

**First Universalist Church of Rochester, NY**  
**Annual Meeting Agenda**  
**June 8, 2014**

- Call to Order -Ed
- Establish Quorum
- Break: 10 minutes
- Chalice Lighting- Howard
- Opening Reading- Shirley
- Approve minutes from:
  - annual meeting of 6/9/13
  - special congregational meeting of 3/16/14 (roof work authorization)
  - special congregational meeting of 5/4/14 (call to Rev. Katovitch)
- Treasurer's Report- Ann/Lauretta
- Vote on proposed budget for 2014-2015
- Update on Exterior Renovation project and PACT campaign
- Annual reports (no voting, but open for questions)
- Elections
  - Board of Trustees: Joy Leccese (1 yr), Karen Ruganis, Kitty Forbush, Tim Mullins
  - President: Ed Deller
  - Committee on Ministry: John Wellin, Bridget Watts, Marie Sidoti, one more tbd
  - Nominating committee: Howard Spindler, Glenda Brayman, Marcy Klein
- Special Recognitions
- Other Business
- Adjournment
- Closing Reading- Joy
- Extinguish the chalice

## **President's Report 2013-2014**

First Universalist saw a period of increased stability and optimism in this last year despite being in Ministerial Search and kicking off a major capital campaign for exterior renovations and roof repair. This strengthening period can be attributed to the strong transitional guidance of Rev. Munson and to the deep dedication of many members to sustain the church. Additionally, our capable staff saw no turnover last year and our Finance team conducted the fiscal matters for the church with their usual high integrity and skill.

The board of trustees operated in the first year of reduced membership from nine to seven trustees. The board was effective as members were dedicated and involved through the year. The highest priorities for the board were to support the ministerial search team, to shore up policy gaps and to support the House committee for the roof repair project. All were addressed.

The ministerial search team was greatly successful in bringing Rev. Celie Katovitch to our church to be called. The search process started with identification of trusted individuals and this set a strong foundation that was easily supported by the board. We are immensely grateful for their service.

Policies were adopted for Communications and for Committee on Ministry. A Communications team will be formed to help coordinate communications internally and externally for the church and to establish procedures to deal with the increasingly complex world of digital communications. Lisa Gwinner has graciously agreed to lead this team working with our Outlook and Web Site leaders as well as others.

The Committee on Ministry will serve as eyes and ears for the church, working with the minister and the congregation to advise on how we can better support our mission.

Our House committee saw a significant transition as Alain Perregaux, who served the church masterfully for 15 years as chair, stepped down. But as one church door closed another opened and Tom Ruganis agreed to take on this critical role. We are very thankful to Tom. While this transition was happening the House committee and board assessed our situation with our failing roof and recommended the plan that was supported by the congregation on March 16.

We also thank Becky Elwell who is moving from the Chair position for the Personnel Committee after many years of skilled service. Janet Rothbeind has agreed to take the Chair role for this critical team.

We will miss Rev Lori Staubitz who raised the bar on our Religious Education/Faith Development for the past years. We wish her well as she continues her journey. A search has begun for a Director of Religious Education for the Fall.

In my role as president I was exposed more deeply to the many talented, generous and committed people who make up First Universalist Church. I am humbled to serve among you. I especially want to thank departing board members Shirley Bond, who has served for six years,

Howard Spindler who served for three years and Michael Scott, our clerk-extraordinaire, who is leaving for a one year sabbatical. Also, my appreciation for Rev. Munson's partnership in working with, and advising the board cannot be overstated. We owe much to Martha for the skill and experience she has brought us.

In closing, I feel confident in the strength of our church and energized by the changes to come.

Sincerely,  
Ed Deller  
2013-2014 President

Board of Trustees

## **Interim Minister Annual Report June 2014**

“Walking with you” has now, rightfully, become more like “strolling with you”. We look back, we gaze forward, as though a veil but dimly. We take stock, we say goodbye. Yes, goodbye. We will not be staying in touch. Oh, we are a small “tribe” as UUs, and we may encounter each other at various events, and greet one another joyfully. But we will not e-mail or Facebook, or send cards or notes. If the prior minister does not leave, there is no room for the new minister to take root and grow with you.

This has been an extraordinary time, an extraordinary year. I’m grateful for so many things in it. Staff stability has been a great boon. We replaced no one this year. Kris continues in her intrepid and undaunted way. Brandon attends to our building, its cleanliness, safety, and security with great care. Lori’s added much to the lifespan faith development of your congregation. And I have so enjoyed working with Bryan as the Music Director to craft meaningful worship.

The new by-laws, and the smaller Board have worked well. I’m grateful to all of the leaders, Board, Committees, Teams who have kept things “humming” as the Ministerial Search Committee went about their work with such obvious care. Congratulations to you and to them for Celie’s successful call.

Meanwhile, the rest, all the rest (that would be you) carried your piece of the whole, showed up for Sunday Services and other events. Beyond Categorical Thinking Workshop, other Transition Team events (thank you, too, TT), RAIHN weeks, tutoring, food collection, etc., etc., etc.. This congregation’s participation knows few bounds. And that makes you very attractive.

No, you are not “Winton Road”; nor do you aspire to be. You are UUism’s Downtown GEM!

No, you are not going back to the “glory days” many of you remember. And you know that other brighter days await you if you are open to them.

No, Celie is not Martha, or Sally, or George, or any other minister you recall. Some you remember with affection and grief at their loss, others you were glad to

see go. But you are not highly reactive to who they were. This is a great good thing. There are so many great good things about First Universalist.

When you hear cheering coming from the west, it will be me, cheering for you.

Faithfully,

*Martha*

The Rev'd Martha L. Munson

## **Director of Music Annual Report 2013-14**

I have served First Universalist for nearly two years, and it has been a rewarding and meaningful experience filled with great learning opportunities. I am delighted to report that I will remain on the staff for one more year. I look forward to working with the Rev. Celie Katovich, and my hope is that some continuity on the staff roster will ease the transition for all of us.

The work of a director of music, anywhere, in any organization, is a balancing act. Here are a few of the challenges I have confronted most weeks on the job:

**1. Quantity vs. quality.** This is a *huge* category that sums up many of the decisions I make. In a successful music ministry, how many Sundays a month does the choir sing during the service? How many pieces do they sing, and how complex is each piece? Simple arithmetic dictates that the number of minutes we sing in services is inversely proportional to the number of minutes available to rehearse each piece. In other words, a greater quantity of choral music usually means a reduction in the quality of its presentation. Further, how do I find well-written repertoire appropriate to the skill level of the musicians in the group? What is a baseline level of comfort that we must achieve as a group before the piece is ready for the public? All of these questions must be considered in the pursuit of UU-appropriate content that matches, whenever possible, the theme of the service. The "moving target" of weekly attendance in an all-volunteer choir adds an additional complexity. Tardiness and last-minute changes in attendance, whatever the reason, reduce our efficiency, which is critical in a weekly rehearsal of seventy-five minutes. Inconsistent attendance also complicates the planning process because it forces the director to assume a certain amount of error in the attendance registry.

**2. Written vs. oral tradition.** Many musical styles lend themselves well to written notation—and that's great. Other styles do not—and that's great, too. It's part of what makes the world of music so multi-dimensional and interesting. Unfortunately, practical concerns often force musicians to rely on a written transmission of popular or folk styles, and in the process, much of the nuance is lost. The effect is multiplied when twelve individuals, rather than one or two, attempt to execute these nuances accurately and consistently across the group.

**3. Text vs. music.** Some of the greatest masterworks of choral literature employ texts written in a language not readily transferable to our time and place. Do we "re-text" by changing the words? If so, where do we draw the line between what is reasonable and what is excessive? In any case, modifications to the text tend to obscure the author's intentions regarding rhythm, tone, alliteration, etc. Add to this the legal restrictions of copyright law—which, in general, cover all works published 1923 or later—and the question becomes more complicated. It is unfortunate that, in some cases, the only practical solution is to dispense with the piece altogether and find another that is more relevant, and perhaps less carefully composed.

**4. Traditional vs. contemporary.** A hymn is two things: a text, written by a poet or lyricist; and a tune, usually composed by someone other than the author of the text. A *harmonization*—which places the tune in a fuller musical texture—is sometimes provided by another party not associated with either the author or composer. Generally speaking, traditional hymns employ a

steady rhythm that is easy to follow, even for those who don't read music. Contemporary hymns, in their honorable pursuit of theological and musical relevance, often model themselves on popular, world, or folk styles not suitable for congregational singing at first sight. Complex rhythms and wide ranges are just two of the problems often seen in "new" hymns. Surely, there must be some way to embrace new styles without alienating half of the singers. The field of sacred music is still working on this problem!

I'd like to point to Music Sunday 2013 as a great success which, in my opinion, balanced very effectively these different challenges. We experienced musical styles less familiar to us and sung in foreign languages, all in keeping with the theme of "Carols from Around the World." I have received much positive feedback from the choir about how nice it was to feel challenged appropriately—not too little, not too much—with this interesting program. And of course, the process was much more rewarding with the help of several collaborating musicians from our congregation.

Music, "the language of feelings," does not always lend itself well to explanation. The foregoing is my best attempt to help us converse more effectively as we work together to keep our music program strong and vibrant. I hope that taking the time to read this has enriched your perspective on how the music program advances the church's mission to "nurture the spirit and serve the community." As always, don't hesitate to contact me if you'd like to talk.

Yours,  
Bryan

## **2013 - 2014 Annual Report for Caring Committee Marti Eggers - Chairperson**

### **Committee Members:**

Marti Eggers (chairperson), Eileen Fernandez and Ruth Fitzgerald (Contact Chairs), Carol Vyverberg (Secretary), Cathie Grisley, Becky Elwell, Connie Valk, Marcy Klein, Rev. Martha Munson (ex Officio). Officers for 2014 - 2015 will be voted on at our next meeting.

### **Goals:**

To continue providing care for those in our congregation who are in need. We would like to attract younger members of the congregation to join the Caring Committee.

### **Activities:**

Services provided include visits and phone calls to members and friends in hospitals, nursing homes and at home. Numerous cards were sent to those in need. Rides were provided to those without transportation whenever possible. Meals were coordinated and provided to the sick when needed. The Committee continues to coordinate the Christmas and Easter Plant projects. Sunday Service flowers were provided when approved by the Committee. Flowers were then given to shut-ins or to unsung heroes in the congregation. The Caring Committee provided a Memorial Service Reception and assistance with ushering for the family of Alan Werner this year.

### **Looking Forward:**

We are looking forward to another year of service to our beloved congregation. The reward of serving on this committee is joy.

## **Finance Committee Annual Report 2013-14**

Members: Ann Rhody (chair), Laretta Young (treasurer), Alain Perregaux (assistant treasurer for payroll), Bill Jones (collector), Cathie Grisley, Paula Marchese, Dave VanArsdale

The 2013-14 year was a challenging one for our Finance Team, largely due to the other church commitments, family needs, and travel schedules of the committee members. Treasurer Laretta Young was a member of the Search Committee; Alain Perregaux was very busy on the House committee and in planning for the upcoming exterior renovation project; other committee members spent a good deal of time out of town for work, family, or retirement commitments. Still, we had a very successful year in terms of our financial health and what we were able to accomplish!

In last year's annual report, we listed several goals. We have made progress on many of them. Here is a summary of our progress:

### **Goals from 2013 report:**

- **Continuing successful fundraisers of the past, and exploring new ones**

**Progress:** We did indeed have very successful fundraisers:

- The Change Drive brought in \$591.48. We discovered that in the future, we will not need to do the laborious task of rolling the coins, as Canandaigua National has a coin counter which can result in a direct deposit into our account!
- The Holiday Shoppe netted \$1001. Paula Marchese and Laretta Young, along with generous donors of handmade crafts and other items, were largely responsible for the success of the Holiday Shoppe. Church members have come to look forward to doing a significant amount of their Holiday shopping at this annual event!
- The Service Auction brought in \$7211. Participation was excellent in spite of the fact that the entire Search committee was out of the area on that day! This was a real team effort among finance committee members and others in the church, who volunteered to help or provided something for lunch.
- We did not have the opportunity to explore new fundraisers this year.

- **Planning for some new ways to enhance the stewardship campaign**

**Progress:** We focused on two things this year: educating and informing the congregation about stewardship (we created a "stewardship basics" brochure, and highlighted the difference between what is put in the plate vs. annual pledge); and the importance of getting one's pledge in by Stewardship Sunday. Both were successful!

Here is the current tally for the 2014 stewardship campaign:

- Total Pledges: 83, totaling \$175,157
- New Pledges: 9, totaling \$6830
- Increased Pledges: 50, totaling increase of \$22,498
- Decreased Pledges: 7, totaling decrease of \$2570

Due to the focus on timely pledging, we did not need to do nearly the amount of follow up that was required in the past.

- **Looking at our endowment to increase our social responsibility in investing**  
**Progress:** We have not moved forward on this, as time simply didn't permit. This will continue to be a goal for 2014-15.
- **Supporting Finance team member and current treasurer Laretta Young as she takes a year to serve on the Ministerial Search Committee**  
**Progress:** Laretta has successfully served, and was supported well by Ann Rhody, Alain Perregaux, and others.
- **Attracting and inviting new members to the Finance Committee**  
**Progress:** Several people were invited to, and a few attended, the finance committee meetings. As we look towards 2014-15, we believe we will have two new members
- **Working to transition a new person into the role of Assistant Treasurer as Alain Perregaux is ready to move on from that role**  
**Progress:** Alain has recently resigned from his volunteer roles at church, and Ann Rhody is temporarily filling in as payroll contact. We will be looking for fill this role with another person in the coming year.

In addition to the goals above, we also:

- Worked to ensure financial stability after the office theft (which included a smashed safe) in February
- Supported the early stages of the Capital Campaign (PACT) with loan applications, financial data, stock transfer information, and accounting
- Installed a long overdue update of the office's Quickbooks software and converted old data to the new version
- Rearranged budget categories to reflect the change in the church's operating procedures (see annual budget proposal for 2014-15)

For 2014-15, we hope to focus on the following:

- Connect with incoming minister Rev. Celie Ketovich about financial issues
- Support the Capital Campaign with collecting, accounting, and other help
- Continue and enhance fundraisers
- Explore the social responsibility of our investments
- Conduct a successful stewardship campaign
- Support new members and continue to invite others to serve

Committee membership 2014-15: Ann Rhody will continue to serve as chair for the 2014-15 church year, with the following members:

Laretta Young, Treasurer; Bill Jones, collector; Dave VanArsdale, Paula Marchese, Karl Abbott, and Glenda Brayman. Changes in leadership may occur as responsibilities and availabilities shift during the year.

Respectfully submitted,

Ann Rhody  
Chair

First Universalist Church of Rochester  
**Report from the House Committee 2013-2014**  
May 2013

The highlight of the 2013-14 fiscal year was the completion of the sanctuary renovation. The first service back in the sanctuary took place on July 7; Steve Farrington's wedding on July 27. It was the culmination of a 20 months adventure that covered:

- An upgrade of the sound system;
- The installation of a fire detection system;
- The installation of new lights;
- The repair of the pews;
- The refinishing of the floor;
- The selection and installation of a new carpet and new cushions.

In the end, \$196,000 of the \$210,000 authorized by the board had been used.

In the meantime, we had to continue taking care of general maintenance issues, such as:

- the excessive consumption of steam (cause still unknown);
- the repair of the name tag rack (John Morgan and Marty Vyverberg);
- the repair of the snow blower (Marty Vyverberg);
- the repair of the parking lot (Kevin & Russ);
- the management of various heating failures;

We continue to be the target of casual thieves who stole the speaker on the 2<sup>nd</sup> floor landing and the exterior lights by the Court Street entrance. The situation has improved a bit since we began locking doors more consistently. However we were no match for organized thug(s) who broke into the building through a lounge window and ransacked the office the early morning of Tuesday February 11, 2014. They found no money but they caused much damage. Thanks to Mike VanArsdale and Michael Scott who acted very quickly, and to Dick Brush who donated some key office equipment, we were back in business within days. All repairs have either been completed or are in progress as of this writing.

All along, behind the scene, the next act was brewing, i.e. the planning of the exterior repairs of the building: the roof, the brick walls and the window frames. After much discussion, the decision was taken to not go through a bid process but to select three contractors who were known to the church and judged to be best qualified to work on our historic structure. They are CSTM for the roof, Catenary for the brick walls and Kirkwall for the window frame carpentry. We have also contracted with Bero Architecture PLLC to coordinate and support the project. Work is expected to begin in late July and be completed by early October. Total project costs are estimated at \$400,000. Michael VanArsdale and Ed Deller took over as managers of this project. They coordinated funding, including grant submissions, and worked on the detailed schedule of the work with the contractors.

Alain Perregaux retired from his position as House Chair after 8 years of maintaining and improvement our beautiful church. We are humbled by the dedicated and skilled service Alain provided.

In April, Tom Ruganis agreed to take the House Chair position. We are very grateful to Tom for stepping into this critical role.

Respectfully submitted by Alain Perregaux and Ed Deller

## **Membership Committee Year-end Report, June 2014**

This year's committee members were Phyllis Bentley, Joy Leccese, Kitty Forbush, and Nancy Gaede (chair.) This group will continue next church year, with Connie Valk returning as a member. Nancy will continue as chair.

This year, we have made inclusion our theme, working to help new folks become part of the life of First Universalist by partnering with them as they learn the role of greeter. We have expanded our presence at coffee hour. The Welcome Table has evolved into a focal point, not only for information on our church and our faith, but also for current happenings such as RAIHN sign-up. Monies were spent to update and refurbish our supply of informational pamphlets, both in the lounge and sanctuary.

This spring, we welcomed five new members to our congregation. Six names were removed from the book for various reasons. The total number of names submitted to the UUA for certification was one hundred thirty. Seven pledging friends are listed, and there are six active friends.

We plan to work closely with our new minister to develop a consistent orientation series and, possibly, a Path to Membership class. We want to expand everyone's understanding of and participation in practices of radical hospitality. We will look for opportunities to reach out to folks moving to the city to let them know that we're here.

Report of the Music Committee  
First Universalist Church of Rochester, New York  
Church Year 2013-2014

Members of the Committee:

Bryan Holten, Music Director  
Joyce Gilbert, Committee Chair  
Dolores Da Lomba  
Margaret Gallagher  
Lisa Gwinner  
Marie Sidoti  
Howard Spindler  
Keith Stott  
Barbara Ward

As always, members of the Music Ministry of First Universalist have also been active in other aspects of church life, including three choir members who served on the Ministerial Search Committee. The choir works hard - and manages to laugh often in the process. Many thanks for their dedication. Thanks also to instrumentalists and vocal soloists who have faithfully enhanced the congregation's worship experience. A special thanks to Ann Rhody, who will (again) this summer coordinate the music for summer services.

Music Director Bryan Holten has worked closely with the Rev. Martha Munson and with others leading Sunday services to coordinate both choral and instrumental music with the theme of Sunday services. Bryan also oversees maintenance of the historic - and unusual - Hope-Jones organ. Once work is completed on both the interior of the sanctuary and the roof, long-delayed restoration work on the organ will be started.

Also looking to the future, the Music Committee supports Bryan Holten's intent to add new music to the choir's repertoire, and to develop a choir covenant. Longer term, the idea of a church Arts Festival has been percolating for some time and will hopefully start to take shape.

Have an idea or observation related to the church's music ministry? By all means contact the music director and/or a member of this committee.

Joyce Gilbert

## Nominating Committee Report 2013-14

Committee: Tom Williams (chair), Marie Sidoti, Santosha Kuykendall, Cathy Grisley, Dave VanArsdale

The committee met in February to discuss openings and possible candidates to nominate for each position. There were 3 positions to fill on the Board of Trustees, three positions for the Nominating Committee, and 4 positions for Committee on Ministry.

In March the committee was asked to nominate 3 people to attend District Assembly as delegates.

In May the committee was asked to nominate 3 people to attend General Assembly as delegates, at this time, no one has approached the committee chair with intentions of attending.

The Committee is nominating the following:

Board of Trustees:

Karen Ruganis  
Kitty Forbush  
Tim Mullins

Nominating Committee:

Marcy Klein  
Glenda Braymen  
Howard Spindler

Committee on Ministry:

Bridget Watts  
John Wellen  
Marie Sidoti  
John Akers (John has not said yes as yet, waiting to hear back from John\_)

## PERSONNEL COMMITTEE 2013 -2014

Over the last two years the personnel committee has worked on rewriting and updating the employee manual and the employee handbook. This year it was presented and accepted by the Board and will go into effect this coming church year.

The Committee also assisted the Board in the recertification of the UUA retirement plan for our employees. The plan is one of the benefits that the Unitarian Universalist Association has offered all churches in our denomination, vetted and in compliance with federal rules and regulations

The committee is also assisting in the process of hiring our new Religious Education Faith Development Director. Our assistance helps the church meet its obligations both to the employee and the law.

Lastly, the committee has changed leadership. Janet Rothbeind has assumed the leadership of the committee.

Respectively submitted,  
Personnel Committee

Connie Valk  
Becky Elwell  
Janet Rothbeind, Chair

## **Religious Education / Faith Development Committee Report for 2013 - 2014**

The committee focused on 4 main areas this year: our program for Children and Youth on Sunday mornings, Adult Religious education, Nursery care and the Messages for All Ages during the Sunday service.

Our Sunday Children's Worship program for children and youth continued for its 2nd year. This program has stabilized and reinvigorated our worship for children and youth. An average of 5 children and youth have participated in the program each week.

Heartfelt thanks go to our Children's Worship Associates for this church year: John Wellin, Chris DeGolyer, Heather Jones, Ruth Elwell, Santosha Kuykendall, Ruth Fitzpatrick, Rev. Lori Staubitz and Charles Courtsal.

Our group for teens, YRUU (Young Religious Unitarian Universalists), began meeting again in October, 2013. The group met about twice a month through March 2014. Our teens expressed an interest in visiting services at a few other congregations in Rochester, so we visited the Quaker Service (with Lyle Jenks) in November, Friday Evening Prayers at the Islamic Center in January and the Shabbat Service at Temple Sinai in February. Thanks to Shirley Bond and Charles Courtsal, our YRUU advisors for this year.

The Adult Religious Education subcommittee focused on offering 4 faith development dinners and several seminars. Cozy Suppers were held in October, November, December and January. The dinners had a focus topic (such as the 2nd Principle and Purpose of the UUA) and encouraged participation from the people that attended (24 people on average). Rev. Staubitz facilitated a seminar at First Universalist in January 2014 based on "The Source of Human Good" by Henry Nelson Weiman.

Rev. Staubitz also facilitated a seminar in February called "The Journey from Religion to Spirituality". She led an additional seminar in April for Earth Day, based on the book "The Good Food Revolution", by William Allen.

Thanks go to our Adult Religious Education Subcommittee members, including Janet Rothbeind, Elizabeth Osta, Connie Valk and Rev. Lori Staubitz.

During the church year, the Nursery was wonderfully staffed and coordinated by Carol Williams, with help from Doreen Tovar and several other regular volunteers.

The Message for All Ages during Sunday Services were coordinated by Rev. Staubitz. The following "story tellers" shared their talents this year: Ann Rhody, Kim Kelstone, Bill Elwell, Elizabeth Osta, Denise Wellin, Lisa Gwinner, Charles Courtsal, Rev. Staubitz and Rev. Martha Munson

We continue to hope for the creation of an on-line Forum that would help encourage continued discussion of seminar topics on-line. Hopefully, this will be ready for use in 2015.

Rev. Staubitz, our Consulting Minister of Religious Education, will be leaving First Universalist at the end of June, 2014. We give her our deep thanks for her vision and service over these past 2 1/2 years, and we wish her smooth sailing in her adventures ahead.

Respectfully submitted,  
Charles Courtsal

**TRANSITION TEAM  
2013 /2014 YEAR END REPORT**

*transition* |tran'ziSHən

Noun - the process or a period of changing from one state or condition to [another](#)

Verb - undergo or cause to undergo a process or period of transition

Well members and friends of First Universalist Church, we have done both over the past two and a half years. In reviewing the past church year we as a congregation have done a lot to accomplish our transition. What have we accomplished in the past year?

- We have become a group of people that not only has discussed radical hospitality, but we are practicing it. This is evidenced on Sundays as we not only welcome new people, but we engage them in conversation to find out more about them. For some of us (myself included), this has been a difficult transition.
- We are also learning and embracing the fact we are UU's downtown GEM, and that we need to share it with others "out there". We need to let people know what UU means to us and what brought us to the downtown GEM.
- Many of us participated in the Beyond Categorical Thinking workshop. This process helps us get beyond the stereotypes we carry that place others in a box or reduce them to a single story.
- We met in small groups identify several areas of our church functioning which could use a "tune-up" before calling a new minister.
- We are learning to be not conflict adverse. As in any group, conflict will arise, but we are learning how deal with it in healthy ways.

There are also many other things that we have accomplished over this past year, and before. To summarize I present the beginning of the April 2014 Transition Team report:

We're almost "there!!" Are we ready? After all of the work we have done during our transition, we're feeling great about our readiness to welcome a new minister. This does not mean we are perfect, but it DOES mean that we have taken a good look at ourselves, made changes small and large, and we're feeling vibrant and excited about our future together.

Submitted by Karl Abbott, chair, Ann Rhody, Mary Louise Gerek, Bill Elwell

