congregational programs and work with the congregations over a three year period. MNY Threshold Congregations this year are Lincroft, Stony Brook and Paramus.

District Ends

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: diverse, multi-cultural, anti-racist, 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 and includes: (1) responding to individual requests from lay leaders, ministers, and religious education professionals for advice, consultation, and guidance; (2) shaping and supporting the administration of the District: communication, budgets, website, and resources; (3) creating, implementing, and supporting programs that will promote cooperation, support leadership, and empower congregations to grow healthy and strong.

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

Action/Consultant Teams

- Growth – Working with Mark Bernstein, clusters of congregations can evaluate membership practices.
- Faith Development – Working with Pat Infante, MNY programming for religious educators will be coordinated across the CERG region. Clusters of congregations can explore excellence together.
- Leadership Development – Working with Rev. Renee Ruchotzke, clusters of MNY congregations have the opportunity to transform nominating committees to leadership development committees.
- Ministerial and Staff Transitions – Startups and exit interviews, covenants, consulting ministry placement
- Adjunct Consultant Program – Providing facilitation for congregational work – trained 11 new adjunct consultants in August 2010.
- In Care, In Covenant – Administrator Rev. Lissa Gundlach and dedicated volunteers provide support for UU Seminarians in Metro NY. Funded by a Grant from the Panel on Theological Education.
- AntiRacism and Diversity Committee – Chairs Eddy Fried and Rev. Susan Karlson have worked with the District Board to provide input as the Board deliberates the development of the Ends, and are planning the programming for the May 2011 MNY Annual Meeting with keynote speaker Rev. Mark Morrison-Reed.
- Jr Youth Team – Peter Green, Tuli Patel, Sue Fertig, and Charlie Neiss planned and implemented two Jr High events this year. Peter is retiring this year after many years of valuable service.
- Youth Adult Committee (YAC) – Chairs Emma Kates-Shaw, Sarah Neiss, and Ellen Minzner coordinate Sr High youth programming and outreach to congregations.
- Young Adult Steering Committee (YASC) – Chair Ryan Novosielski plans and implements a young adult retreat in the winter, and works with congregations to support young adults.
- Accessibilities Chair – Rev. Rosemarie Newberry responds to congregational inquiries regarding accessibilities
- Women and Religion Chairs – Reena Kondo and Laurie James organize yearly women's retreat
- UUA Compensation Consultant – Doug Ford responds to congregational requests to evaluate compensation and benefits practices.
- UUA Ministerial Settlement Rep – Rev. Craig Hirshberg assists congregations with (full time) ministerial transition
- UUA Annual Program Fund Chair – Currently vacant, being coordinated by Andrea Lerner (Jim Sanders is now national chair of the APF)

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

- Beth Dana, Young Adult and Campus Ministry Consultant, focuses on congregational YA/Campus programming and supports the District Young Adult Steering Committee.
- Kierstin Homblette, Youth Ministry Consultant, focuses on congregational youth programming and supports the District Youth Adult Committee.
- Frances Sink, Right Relations Consultant, focuses on proactive means to achieve congregational health and conflict transformation.
- Rev. Peggy Clarke, Acting Racial and Social Justice Consultant, focuses on directing congregations to justice resources and supports the District Anti-Racism and Diversity Committee.

Programs

Leadership Development

- **UU Leadership Team Institute (UULTI)** – 2011 will see three leadership offerings in different locations, again as a CERG program in cooperation with the Joseph Priestly, St. Lawrence and Ohio Meadville Districts. www.uulti.org
- **Defying Gravity** – In conjunction with the UU Congregation at Shelter Rock, the MNY District hosted a fall leadership day with Rev. John Gibbs Millspaugh and tracks of workshops based on congregational roles.
- **Healthy Congregations** – Frances Sink, Rev. Craig Hirshberg, Sue Penney, Rev. Alison Cornish, Rev. Tracy Sprowls-Jenks, Christopher Buja, Jon King, Rev. Judy Tomlinson and Andrea Lerner are trained to lead this program. We are offering the Healthy Congregations Series in 2011 on five Saturdays from February to June – and have plans to offer it in several locations next year.
- **Long Island Leadership Institute (LILI)** – Andrea Lerner is working this year with Long Island Congregations in their cooperative leadership school over six Saturdays throughout the year. This year they are also presenting Healthy Congregations programming.
- **Growth** – Four congregations from MNY are participating in the CERG Growth and Vitality for Smaller Midsize Congregations Program, meeting every six months for three years. A Northern Cluster Workshop is organized in January 2011 to begin exploring congregations supporting each other through local partnerships.
- **Presidents’ Roundtable** (Vice Presidents and Ministers welcome) – Fall Roundtable was part of the Defying Gravity Leadership Day October 2010; For Spring Roundtable, a special invitational workshop is scheduled for the Annual Meeting May 2011.

Youth Conferences

What	When	Where
YAC retreat	September 3-5, 2010	Murray Grove Retreat Center
Junior Youth Retreat	September 25-26, 2010	Camp Ma-Kee-Ya, Harriman State Park
YAC Meeting	October 1–2, 2010	UU Congregation at Shelter Rock (Manhasset NY)
Youth Advisor Training	October 2, 2010	UU Congregation at Shelter Rock (Manhasset NY)
AAAHH Real CONsters!	October 29–31, 2010	UU Congregation at Shelter Rock (Manhasset NY)
YAC Meeting	November 12–13, 2010	First Unitarian Society (Hastings-on-Hudson NY)
Youth Advisor Training	November 13, 2010	Unitarian Society (East Brunswick NJ)
Spirituality and Worship	January 7-9, 2011	Fourth Universalist Society (Manhattan)
YAC Meeting	January 28-29, 2011	Unitarian Church in Summit (NJ)
Obi-Wan CONobi	Feb 4-6, 2011	First Unitarian Society of Plainfield (NJ)
Sean CONnery	March 4–6, 2011	Unitarian Church in Summit (NJ)
Junior Youth Con	March 19-20, 2011	UU Fellowship at Stony Brook (NY)
YAC Meeting	March 26, 2011	Community Church of New York NY
YuuCON Help	April 1-3, 2011	UU Congregation of Queens (Flushing NY)
District Annual Meeting	May 6-7, 2011	Hyatt Hotel, Morristown NJ
InCONceivable	June 10-12, 2011	UU Congregation of Danbury (CT)

OWL (Our Whole Lives): Trainings for two levels: Adolescent – August 2010 Murray Grove and November at Shelter Rock; Elementary – November 2010, Shelter Rock.

Renaissance Modules and RE Trainings: Administration led by Andrea Lerner and Pat Ellenwood in the Clara Barton/Mass Bay Districts – MNY participants attended; Other Renaissance programming is scheduled in St Lawrence, Joseph Priestley and Ohio Meadville. Youth Advisor Workshops, October at Shelter Rock and a second in East Brunswick in November. Spring event was Welcoming Children with Special Needs (Sally Patton) in February at Murray Grove Retreat and Renewal Center.

Annual Meeting and Conclave: May 6-7, Hyatt Hotel, Morristown NJ (Ministers gather May 5). Keynote speaker Rev. Mark Morrison-Reed, musical guest Peter Mayer. Programming coordinated by members of the District's AntiRacism and Diversity Committee.

In Gratitude

The health and vitality of the District grows from the participation and goodwill of many, many individuals. I would like to thank those named above in the report and:

- Ted Fetter, District President, and members of the District Board: Christopher Buja, Richard Fierberg, Rev. Craig Hirshberg, Mia Morse, Ron Roel, Rev. Tracy Sprowls-Jenks, Jennifer Stevens, and Daniel Gregoire.
- John Hawkins and Rev. Rosemary Bray McNatt who each served as District UUA Trustee this year.
- Susan Greenberg, Bookkeeper, and Charles Klein, Webmaster
- And last, but by no means least, the person who keeps us all on track: Laurie Golson, District Administrator

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

**Administrator
Laurie Golson
2011 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 the website up-to-date with the help of webmaster Charles Klein
- 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

This past year has been a fulfilling one in my work as Administrator. I am continually challenged to maintain the highest level of service I can to congregational leaders.

In April, I attended the District Assembly of the Joseph Priestley District and participated in meetings of the Central East Regional Group meeting, an opportunity to be together with staff, and particularly administrators, from the Joseph Priestley, Ohio-Meadville, and St. Lawrence districts.

For this year's Annual Meeting, my thanks go 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 their 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!

In Care, In Covenant Coordinator
Rev. Lissa Gundlach
2011 Annual Report

In Care, In Covenant Seminarian Outreach Program provides mentorship, advising, support and programming to seminarians and candidates preparing for the Unitarian Universalist ministry in the Metro New York District of the Unitarian Universalist Association of Congregations.

Metrics

- 12 events planned for seminarians and candidates throughout the year
- 17 seminarian meetings in person or by phone
- More than 35 seminarians and candidates are served by the email list
- 10 local clergy involved
- 3 seminarians met with the RSCC and are candidates for ministry
- 2 seminarians met with the MFC and are now in Preliminary Ministerial Fellowship

Fall, Winter and Spring In Care In Covenant Events

- **September** Field Education Meeting at Union Theological Seminary
- **November 18** Storytelling about Call worship with Lissa –UTS (8 attended)
- **December 2** Rev. Michael Tino on General Assembly and Denominational Participation- UTS (10 attended)
- **January- Intercession --** Student One On One Meetings
- **February 3** Discernment Workshop with Lissa Gundlach-UTS (7 attended)
- **February 24** Lifespan and Multigenerational Ministry meeting with Rev. Jude Geiger- UTS (4 attended)
- **March 12** Day-Long Preaching Retreat with the Rev. Galen Guengerich and Jan Nolte-- All Souls (10 attended)
- **March 20** Hymnal Sing Along with Music Director Mitchell Vine and Rev. Richard Leonard- Richard Leonard's house (7 attended)
- **March 24** Getting Professional: Interview Skills and Resume Development
- **March 31** Chaplaincy Conversation with Megan Joiner, Chaplain at New York Presbyterian Hospital
- **April 13** “Getting Professional” Skillshare on resumes, interviews and the electronic ministry portfolio with Rev. Lissa Gundlach and Rev. Julie Taylor
- **April 29** Communication Skills Workshop with Jeff Levy-Lyons
- **May 6-7** District Annual Meeting, In Care In Covenant Meet Up

Program Summary: In Care In Covenant:

This has been a strong beginning to the second year of the program. Lissa Gundlach inherited the program already grounded in philosophy and practice from the Reverend Julie Taylor and her development of the program with Andrea Lerner. The program had a willing network of ministers who were eager to support the program and knew it by name, including the Rev. Rosemary Bray-McNatt, Rev. Jude Geiger, Rev. Jef Gamblee, Rev. Orlanda Brugnola, Rev. Virginia Jarocha-Ernst and Rev. Tracy Spowls-Jenks. As we progress, Lissa continues to connect more ministers to the program as mentors, including the Rev. Jill Bowden, Rev. Alison Miller, Rev. Dick Leonard, Rev. Michael Tino and Rev. Galen Guengerich.

The first event of the year, during new student orientation at Union Theological Seminary invited participation from UU mentors in the Field Education Orientation. Rev. Rosemary Bray McNatt, Rev. Julie Taylor, Lissa Gundlach, and Rev. Orlanda Brugnola participated. Lissa has a goal of continuing to connect students to minister mentors.

Rev. Julie Taylor passed the coordinator position on to Lissa on October 1 after Lissa had visited the Ministerial Fellowship Committee. As Coordinator Lissa began communicating with the In Care, In Covenant students individually in October and November about their needs and wishes for the group, and in November began events onsite at Union Theological Seminary. Each event attracted 5-10 people and was reported extremely favorably. In March, April and May we have offsite meetings at All Souls Church, Rev. Dick Leonard's house, and the Metro NY Annual Meeting. Lissa communicates mostly by email using her email address to email the Union Unitarian Universalists and the In Care In Covenant lists. Lissa developed a blog to communicate with the group and begin posting relevant information. <http://uuicic.blogspot.com/>

The POTE Grant budget was used to fund the Coordinator Position, offer honorariums to program leaders, provide meeting hospitality, to plan a day-long preaching retreat, and to offer partial scholarships to seminarians and candidates for the Metro NY District Annual Meeting.

Joys

The meetings are incredibly vibrant, well attended and spirited. The seminarians and candidates are inquisitive, dedicated and committed to learning. Meeting in person or speaking by phone has been extremely effective. This time seems to help seminarians tailor their ministry process to their own needs. Lissa also gets to know the students, their interests and strengths and can make recommendations to them in terms of their process. They often do spiritual direction and discernment work as well. Lissa orients and directs the seminarians to both the seminary and denominational processes and help them to plan their own calendars for their own formation.

Reflections/ Suggestions

Going forward, it will be important to carefully define the parameters of the In Care In Covenant program, encouraging stronger relationships between seminarians and congregations. Students can choose to participate in an expanded program of events and opportunities that enrich preparation for ministry in alignment with the Unitarian Universalist Association of Congregations' Ministerial Fellowship standards of excellence.

Lissa would like to more directly collaborate with UUA staff to tailor the program to meet the needs that are most being identified through the RSCC and MFC processes. Perhaps a UUA Ministerial Credentialing staffer could supervise as well as District Executive Andrea Lerner to ensure alignment with UUA preparation standards. With less and less students at UU seminaries, and the state of our UU seminaries being in transition, perhaps a standardized preparation program for students with a series of events and opportunities that could be run yearly and offer students seminary or ministerial credentialing credit. Currently, students are participating in all of the ICIC events in addition to their classroom and field education learning.

Lastly, it is difficult to keep track of students at so many different seminaries, as well as interns and graduated students not yet aspirants or candidates. The time required to connect, offer pastoral care and professional advising as well as plan events for over 30 seminarians in the district is quite substantial. We would suggest the work would merit increasing the coordinator time to a 10-12 hour a week position.

Emerging Opportunities

- The Preaching Workshop with Jan Nolte and Galen Guengerich was transformative for all involved. There is interest from All Souls in increasing its role as a teaching congregation. Jan Nolte is interested in continuing to consult with seminarians and ministers on presentation and delivery.
- The Rev. Vicky Weinstein from Massachusetts is interested in doing a day-long liturgy workshop, perhaps next fall or winter.
- The Rev. Richard Leonard is interested in offering a workshop on weddings and commitment celebrations.
- Dr. Gary Dorrien is offering a guided reading in UU Theology for students at Union.
- Organizational Consultant Sarah From is interested in doing a workshop on time management and the spirituality of doing your best work.
- Areas of identified need for growth in seminarian formation: small group ministry/spiritual formation, discernment, UU preaching, rites of passage and worship, UU lifespan and multigenerational religious education, UUMA ethics and guidelines, MFC competencies prep
- Field Education opportunities need to be attended to for the upcoming years.
- Summer Ministry Preaching Opportunities for UU seminarians

Testimonials

After one student passed the RSCC: “Lissa-- thank you for all of your support along the way. I am so grateful for you and for In Care/In Covenant.”

After the March 12th Preaching Retreat:

“I just wanted to THANK you again for arranging for and “shepherding” the Preaching Retreat at All Souls on Saturday, March 12th. For me, it was both a very informative and educational experience in exploring the art of preaching and delivery. I also found it very practical – techniques of using voice, speech, breath, body for effective communication and presence. In my seminary classes on preaching, the emphasis has been on different preaching patterns and use of exegetical practicum rather than performance so this experience was a welcome addendum.”

“Thank you again for putting that retreat together - it was a tremendous help, both practically and emotionally.”

After a one-on-one meeting:

“I can't thank you enough for so generously sharing your time and wisdom with me yesterday. By the time I got home, I had made some significant decisions, and feel comforted in having a game plan - also in having you as a trusted and enthusiastic advisor.”

Conclusion and Funding Request

Clearly, the In Care, In Covenant program has been a success for these past two years. We requested funding again from the Panel on Theological Education for the upcoming year to increase the coordinator hours, continue to gain momentum and institutionalize this program within the Metro NY District.

**Right Relations Consultant
Frances Sink
2011 Annual Report**

Our District has grown in right relations services to our congregations during this past year by adding resources, enlarging personnel trained to offer right relations programming, and by launching a new joint program with UU Ministry for Earth. In these ways the right relations consultancy continues to be a growing and important focus of District services.

As the Right Relations Consultant I am personally available by phone and email to offer resources that help congregational lay and ministerial leadership sort out relational questions in congregational life. Such questions fall broadly under the heading of “How are we to be together?” Topics include conflict management, facilitation of difficult conversations, healing wounds in the congregational community, how to grow the work of the COM, developing covenants and implementing them. Sometimes the above work leads into an in-person consultation, but often the leadership of a congregation is empowered to utilize available resources to expand their own leadership skills. Other right relations work this year has included:

- Workshop on conflict management for COM members at the Shelter Rock Leadership Day, Fall, 2010
- CERG Webinar, “To Dwell Together in Peace: Behavioral Covenants & Right Relations Policies,” developed and co-led twice with Rev Renee Ruchotzke
- Right relations pulpit supply sermon, “How are we to be together,” offered three times in District congregations
- Workshop on right relations and justice values at Metro NY District meeting, Spring, 2011

The Healthy Congregations six session workshop series for congregational leadership training in emotional systems has been offered in two locales this year, on Long Island and also in New Jersey-New York. We have increased our number of certified trainers from three to nine and plan to continue to expand the availability of this program to our congregations.

Finally, this year the District was awarded a matching grant from UU Ministry for Earth to offer a conference in the District and conduct a needs assessment of congregations in their work towards Green Sanctuary certification and other approaches to eco-justice commitment specific to our region. Ten congregations stepped up to provide Leadership Funding for this new initiative. The conference, “Green Covenanting: Living into right relationship with Earth,” was held on March 19, 2010 at Community Church in White Plains. It was a day of exceptional inspiration, networking, and learning. The needs assessment is now ongoing and the results and recommendations will become a part of the upcoming year’s programming.

It is the tri-fold aim of our District Right Relations Consultancy to support our congregations in the following ways.

- to grow in emotional awareness and interpersonal skills that promote healthy congregational life
- to deepen congregational capacity for vibrant spiritual community grounded in covenant and compassionate caring
- to develop processes that foster mindful and sustainable congregational actions that strive for right relationship with the web of life of which we are a part.

Young Adult and Campus Ministry Consultant
Beth Dana
2011 Annual Report

As Young Adult and Campus Ministry Consultant I serve the congregations of the District by providing support, resources, and training for young adult and campus ministry activities. My work is to encourage cooperative efforts within and between congregations who wish to strengthen their ministry and welcome to people in the 18-35 age range. I am also liaison to the District Young Adult Steering Committee.

I collaborate and exchange ideas with the District Youth Ministry Consultant, Kierstin Homblette, and keep in touch with staff and consultants of the three other districts in the Central East Regional Group, as well as other districts around the country. I have also been in regular contact with UUA headquarters staff that focus on young adult and campus ministry.

In the fall I conducted a survey of congregations in the District to find out what they are currently doing in the area of young adult and campus ministry, and what support they need. The overwhelming themes that emerged from this survey are campus ministry and bridging. These have shaped my focus for the remainder of the year.

In October 2010, Claire Sexton (former Young Adult and Campus Ministry Consultant) and I led a Campus Ministry workshop at the Leadership Day at Shelter Rock. Since then, I have worked with congregations to help them build mutually enriching connections with campus ministries. I have also done research nationwide on congregational campus ministry committees, and am helping one congregation form such a committee.

I have developed two resources for congregations:

- 1) Drawing from best practices within the district and nationwide, as well as existing resources on bridging from youth to young adulthood in Unitarian Universalism, Kierstin Homblette and I have developed a resource on bridging within congregations.
- 2) *Young Adult Ministry: A Self-Assessment for Unitarian Universalist Congregations* – This resource is designed as a tool to help give direction, uncover issues, determine next steps, and guide congregations' commitment to young adult ministry.

I have enjoyed visiting with and presenting to two clusters of the Liberal Religious Educators Association (LREDA), and discussing young adult and campus ministry with them.

I have also worked with the District Young Adult Steering Committee to formalize structures and policies, strengthen their vision and mission, and strategize about replicating strong young adult ministries in different corners of the District.

As always I am grateful for the opportunity to work with and serve you. Please do not hesitate to contact me if you have any questions or need help to build and strengthen UU ministry with young adults.

**Youth Ministry Consultant
Kierstin Homblette
2011 Annual Report**

The Youth Ministry Consultant serves the congregations of the District by providing current congregational youth ministries and congregations who wish to do youth ministry 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.

More specifically, my work as a consultant in 2010-2011 included serving as a resource and information point for adults working with youth in congregations, coordinating trainings for youth advisors, doing some administrative work with the District Youth Adult Committee (YAC), and developing resources for youth ministry in congregations, in partnership with the District Young Adult and Campus Consultant, Beth Dana.

I answered many phone calls and emails from congregational leaders and youth advisors, looking for resources and answers to questions about youth ministry. This was an increase in communication from years past. I suspect this has to do with the groundwork that has been laid to get my name and information out there, as well as to educate congregations about the resources I provide. The position has existed for several years now, so more and more people are aware and taking advantage of their Youth Ministry Consultant. That being said, there is still plenty of room to improve in this area.

Along with Beth Dana and youth ministry expert Jesse Jaeger, I planned and helped to lead four youth advisor trainings in the District. They were well attended and seemed to be quite productive and helpful for attendees. In an attempt to serve different geographical locations in the District, the trainings were held in Long Island, New Jersey, and north of New York City, although advisors were welcome to come to as many as they could.

These youth advisor trainings were wonderfully augmented by the four Youth Advisor Conversations, planned and facilitated by Karen Armstrong and the Rev. Judy Tomlinson, which served to get youth advisors from New Jersey together and supporting each other, as well as sharing ideas and best practices. I attended these meetings and am working towards replicating this model in other parts of the District, to begin in the next church year.

YAC is the decision-making and planning body for District youth activities, including a number of youth conferences (cons) and trainings each year. Although my role on YAC was much diminished this year, thanks to the hard work of youth and adult leadership, I still provided some administrative assistance, especially around their participation in the Annual Meeting, organizing for the Spirituality Development Con in January, and scheduling cons for next year.

Finally, I have been working with Beth Dana to develop a bridging resource, specific to the District, which will include an annual timeline, resource list, and suggestions for best practices for planning senior high transitions to young adulthood. We are hoping this resource might provide congregations with an accessible and easy-to-implement plan to assist their bridging youth and recently bridged young adult members.

Annual Program Fund 2011 Annual Report

The Annual Program Fund (also known as “APF”) is the fund that member congregations pledge and contribute to each year in support of their Association of Congregations operating budget. Currently, this financial support provides for nearly half of the UUA’s undesignated funding, providing for its infrastructure and the many programs, services, and essential supports to our congregations. Member congregations contributed over \$6.6 million to our Association in Fiscal Year 2009-10.

Over 1045 congregations have joined as members of our UUA, covenanting with one another to actively affirm and promote the purposes and principles of Unitarian Universalism. Congregations freely enter into this covenantal relationship, and in doing so, promise to one another their mutual trust and support. Just as financial contributions are essential at the local level, the congregations’ contributions to the Annual Program Fund provide the vital funds necessary to sustain our Association.

The Metropolitan New York District of the Unitarian Universalist Association has fifty-one (51) member congregations located in the four states of Connecticut, New Jersey, New York and Pennsylvania. These congregations certified 9,542 active members in Fiscal Year 2010.

The requested APF contribution in 2010 was \$56 for each active member certified. This district has a high degree of participation in the funding of our Association and district and a strong culture of generosity. Over eighty-six percent (86.27%) of MNYD congregations contributed their full share to the Annual Program Fund. Overall, the MNYD congregations contributed an impressive eighty-six percent (86.02%) of total requested dollars.

If every MNYD congregation contributed fully to the APF, our UUA would receive just over \$534,000 and the MNYD would receive over \$61,000 in APF grant funding to support district programs and services to congregations. The actual 2010 congregation contributions were \$459,628, with a grant to the MNYD of \$44,489. This district has been most generous, and there is still great potential to stretch to meet the challenge of the higher goal!

The needs and financial circumstances of our 1,047 congregations--whether historic or newly chartered, urban or rural, small, midsize, or large in size--are widely varied and changing. Each congregation benefits from the collective strength and support of the whole Unitarian Universalist community. In association, none of our congregations are alone; we build our Unitarian Universalist community together.

We are now on the other side of the economic recession and *now is the time* to marshal our energy and resources in support of a bright and compelling future for Unitarian Universalism in the wider world.

The categories of recognition for APF giving are Honor, Merit, or Leadership* Congregations. Those in these categories receive certificates and letters of appreciation and are recognized in the UUA’s Annual Report on Giving and with special ribbons during the 2010 General Assembly.

The following Metropolitan New York District congregations generously contributed to the Annual Program Fund at one or more of these giving levels—THANK YOU!

Honor Congregations (Those congregations that have contributed their entire Fair Share. Congregations that have done so for 10+ years are in marked with a +; congregations that have done so for 25+ years are marked with a ++.)

+ UU Congregation of Danbury	Danbury, CT
Skylands UU Fellowship	Hackettstown, NJ
+ UU Congregation of Monmouth County	Lincroft, NJ
++ First UU Fellowship of Hunterdon County	Baptistown, NJ
+ Unitarian Society-A UU Congregation	East Brunswick, NJ
+ UU Fellowship of Sussex County	Newton, NJ
First UU Church of Essex County	Orange, NJ
+ Central Unitarian Church	Paramus, NJ
First Unitarian Society of Plainfield	Plainfield, NJ
+ UU Congregation of Somerset Hills	Somerville, NJ
+ Unitarian Society of Ridgewood, NJ	Ridgewood, NJ
+ UU Congregation of the Palisades	Englewood, NJ
+ UU Ocean County Congregation	Toms River, NJ
+ UU Church at Washington Crossing	Titusville, NJ
+ Lakeland UU Fellowship	Wayne, NJ
UU Society of South Suffolk	Bay Shore, NY
+ UU Fellowship of Bellport	Bellport, NY
First Unitarian Congregation Society	Brooklyn, NY
++ UU Fellowship Briarcliff, Croton, Ossining	Croton on Hudson, NY
+ UU Fellowship at Stony Brook	Stony Brook, NY
+ South Nassau UU Congregation	Freeport, NY
UU Congregation of Central Nassau	Garden City, NY
++ UU Fellowship of Huntington	Huntington, NY
+ UU Congregation of the Catskills	Kingston, NY
+ Fourth Unitarian Society of Westchester	Mohegan Lake, NY
+ Muttontown UU Fellowship	Muttontown, NY
+ UU Congregation at Rock Tavern	Rock Tavern, NY
+ Community Church of New York UU	New York, NY
+ Fourth Universalist Society	New York, NY
+ North Fork UU Fellowship	Jamesport, NY
UU Fellowship of Northern Westchester	Mount Kisco, NY
+ UU Congregation of Rockland	Pomona, NY
UU Fellowship of Poughkeepsie	Poughkeepsie, NY
++ Unitarian Church of Staten Island	Staten Island, NY
+ UU Congregation of The South Fork Inc.	Bridgehampton, NY
First Unitarian Society of Westchester	Hastings on Hudson, NY
+ UU Fellowship of the Poconos	Stroudsburg, NY
+ Upper Delaware UU Fellowship	Beach Lake, NY
+ All Souls Bethlehem Church	Brooklyn, NY
++ UU Congregation at Shelter Rock	Manhasset, NY
+ UU Congregation of Montclair	Montclair, NJ
+ Unitarian Church in Summit	Summit, NJ
+ UU Congregation of Princeton	Princeton, NJ

Merit Congregations (Honor Congregations contributing 20% + than prior year)

All Souls Bethlehem Church (Also Honor+)	Brooklyn, NY
UU Congregation of Queens (Also Honor)	Flushing, NY
Community Unitarian Church	White Plains, NY
Upper Delaware UU Fellowship (Also Honor+)	Beach Lake, NY

Leadership Congregations (among the top fifty highest contributing congregations in FY2009)

Unitarian Church in Westport	Westport, CT
UU Congregation of Montclair (Also Honor+)	Montclair, NJ
UU Congregation of Princeton (Also Honor+)	Princeton, NJ
Unitarian Church in Summit (Also Honor+)	Summit, NJ
Unitarian Church of All Souls	New York NY
UU Congregation at Shelter Rock (Also Honor++)	Manhasset, NY

Over the past year I have been working with Andrea Lerner, Metro New York District Executive, to cover the basic Annual Program Fund functions. For questions about the Annual Program Fund, or if your congregation has a need for stewardship information or support, please contact me at your convenience at lamabile@uaa.org.

It has been a true pleasure to serve this district and work with Andrea Lerner over the past year. I am inspired by your congregations' dynamic energy and appreciative of your generosity and commitment to our wider faith.

Submitted by Laurel Amabile, Director, Annual Program Fund

*In FY2010, Leadership Congregations were the fifty (50) highest contributing congregations to the Annual Program Fund in the prior fiscal year of FY2009. Beginning in FY2011, the Leadership Congregation recognition will be given to the fifty (50) highest contributing *APF Honor Congregations* in FY2010.

Anti-Racism and Diversity Committee 2011 Annual Report

Our work is guided by a new Covenant and Statement of Purpose:

Members of the Anti-Racism and Diversity Committee of the Unitarian Universalist District of Metropolitan New York covenant to practice the principles of our Unitarian Universalist faith by working to dismantle racism and other structures of oppression and to build multicultural communities of inclusion.

To do this we will:

- *Develop sensitivity, knowledge, tools and skills to accomplish these goals*
- *Create and support environments in which we, others, and our congregations can empower ourselves to do this work*
- *Support one another as we share our collective knowledge of racism and other oppressions and our actions to dismantle them*

As we do this work, we will:

- *Acknowledge historical actions, denials, and systems that make up our individual, cultural, institutional and societal experiences*
- *Celebrate diversity and difference, beauty and courage, as we seek solutions to conflict with understanding, patience, grace and compassion*
- *Strive to be in right relationship and to care for one another as people of faith*

Throughout our endeavors, we will remain committed and engaged in the spiritual work of dismantling racism and oppression and creating multicultural communities of inclusion

Our energies were focused generally in two areas: Work on Right Relations and Self Development so that we would better understand one another and our diverse multicultural personal perspectives with candor, transparency, and openness, and (2) programming to help move anti-racism, anti-oppression, and multiculturalism forward in our 51 congregations. We find ourselves in the midst of reinventing ourselves. Our new outlook is codified in a redefinition of our identity:

The Anti Racism and Diversity Committee

- *Sharing Our Stories,*
- *Celebrating Our Lives,*
- *Transforming Our Congregations, and*
- *Overcoming Racism.*

These values and efforts are injected into the life stream of our District through the preparations and conduct of this annual meeting, and carried forward through the 11th annual Conclave, to be held on October 15. We are also exploring the development and support of possibly four

geographic clusters within the District to provide local training, education, and support discussion of anti racism in our congregations. The District's recent engagement of a social justice consultant has fortified our agenda in this regard.

Submitted by Eddy Fried and Rev. Susan Karlson, Co-Chairs

Compensation Consultant
Doug Ford
2011 Annual Report

This past year, I was able to visit or teleconference with three congregations in the District to discuss generalized compensation issues as they transition to new ministers. I also responded to numerous phone calls and emails or held teleconferences with other congregations to address more specific compensation related issues.

Our District continued to maintain the current list of congregations that qualify as Fair Compensation Congregations – either committed (10) or practicing (3). Hopefully with the recession continuing to be an issue of the past, more of our 51 congregations will now be positioned to join this list whose members practice the belief that how we compensate our staff is an issue of living consistent with our UU principles.

The UUA is currently reviewing survey information and will be issuing new recommended salary ranges for all congregational positions to become effective July 1, 2011. Meanwhile the previous ranges that were issued for 2010 are considered still in effect. As many of you may be aware the UUA Organizations Retirement Plan was successfully transitioned this past year to TIAA-CREF as the plan record keeper. This involved a change towards a record keeper with a more compatible philosophy towards corporate governance and which embraces socially responsible investing as a corporate policy – all at a lower fee for plan participants. At the same time, the UUA continues to offer a self-insured Health Benefits Plan administered by Highmark Blue Cross, Life Insurance and Long Term Disability through UNUM, and Dental Insurance through MetLife. Many (perhaps most) of our District congregations are active participants in some or all of these plans.

I continue to advocate for the use of fair compensation practices in solution to all our congregational employment issues. When we address fairness and compensation, we should also be talking about acting intentionally and regularly. All employees of our congregations should be included – not just ministers and religious educators but also positions such as office staff, music providers, and custodians. We should be concerned not just about pay and benefits but also providing the best possible working environment. Our principles as UUs dictates that we make it a spiritual practice to put our faith's commitment to social justice into practice.

I can always be contacted at dougar@aol.com or 973-534-6415 for help in your congregational self-assessment program or assistance in solving any other compensation issues. We shall continue to look forward to more congregations in the District joining our Fair Compensation list.

Junior Youth Steering Committee 2011 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."

This has been a year of changes for those of us who program junior youth events. Our Spring Con was hosted, for the first time, by the UU Fellowship at Stony Brook (NY), and we are grateful for their welcome and their support. We also held our last Fall Retreat at Camp Ma-Kee-Ya. This camp in Harriman State Park was the place where the Junior Retreats began, perhaps twenty years ago. Leaving is bittersweet, but our concerns about cost and the condition of the facilities have compelled us to move on. Next fall, the event will be held at the Lou Henry Hoover scout camp in Middleville NJ.

There are bigger, more profound changes than those of venue. Eric Hallander's tenure as the World's Finest Registrar has come to an end. That title is now held by Charlie Neiss. Robin Slaw left us as co-director to devote more time to work and family. Several people stepped in to co-lead this year's events, which would not have been possible without the participation of Tuli Patel, Sue Fertig, and Denice Tomlinson. In addition, Emma Kates-Shaw and Sara Neiss provided important youth leadership.

Finally, after 12 years of involvement with the District's junior youth events, it is time for another generation of leadership. This work has been life transforming. When I began it, I was working in the for-profit world and looking for healthy communities for my young daughters. Now my children are young adults, and I'm a middle school social worker. There is no denying the power of lay ministry to change lives on both sides of the equation.

I encourage anyone who thinks they might be interested to get involved. In the safety of the junior Con community, I have been privileged to witness hundreds of young people find a reason to be part of this faith and begin to build identities as UU. I'm so grateful to have been a part of it.

Submitted by Peter Green, Out-going Chair

Ministerial Settlement Representative
Rev. Craig Hirshberg
2011 Annual Report

Change is constant, and it is no different when it comes to ministerial transition. 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 selecting 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.

The 2010-2011 Settlement activity in our District has been quite busy this year. There has been a lot movement. The following congregations have successfully completed the transition process and have decided upon a final candidate for this coming year. They are in the process of finalizing their candidating weeks this Spring: Hastings-on-Hudson NY, Poughkeepsie NY, Princeton NJ, and Ridgewood NJ.

Most congregations in the District have chosen a two-year search process. Those congregations in the search process are as follows: Stamford CT will begin the second of a two-year search process; White Plains NY, Croton-on-Hudson NY, Somerset Hills NJ, Brooklyn NY First, and Manhasset NY (Minister of Religious Education) will begin the first year of the search process following the resignation of their ministers.

There are some new changes in the Transitions process. Congregations now have three options in choosing the length of an interim stay and search. They can choose an 18-month, 24-month, or other length option. Also, congregations now have the option of beginning an interim in February as well as August of the year. Additionally congregations can now choose to have an interim minister assigned to them. They can also choose to use the regular interim process.

Page 2: Ministerial Settlement Representative

Keith Kron will be attending the District annual meeting this year and will offer a workshop to announce all of the changes. Any congregation involved in a search in the upcoming year should be sure to attend.

Once again, it has been a pleasure to serve District congregations in the MSR capacity. Witnessing the dedication and commitment in our District congregations is a very gratifying experience for all who are able to be a part of it.

Women and Religion Committee and the Unitarian Universalist Women's Association 2011 Annual Report

In accordance with our Mission:

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

Our Exciting Margaret Fuller Bicentennial Events

The year 2010 was outstanding because with grants from the Fund for Unitarian Universalist Funding Program and The New York Council for the Humanities we staged a series of special events for the Margaret Fuller Bicentennial Celebration, and many district members participated in one or more of the programs. Fuller scholar/author/actor Laurie James was the Initiator/Project Director and Reena Kondo, Co-Chair of UUWA and UUW&R, offered invaluable leadership. The District served as Fiscal Agent.

A staged reading of the play *A Medley for Margaret Fuller* was held at CUNY Graduate Center which covered the story of Fuller's life and significance with eight actors reading from her writings. Professor Marc Dolan offered interpretive analysis. At the Center for Independent Publishers, two Fuller biographers, Laurie James and John Matteson, Pulitzer Prize winner, teamed up for revolving DVD presentations and talks. On Fuller's birthday, May 23, at Community Church of New York, Rev. Bruce Southworth offered a worship service on Fuller, and this was followed by a birthday party, with a reading of *O Excellent Friend!*, a play with Rev. Southworth reading Emerson and James reading Fuller.

There were three unique, one-of-a-kind "Follow the Footsteps of Margaret Fuller" guided tours. On the 3-1/2 mile "Footsteps" walking tour in New York City, the following district UUs held "speak-outs" in NYC parks costumed as 19th century characters: Tim Muench as Henry David Thoreau, Stephen Anderson as Ralph Waldo Emerson, Rev. Paul Johnson as James Freeman Clark, Laurie James as Margaret Fuller, Kenneth Wachtell as Horace Greeley, Reena Kondo as Lidian Emerson, Neil Blondstein as Edgar Allen Poe, and Maureen Holder as Lydia Maria Child. All participants celebrated at a restaurant where the Street Singers entertained with 19th century songs.

We participants who signed on for the "Follow the Footsteps of Margaret Fuller in Boston, Cambridge, and Concord" guided coach tour could imagine Margaret Fuller running down the stairs in her birth house at the age of eight, could feel her excitement in meeting Ralph Waldo Emerson in his Concord home, could live again her moonlight ride on Walden Pond with Henry David Thoreau, and could see in "mind's eye" her launching "Conversations" in Elizabeth Peabody's West Street Bookstore. We toured Harvard Yard, Boston Commons, Mount Auburn Cemetery, the Orchard House, and the Old Manse, as well as UUA Headquarters. Accommodations were at Eliot & Pickett Guest House, the UUA's brownstone for visitors to Boston.

Those of us who signed on for the jam packed Italian “Footsteps” tour explored Italy just as Fuller did 200 years ago. We were guided through the Vatican, Coliseum, Roman Forum, and, like Fuller, counted the Spanish Steps, tossed coins in the Trevi Fountain, walked along the Corso, through the Trastevere, and along the Tiber, Arno, and Velino rivers, and experienced a Tuscany wine tasting. We looked out Fuller’s window on the Barberini where she witnessed the fighting of the Italian Revolution of 1848-9, and stood on Janiculum Hill in Rome where she risked death by standing at the side of Ossoli during the Risorgimento – and here we were a major part of a commemorative Margaret Fuller road naming ceremony attended by the Italian Consulate Nicolas Brown and David Mees, USA Cultural Attache.

We spent time inside the Fatebenefratelli Hospital where she nursed the wounded, and we visited the Quirinal gardens where she walked with the recovering soldiers. We saw Rieti where she secretly gave birth to a son, and we participated in a commemorative plaque ceremony and naming of a Margaret Fuller street. We stayed in the same Florence hotel where she and Ossoli lived, and we placed in the foyer a Margaret Fuller plaque that we had brought from the United States. We toured Casa Guidi, Elizabeth Barrett Browning’s home, where their sons played together, went to the ballet, and much, much more.

Pictures of all the commemorative ceremonies and programs, as well as information on Margaret Fuller, can be found at www.margaretfuller.info.

Our Yearly Program

November 12-14, 2010: Annual Weekend Retreat/Renewal held at St. Josephat’s Retreat House, at their beautiful waterfront estate in Glen Cove, L. I. The Theme was Creativity and Spirituality. The leader was the Rev. Dr. Nancy Jay Crumbine, a UU Minister, professor at Dartmouth College, a writer, actor and public speaker. The magic of imagination was fostered through journaling, drawing, poetry, music theater games and dance.

January 29, 2011: Our annual Luncheon/Lecture was again held at Community Church of New York UU with a Prize-winning feminist filmmaker, Lilly Rivlin, as the speaker. She spoke about her professional experience and showed excerpts from several of her films including the Documentary *Grace Paley Collected Shorts* about the celebrated activist and feminist author.

February 13, 2011: The women’s group of Community Church of New York UU sponsored a performance of a short play by Reena Kondo, *Love & Marriage – 19th Century, As Exemplified by Ralph Waldo Emerson, Lidian Emerson, Margaret Fuller, and Henry Thoreau.*

March 6, 2011: - Laurie James was the guest sermon speaker at the service at the Community Church of New York UU. Her theme was Elizabeth Cady Stanton and “The Women’s Bible.”

April 3, 2011: On a beautiful, sunny day a group went on a ferry trip to Staten Island to visit the Meuzzi – Garibaldi Museum. Giuseppe Garibaldi was the general who led the fight for unification and freedom in Italy in 1848/49, and again in 1860. For a while he lived in Staten Island. We also learned that Lincoln had asked Garibaldi to be his first general in the American Civil War, but he said he would only do it if the war was to free the slaves. Lincoln could not promise that at that time

May 22, 2011: There will be an informal reading of Laurie James' play, *Winter Wheat* which is about Elizabeth Cady Stanton's project, at the age of 80, to rewrite the Bible, particularly the portions dealing with women. It took four years, but the book, *The Women's Bible*, was published, sold well, and has not been out of print since. Her long relationship with her friend and colleague, Susan B. Anthony, was damaged because of this project. Everyone is invited to attend. It will be held at 28 East 35th Street, New York NY, between Park Avenue and Madison Avenues at 1:15 pm.

Submitted by Reena Kondo, Chair, and Laurie James, Treasurer

Young Adult Steering Committee 2011 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 Unitarian Universalist population in the metropolitan area, as well as to assist congregations do the same.

The current leadership of the YASC is as follows.

Ryan Novosielski, Chair and Acting Webmaster
Royal Forest, Vice Chair and Long Island Outreach
David Menendez, New Jersey Outreach
Gregory Axel-Lute, Treasurer
Jai Berg, Events Coordinator
Beth Dana, Ex-Officio (Young-Adult and Campus Ministry Consultant)

Mission

We, the Metro New York District Young Adult Steering Committee covenant to promote a growing and welcoming young adult community (ages 18 to 35). We foster spirituality, community, social justice, and leadership development. We empower young adults to be active participants and leaders in congregations. We encourage congregations to support and integrate the gifts that young adults bring to our lifespan Unitarian Universalist faith.

Accomplishments

Earlier this year, we met to revise our committee structure, subtracting individual cluster coordinators, adding a Chair Emeritus, Cluster and Event Coordinator positions, and will now be asking our future Winter Retreat deans to join us on the committee in the at-large position. Royal Forest has agreed to serve as our Chair for next year, and we thank her for her commitment so far and going forward. We thank David Menendez for his many years of service on the steering committee. We also thank the Rev. Jude Geiger for his service on the nominating committee and his guidance in its formation. We have also applied for a grant from the Katie Tyson fund for Youth and Young Adult Ministry to send two young adults to the UU Leadership Training Institute this summer in Asbury Park.

Highlighted achievements this year include:

- **Coordination of NYC YA groups:** Through the use of our YA Calendar, posted on our website, we attempt to coordinate young adult events between local/congregational groups to space out events evenly through the month so that there is something going on every week.
- **Policy and Procedures Retreat:** The YASC met for an afternoon in March to lay to rest several policy and procedures questions that arise every year, as well as to work on committee job descriptions. We drafted policies on alcohol, scholarships, decision-making, and event refunds, among others. We also revised our mission statement.

- **Annual Winter Retreat at Frost Valley, February 18-12, 2011:** 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. Once again, this event had record attendance: 37 young adults. We are actively exploring what we might do in the coming years to accommodate more people.
- **Event Planning Party:** Young adults met this spring to plan events, including hikes, beach days, field trips to churches outside of NYC, letter writing campaigns, marching in the Gay Pride parade, potlucks, and volunteering for NY Cares.
- **Formation of YA Nominating Committee:** The YASC formed a nominating committee this spring, with founding members the Rev. Jude Geiger and Claire Sexton, who will serve one and two years respectively. India McKnight will be joining this year. Going forward, members will serve staggered three-year terms to keep continuity.

Ongoing Events

- **Campus Ministry group at NYU:** NYU's campus ministry group continues to meet on alternate Thursdays as an officially-recognized campus ministry.
- **Soulful Star Trek:** NYC Young adults meet monthly to watch *Star Trek: The Next Generation* and have a spiritual discussion about themes from the episode.
- **Young Adult Brunches:** The Unitarian Church of All Souls (Manhattan), Community Church of New York UU (Manhattan), the Fourth Universalist Society (Manhattan), and the First Unitarian Congregational Society in Brooklyn (NY) all hold monthly young adult Sunday brunches, either onsite or at a local eatery.
- **Wine, Dine, Discuss!:** District young adults meet monthly to discuss a book over food and drink.
- **Pastoral Pints:** The First Unitarian Congregational Society in Brooklyn (NY) holds a monthly conversation-friendly happy hour at a NYC bar where young adults get together to discuss spiritual topics.

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 and a networking webpage that reaches over 200 young adult UUs throughout the District, as well as a Facebook presence. Through the network, the YASC promotes both young adult-specific and general events and programming planned by local groups and congregations. Members of the YASC have also been participating in the UU Young Adult Growth Lab on Facebook.

In the coming year, we plan to broaden our geographic focus and to plan more events specifically geared toward social justice, including anti-racism and anti-oppression related events. We plan to use some of the ongoing NYC events as a template to hopefully bring them to another part of the District. We also are investigating the possibility of working together with other steering committees in the Central Eastern Regional Group to pool resources and knowledge. We also plan to do a better job of staying in contact with District congregations.

Submitted by Ryan Novosielski, Chair

Youth Adult Committee 2011 Annual Report

This year, the Youth Adult Committee (YAC) continued working toward our broad goal of providing healthy and strong youth programming to the District. We are looking to do this at both the District and local level. We began the year with a strong Social Conference (or Con for short), which ended up having some planning issues but YAC was able to step up and help problem-solve on the spot. YAC has been doing a better job at providing youth group support both for cons and the health of their youth groups in general. We have improved our youth-adult relationship and are striving to improve relations with the congregational adult administration at different congregations by offer YAC's help with jump starting youth groups, sending our YACbassador (new position that is basically a traveling YAC representative), and more. We hope that next year YAC can make further ground on the front of better dialogue with local congregational leaders. Due to the work of YAC and YACbassador, youth groups from congregations that have been out of the loop for a long time started sending youth to cons again. Youth interested in attending cons has increased rapidly due to outreach and successful cons to at least 120 youth (con size is 70-90 youth normally depending on size of the space). To accommodate this, our registrar has implemented a functional waiting list. This year YAC has tried new things to increase who cons serve. The main trial was a day pass, which made it possible for youth who might not be able to attend a con in the past due to the sleepover aspect take part in the fun. This has helped open our community doors to people with special needs, along with other steps that are in trial phases.

YAC has also enjoyed an increase in size and efficiency, along with new adult members who are supportive of this community and goals for youth empowerment. We took the time to create bylaws to improve the productivity of YAC as a whole, and so the current YAC can truly own up to what they stand for and take more steps towards their purpose. Among our progress is an improved Con Planning Packet. We are also looking forward to our new layout for our website to be put into effect hopefully by next year; one of the many improvements, aside from better organization is a page specifically for youth leadership opportunities. We are continuing our effort to utilize technology to help strengthen local programming via resource distribution.

We held numerous YAC/Youth Group-run conferences. In order of occurrence our District wide events were AHHH Real CONsters, Spirituality Development Con (training), Obi Wan CONobi, Sean CONnery, Yuu CON Help (LGBT-homelessness social Justice con), and in June InCONcievable. Our social cons this year have been widely described as some of the best if not the best in years by both youth and adults. We continue to provide opportunities for leadership, spirituality, and social action for our District youth in all of our events, as well as have some event specifically for it. In addition to entire District events, we have encouraged the development of cluster events, where nearby congregations work together, to allow more youth to participate in District programming if long distance travel can be an issue. Non-con events in addition to our already successful District-wide conferences has brought us closer to serving the broad spectrum of UU youth we wish to serve. YAC has also become more involved in the running of junior high events, taking a more active role as our beloved long-time junior high con

runner, Peter Green, leaves. YAC has created something for him as well as future great youth advisors to be commemorated with called the Youth Empowerment Award (YEA!).

Leaving this year with much accomplished and many new exciting ideas to go forward with next year, YAC wishes to continue its upward spiral and encourages any ideas and all cooperation from the rest of the District, which makes us so proud to be a part of when we feel the support our youth need.

Submitted by Sara Neiss and Emma Kates-Shaw, Youth Co-Chairs