

**Eno River  
Unitarian Universalist  
Fellowship**

***Annual Report  
July 2013 – June 2014***



## MISSION STATEMENT

*The mission of  
the Eno River Unitarian Universalist Fellowship  
is to transform lives by building a free and inclusive  
covenantal religious community of  
spirit, service, justice and love.*

(Adopted June 8, 2008)



## Ends Statements

**The people of ERUUF are engaged in a deeply meaningful, transformative liberal religious experience.**

They find hope, beauty and inspiration in their worship.

They develop and deepen their individual spiritual practices.

They embrace and affirm Unitarian Universalist identity, heritage and values.

**The people of ERUUF create and sustain a community of care, mutual respect, inclusiveness and love.**

Their talents and gifts are recognized, nurtured and called upon.

They are generous with their time, energy and resources, in a prevailing spirit of abundance.

They create a climate of radical hospitality which ensures that all present are welcomed and diversity is honored.

They provide care and a safe haven for one another in times of need.

People of all ages are cherished and have a religious home, history and future.

They experience ample opportunities for laughter, fellowship and fun.

**The people of ERUUF reach beyond their congregation, individually and collectively, as they live out Unitarian Universalist values.**

They are engaged in the betterment of the community and the world through their own work and opportunities the congregation provides.

They are leaders in environmental sustainability and are responsible stewards of the Earth and its resources.

ERUUF is a valued partner in bringing justice and compassion to the Durham-Chapel Hill community.

ERUUF contributes to and learns from the larger Unitarian Universalist community.

*On the cover is the new logo The Unitarian Universalist Association (UUA) began using in February 2014. The new logo was designed to offer a visual representation of a modern and dynamic faith.*

I find myself looking back over the last six years that I've been at ERUUF. Five years ago around the time of the Lead minister transition of 2009, ERUUF experienced significant staff turnover. The following year our annual giving was down by 100K; and membership dipped as we began sorting ourselves out. To balance the budget, I made the painful decision to make the Assistant minister position (then vacant during the transition) half-time, rather than make significant changes to yet another senior staff position. We made other significant staffing and administrative cuts as well.

In those tough years, we tapped into our financial reserves (built from prior years' surpluses) to keep ERUUF moving forward. This was ok, since we were in the type of situation for which reserves are intended. At that time we also refinanced our mortgage, which immediately enabled us to redirect \$3,000 a month from reduced finance charges toward staffing in support of programs (RE, Music, Adult programs). At the same time we also made needed adjustments in moving toward UUA Fair Compensation for staff (both in terms of determining the right job descriptions, and matching the pay for a particular level of proficiency in the job). This was a goal that had long before been voted on by ERUUF members). We also began adding 10-20% each year to bring our contributions to the UUA and district back up to our "fair share". In 2011 fellowship members enthusiastically embraced the proposal for a Capital Campaign. This has enabled the fellowship to pay off about \$700,000 of the mortgage and make capital improvements. ERUUF's mortgage payments have gone from 117K a year in 2010 to what will be just under 35K in the coming year.

During this same time we created a strategic plan based on conversations with ERUUF members (Vision Quest for RE, Appreciative Inquiry, cottage meetings during search for LM, etc). And we began to stabilize and improve staffing in support of programs as envisioned by the plan. During tough times the plan has helped us understand what kind of staffing we actually need. It's also helped us understand how crucial it is to pay for staff and lay leadership training. As a result we've been able to bring the Assistant minister position back to full time gradually over the last four years, add a Sunday accompanist, and first restore, then slightly increase the RE Assistant position as well as main office staffing. And this has paid off. Currently we're seeing increased numbers in worship and programs, and also in our campus rentals. And this

year, finally, the congregation is asked to approve a balanced budget.

While all this is very positive, what's also true is that despite our Stewardship Team's excellent efforts, this year we didn't achieve our stewardship goal of \$825K. This goal would enable us to fund staff development and move toward funding such things as

- a full time RE Assistant for our burgeoning population of infants, children and families.
- a half time Communications Coordinator. Our website is our new front door and our best advertizing resource; social media also could be our next best "internal" communication and program delivery tool, but not without support.
- A paid full-time Student minister. While our fantastic student ministers of the past four years have provided excellent program support as they learned with us, they've either been unpaid or have done this for a small stipend.
- increases in our Information Technology, and facilities cleaning budget
- better fund our financial commitment to the UUA
- It might even get the ministers a bit of much needed administrative assistant support. (If you haven't heard back from me in a timely way, it could be because I'm struggling to keep up with administrative details that could be much more efficiently and cost effectively managed by someone else.)

In the future, with more staff support from one of the ministers, or a Justice program coordinator, I would like to see more of the kind of community engagement that we had this past year with 30 Days of Love and our participation with the Moral March on February 9 in Raleigh. I'd love to see us once again create something such as "Service Saturdays," which were opportunities for all ages to try out various service experiences. I'd also like to see us become more involved with some of the strategic, well researched and implemented justice initiatives in the larger community—such as those sponsored by Durham CAN and Durham Congregations in Action (DCIA) (this is an "incubator" for start-up social justice programs that have been identified as critical needs in the larger community).

This year we've had a renewed experience of who we are as Unitarian Universalists, and how and why our faith matters in the public square at this time, and in

this place. We've had visits from former UUA President and current UU Service Committee Executive Director, Bill Schulz, and notable UU leaders, Rev. Galen Guengrich and Rev. Gary Kowalski. To continue in this direction, we've launched a new Vision Quest for Justice, similar to the 2009 Vision Quest for Religious Education. This task force will research best practices in justice ministries in other UU (and local non-UU) congregations that are the same size as ERUUF.

We've had some challenges this year, particularly in the areas of pastoral care and our multicultural initiative. There's also been growth in these areas, though much of it is in the kind of hidden infrastructure that's not immediately evident, but is quite important to the creation of spiritual community. In the coming year, I'll be "in and out" to take some sabbatical (in October and November 2014, mid-January to mid-March 2015, and May 2015). ERUUF will host the Southeast District Racial Justice Conference in October 2014, and begin to plan for ERUUF's 50th anniversary year, which is coming up in 2015-16. That will be a great chance to consider who we are now and how we're going to live our faith "in here" together, and in the larger world beyond our doors.

I'm very glad that Rev. Xolani Kacela accepted our invitation to join the ministry team at ERUUF; he's grown the pastoral Companions Network significantly and is helping us become the caring community and learning community that we'd like to be. More than ever I love and appreciate the entire ERUUF staff. And once again I'm grateful to the fellowship's Board of Trustees for the dedication and maturity with which they engage their roles. This year we've identified some of where and how we all get stuck in our new roles, and at quarterly Leaders Network meetings we've been taking steps to work in the cooperative, collaborative partnerships we envisioned with the move to policy based governance more than ten years ago. This year I particularly appreciate the members of the Healthy Congregations Committee; these folks have spent many hours helping me and other people better understand and love each other.

In the midst of all this activity, I love that it's actually my job to invite us each to be fully present to one another and to what's really going on within each person, among us in this community, and around us in the larger world. Thank you for the tremendous privilege of being your Lead minister.

In faith, Deborah

Looking back on my first year at ERUUF, I can truly say that it has been outstanding. From the time that I was welcomed as your new assistant minister to now, I've felt nothing but love from the congregation. People have opened their arms wide to me and Tamara, so we feel right at home at the fellowship and in Durham. I am grateful for the opportunity to serve so many loving and friendly people on a daily basis!

The ministry here is robust. My portfolio initially included pastoral care, adult programs, and small groups. Over the last several months, I've added Religious Education and the covenant groups and chalice circles. When I add in preaching monthly, I have a full plate. I must add that I've been able to fulfill my obligations as a chaplain in the DC Air National Guard and other commitments to the UUA.

There have been several accomplishments to celebrate. We commissioned the Companions Network (CN) as the congregational representatives of care in the fellowship. This represents a theological shift as they no longer represent the ministers, solely. This is in-line with UU congregational polity. The team has grown from 6 to 22 members and is doing superb caring ministry all over the congregation! We are generating more Meal Trains, which are spearheaded by Elizabeth Dunn. The CN leader is Bill Mahony. Ann Ringland continues to serve as Care Council convener.

We have a new Adult Programs team that is breaking barriers. They've developed a new template for assuring adult programs reflect ERUUF and UU values. This template is being used in other areas of the fellowship and helping other processes flow well. The team is revamping Wednesday Night Connections, too. The 2<sup>nd</sup> annual Winter Retreat was planned and attended by almost 40 people. Other new adult programs are in the works.

I'm hoping to do some intensive community-building and deepening with the small groups in the coming months. I've partnered with Beth Harvat, who manages our database, to help me plan future activities. I would like to add at least two new groups in the coming year.

Looking forward, I, along with the Coordinating Team, hope to implement more leadership development training. I'm hoping to partner with the SUULE graduates and others to put on some high-quality training. >>>

Mary Frances Comer was the full-time ministerial intern for ERUUF (September, 2013-June, 2014).

She met monthly with the Internship Committee which consisted of the following individuals: Georgie Searles (chair), Frank Baker, Natalie Franklin, Joyce Heflin, Jack Romeyn, and Pat Yonaitis. The internship committee completes a mid-term and final evaluation for the intern which is sent to the Ministerial Fellowship Committee in Boston as part of the ministerial candidate's credentialing process.

Interns are typically chosen in the fall for the following year. There is a recommendation that an ongoing internship committee be formed prior to the arrival of future interns.

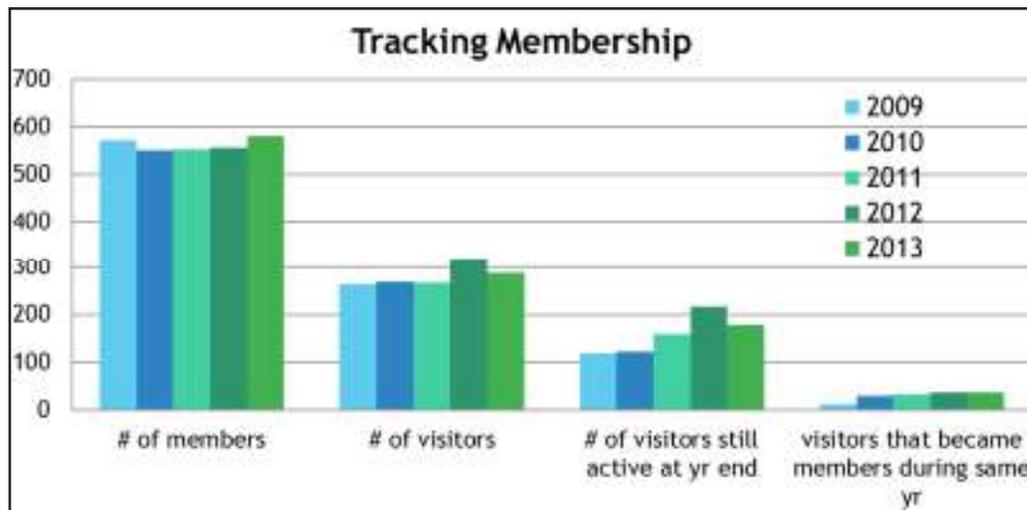
The Membership Council added four members this year enabling us to tackle several new programs including a New Member Associate team who will serve as advocates to help new members integrate with the congregation and get involved in activities that interest them. A pilot program was tested and we will roll it out over the summer. Other new initiatives include a guest registry pew card to more effectively gather visitor contact information, a relocated Visitor's Information Table in the gallery and an improved system for posting New Member photos and bios on the gallery bulletin board.

Clear plastic literature boxes have been installed in a variety of locations frequented by renters and visitors during the week in order to offer a UUA pamphlet and a redesigned "Welcome to ERUUF" brochure. Dinners in

Homes, New Member Dinners and more frequent Orientation Sessions have helped over 500 adults and children become participating members of our community. Improvement to the membership sections of the website is an ongoing project.

Respectfully submitted,

Doug Rhodes, Jane Kirsch, Linda Farley, Letitia Haworth, Elisabeth Scott, Linda Brooks, Carolyn Worthing, Jennifer O'Brien and Kacey Zucchini.

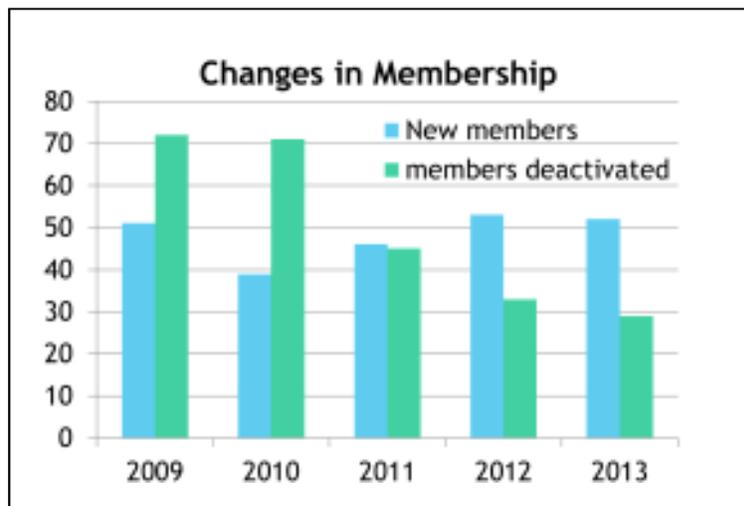


Figures are for calendar year. For 2013, ERUUF reported to the UUA: 581 members. 300+ non-members who benefit from our congregation

>>> We will continue our monthly CN training, too. Members on the team are strategizing on how to take that training to the congregation in a broader way so that we can all benefit from better ways of caring for one another. Keep your eyes open for that.

More than anything, I want to thank our fearless leader, Rev. Cayer, the staff, and of course, you, for partnering with me and allowing me to help ERUUF become the place that we all dream it can be. I love you and look forward to another year of great ministry!

Keeping the faith,  
 Xolani Kacela



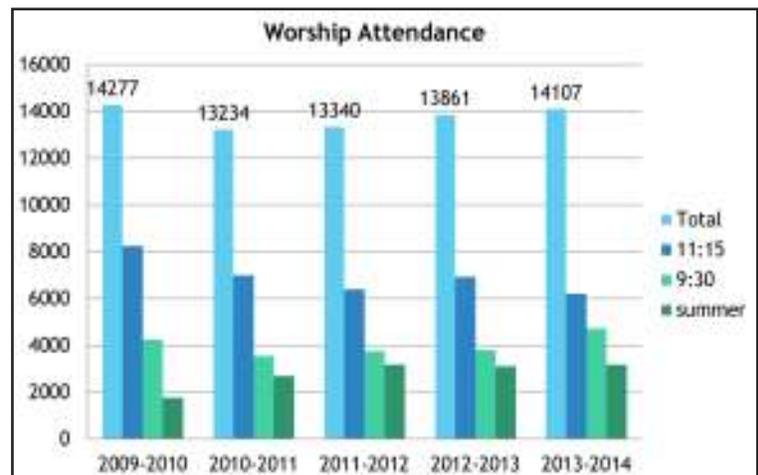
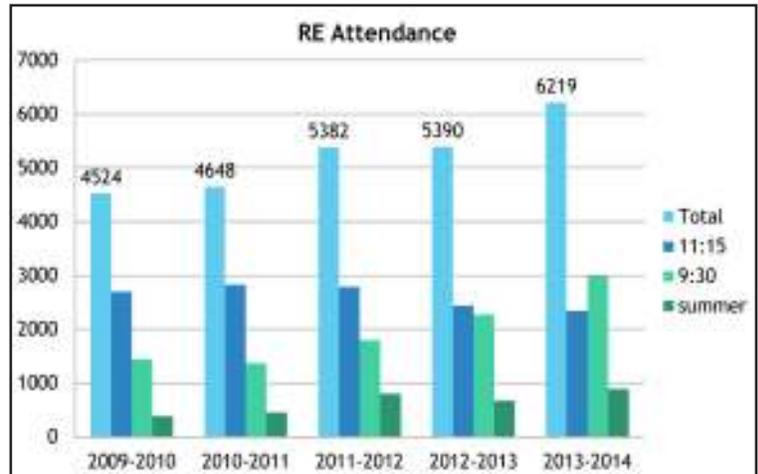
Thank you for being part of this community! It is through our collectively “showing up” that we can navigate the challenges of life’s journey together. As I reflect on this last year, I am so grateful to all of you for making this community a reality. As in years past, I have received more than I have given and it is because of all of you. So, thank you!

Each year, the Board of Trustees bids farewell to 3 members and welcomes 3 new members. This year, we acknowledge the important contributions of our outgoing members: Judy Teague, Peter Romeyn and Jim McCrae. Their dedication and strengths will be missed. I am grateful to have served with these members and look forward to working with our new board members. The 6 Board members who will serve with the 3 incoming members include: John Rawls, Alice Poffinberger, Alan Hollister, Linda Brooks, Johan Madson and me.

This Board has gained knowledge this past year that will serve us well in the coming years. With funding from the Eno River Fellowship Foundation, Dan Hotchkiss consulted with the Board about Policy Based Governance (PBG). Our governance and process “tune-up” included originators of our PBG structure and our Strategic plan allowing us to improve our processes as a Board. The Board hosted Path to Success Forums to discuss stretches and opportunities as well as discussions about the Emeritus vote. In order to learn more about trends at ERUUF, we met with Kacey Zucchini (Membership Coordinator) and Kathy Cronin (Director of Lifespan RE) as well as Nancy Henley of the Coordinating team. In August, we participated in an on-site retreat with a business consultant from Duke -Jeanne Allen- to discuss roles, duties, boundaries, and team building.

The Board serves the congregation by overseeing operations, strategizing, and visioning. Through these activities we “represent and hold in the trust the vision, values and resources of ERUUF to and for the congregation and in relation to the larger community.” In order to fulfill our charge, we monitor finances, evaluate the ministry, and consider ERUUF strengths/stretches/trends. We communicate with you all in forums and the Pulse survey, study and modify policies as needed, as well as practice being in relationship, using a covenant. We are learning about UU cluster, District and national programs. Discernment is a job of the Board. In March, we discussed covenant and listening. It has been a year of accomplishment, growth, and learning.

Looking ahead, the Board plans to develop Annual Vision of Ministry goals around which will be opportunities for you all to discern, share and listen. The ERUUF 50th Anniversary is coming! There may be another ordination this year (we ordained Jim Magaw and Nato Hollister last year) and more youth to nurture, more visitors to welcome, more members to embrace (we grew from 551-583 members), and more reaching beyond our campus. The Board will continue to monitor, evaluate and strategize as we anticipate the possibilities and embrace the opportunities. We will strive to meet the challenges knowing we are more together than we are alone.



The Religious Education program for children and youth at ERUUF going into the 2013.2014 program year had 200 children and youth registered. RE saw 25% growth during the year with about 40 visitors and 20 new families. Both services were almost equal in registration. Weekly attendance averaged 150 children and youth. ERUUF has a LARGE RE program. Securing an additional classroom was advantageous though space at times was joyously full.

RE recruitment for volunteers was a huge success, securing four person teaching teams in all grades and youth programming. Our decision to focus on Bible literacy in some of the classes provided some interesting and stimulating opportunities for dialogue among teachers, parents and students.

Teacher support was interrupted during the transition period between the departure of Shawn as RE assistant and hiring of Melissa as temporary midweek RE assistant and Heather Mills as Sunday morning support. Once all the ducks were again in a row we successfully finished the year with the level of support they were accustomed.

What I perceive as the biggest accomplishments this year was the increased level of communication between teachers and families through their weekly emails from teaching teams and the new RE parent newsletter, which provided information specific to RE and our families. We successfully launched three newsletters thanks to the efforts of Michele Sager in the office.

The RE Council and myself saw our goal for adding additional levels of OWL to RE programming come into fruition by receiving a grant from the ERUUF foundation in the Fall. In March nine adults were trained to facilitate three additional levels of the OWL program (Our Whole Lives Sexuality Program)

I have learned a great deal this year about what is possible and not possible without appropriate resources. My hope was to hold up “welcoming and belonging”, to find opportunities to be in community with ERUUF families both old and new. Yet, without resources whether it be more hours to a day, more hours for paid staff, more volunteer support, more adequate space, or available time between services, good ideas best remain ideas until all the ducks are in a row.

I’m waddling on now, I’ll stop here.

Kathy Cronin



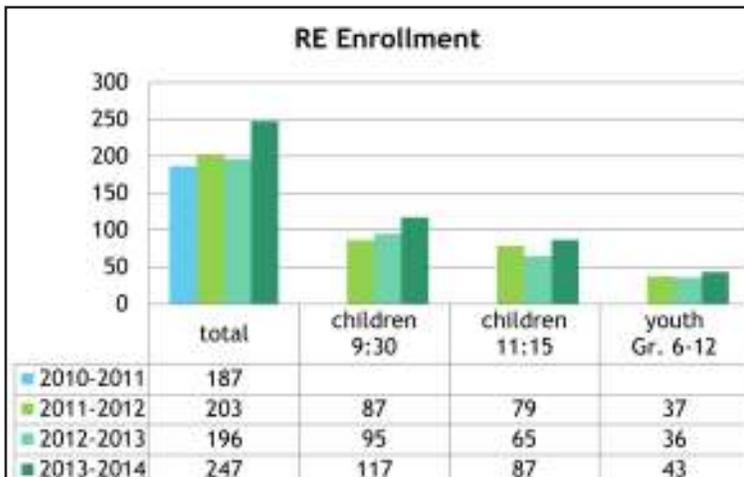
### Youth Ministry

High School Youth Group has had a great year, beginning with establishing a Youth Adult Council (YAC) to plan the direction of the youth group. HSYG meetings and events have been well attended and our large number of seniors this year continued to be active participants through the end of the RE year.

One focus of HSYG was on community service and social justice activities including making cards for Housing for New Hope, attending the Edward Chapman event about the death penalty, co-leading Justice Sunday events for RE classes, learning about the Roots of Success program and Witness for Peace, and writing letters and drawing pictures for kids in San Ramon.

High School Youth Group and Middle School Youth Group worked together by co-hosting the Wrapping Party for Urban Ministries, attending the HKonJ March, fundraising and participating in CROP Walk as well as both groups making dinner at Urban Ministries. HSYG also really enjoyed hosting a pancake breakfast for the ERUUF community in honor of our RE teachers!

**RE Enrollment**



**GARDEN COMMITTEE**  
ANN RINGLAND

The gardens and grounds at ERUUF continue to flourish as a statement of the community and the UU regard for natural beauty. Our property is designated as a Wildlife Habitat. This means food for birds, no pesticides, a water source, and natural areas and brush piles for small animals.

A small working group meets the first Saturday of every month for "Pride of Place" activities. Other individuals work at other times, as their schedule permits. In the past year, 70% of the designated gardens have had an owner. Some areas still need a garden "owner". The Memorial Garden was refurbished with new plantings. The Japanese garden shrubbery was pruned. A community demonstration garden was established in cooperation with the Earth Justice committee. Produce from the garden will be available to members.

**GENEROSITY SUNDAY**

The Generosity Sunday Committee is responsible for soliciting nominations for recipient non-profit organizations from the congregation and then selecting the organizations that meet our criteria for the 6 Generosity Sundays (GS) that occur during the fiscal year. Criteria are clearly spelled out on the GS web page <http://www.eruuf.org/Table/Giving/Generosity-and-Justice-Sundays/>, as are the totals for the donations that are collected.

This year GS has generated a total of \$12,937.30 in five Sundays, with one more to go in June. The committee has had some discussion this year about emphasizing creating connection between ERUUFians and recipient organizations which resulted in adding a question about opportunities for volunteering to the nomination form.



**FLOWER TEAM**  
JEAN O'BARR

**Membership:** The membership of the Flower Team changed during the year, with Glenda Wieland stepping down due to work responsibilities and Pat Yonaitis joining. Sally Franz and Juanita Johnson continued to serve as did Jean O'Barr, coordinator.

**Activities:** The Flower Team oversaw the provision of flowers for Sunday services throughout the year. This year donations from congregants increased dramatically and the team was responsible for only 15 of the 52 Sundays. While we have no explanation for the increase in donations, we have worked hard to solicit and contact donors, write follow up thank you notes, and generally encourage donations.

The Team provided flowers for two special occasions: the December holiday season and the Easter Flower Communion. It also maintains the flowers and plants in the Chapel and the water gardens in the foyer and office through weekly attention.

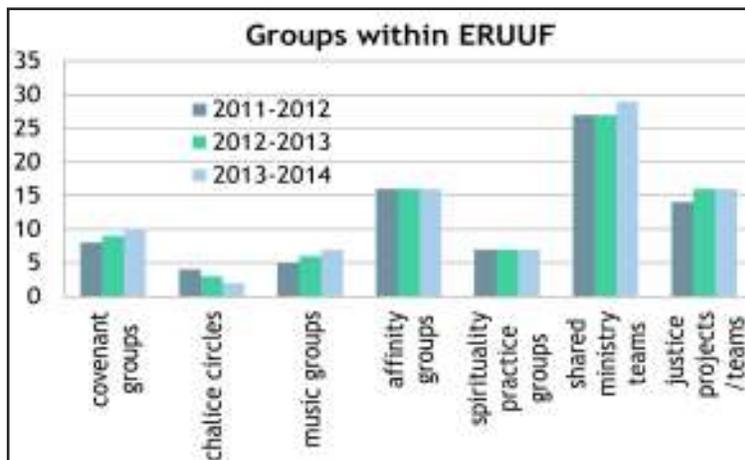
This year we developed a contract with Family Garden to maintain, water and replace as necessary the large plants in the foyer and in the sanctuary.

Juanita Johnson continues to take responsibility for planting and maintaining the six outdoor containers.

**Budget:** Given the generosity of the congregation in donating flowers, we have been able to stay within budget and cover the costs of the maintenance contract with Family Garden.

It appears that we will end the fiscal year very close to the anticipated amount.

**Future plans:** We anticipate continuing to operate as we have this year.



**Companions Network** is an arm of the ERUUF Care Ministry known as *Companions*, who reach out to members of ERUUF who are experiencing serious life difficulties or who may have simply expressed a concern or need.

In the fall of 2013, the Companions Network replaced the former programs known as 'ERUUF visitors' and 'Pastoral Associates'. The mission of the Companions Network states that:

- Caring for each other is the responsibility of the entire ERUUF community.
- Whether we're in need or supporting others, each of us has unique gifts
- Reaching out to others, especially beyond our comfort zone, is part of the work to becoming 'radically welcoming' and contributes to the process of building the beloved community, both at ERUUF and beyond.

Rev. Xolani Kacela is the minister assigned to lead and train the Companions. Monthly training is scheduled in both a daytime and evening slot, for two hours. Training topics included:

- Learning to become good – and non-judgmental - listeners
- Becoming increasingly self-aware when we visit others
- Improving our capacity to simply 'be present' with the other person
- Supporting each other on our respective spiritual journeys.

Presently, we have approximately 20 Companions in our Network, but hold the vision that these numbers will grow throughout our entire ERUUF community. In this way, we work to strengthen our bonds of community.

**Card Writing Ministry** The mission of the card writers is to reach out to members and guests after spoken or written joys, sorrows or milestones. Another source of information for the card writers are the ministers or members of the Care Council. Writers respond to individuals with personal cards as an act of service and spiritual practice.

Currently there are eight card writers. An average of 3 cards per week are written. The leadership of the group will change upon the departure of Diane Daniel this summer.

**Clicking for a Cause** is a dynamic needlecraft ministry which touches hundreds of lives each year through its handmade gifts to the following organizations:

- ERUUF
- Threshold Clubhouse
- Duke Hospice
- Urban Ministries of Durham
- Welcome Baby
- CAARE
- Durham Crisis Response Center
- Housing for New Hope
- TROSA

The dual outreach and congregational focus of the ministry allows for tangible gifts of love throughout the Triangle and spreads the UU message of inclusion and justice to the community. Clicking for a Cause also encourages knitters and crocheters to consider their craft a spiritual discipline.

The ministry now supports a membership of 100 "Clickers". Of these, 29 are considered Core Members who contribute substantially and regularly to the ministry and participate in its activities. A smaller group of 14 are part of the Clickers Special Team, a new group created in response to Sue Coy's departure in April 2014.

The highlights of the year include:

- Activities surrounding Sue Coy's departure: evening farewell party, creation of Special Team for ministry administration, transfer of knowledge and tasks to volunteers
- Documentation of procedures for Special Team
- Attendance at Stitch 'n Pitch Durham Bulls baseball game
- Informal presence at Care Council Table after services
- Donations to ERUUF Auction, Nov. 2013
- Met all donation and meeting goals

**Depression Support Group** This group has been meeting since fall of 2000. Membership has fluctuated, with a high of 12 members. There are now 4 members. This facilitated self-help group is for people with diagnosed mood disorders who are also followed by mental health professionals. The group has been very important in the support of people in it and is a resource for the Care Council

### **Sister Communities of San Ramón, Nicaragua (SCSRN)**

Through collaboration between San Ramón, Nicaragua and its partner communities in the United States, SCSRN promotes people-to-people connections and supports social and economic development projects that build friendship, understanding, justice and respect for the Earth. SCSRN strives to reduce paternalism and empower local citizens to make a difference in their communities while fostering relationships between all involved communities.

ERUUF's Sunday School program is partnered with San Antonio de la Grecia Primary School, one of 13 Rural School Partnerships that donate \$500 per year to support one of San Ramon's 72 rural schools. We organize an annual cultural immersion ecotour each year to San Ramon. We also sold hundreds of pounds of Cafe San Ramon (fair trade coffee) at ERUUF during the past year, some of which is purchased by ERUUF for Sunday morning coffee hour. SCSRN held two major activities during 2010-11 in the Fellowship Hall: Celebration for the Children of San Ramon when we raised money to build a new school in San Ramon and celebration of the International Day of the Worlds Indigenous People in August, co-sponsored with many North Carolina solidarity groups, to create awareness of social justice issues affecting people in Latin America. SCSRN is run by a board of directors, many of whom are ERUUFians, and a full time paid director.

### **Task Force to Abolish the Death Penalty**

**Mission:** to raise awareness about the moral and spiritual issues connected with the death penalty in North Carolina and to encourage people to take action to abolish the death penalty. We have reached out to other congregations on this issue (e.g., Covenant Presbyterian, UUFR) as well as ERRUFians. We partner with several state-level organizations that oppose the death penalty.

Support for the Racial Justice Act: We participated the Speak Up Campaign (on the RJA) organized by the Carolina Justice Policy Center by encouraging ERRUFians and other UU congregations to write post cards to legislators about the need to end racial bias in the death penalty.

Education around issues of wrongful conviction: Our major event was a presentation by death row exoneree Ed Chapman and his advocate, with an audience of 40-

45 persons, including ERUUF youth and members of other local congregations. Action items included gathering signatures on a pardon of innocence for Mr. Chapman. We also screened "The Trials of Darryl Hunt," about a Winston-Salem man who was twice wrongfully convicted of murder.

Support for death row inmates: We joined other churches in funding Christmas baskets for death row inmates, sent holiday cards to everyone (150 inmates) on the Row (with the help of around 10-15 ERRUFians), and sang carols outside Central Prison on Christmas morning (4 folks from ERUUF).

Dead Man Walking: We interested the ERUUF players in presenting Dead Man Walking (involving around 10 actors), many of whom were deeply moved by the experience (as were their audiences), and we continue to provide logistical support to the Players as they bring the play to venues outside of ERUUF. The director and one of the actors are members of the task force. The play has been part of ERUUF's worship service on the death penalty, has been presented at UUFR and Covenant Presbyterian, and will be shown at the Community Church of Chapel Hill UU.

Support for Criminal Justice Reform: We co-sponsored the End Mass Incarceration event at ERUUF and have publicized and attended a hearing and a panel discussion on NC's lethal injection protocol.

### **Durham CAN**



Durham CAN (Congregations, Associations and Neighborhoods) is a multi-

racial, multi-faith, strictly non-partisan, countywide citizens' advocacy organization, which is supported by the contributions of its member organizations through annual membership dues. Durham CAN has several ongoing actions related to Senior Citizens, Education, Health Care, Standing Against Violence, Affordable Housing and Transit, and Food Security. ERUUF members have served on the Senior Citizens action team, the team to disseminate information about the Affordable Care Act to uninsured Durham residents, the Food Security Summit, the Affordable Housing and Transit team, and the Leadership Development Training in December of 2013.

### **Farmworker Support Action Team**



ERUUF's Farmworker Support Action Team (FSAT) has collaborated with the National Farm Worker Ministry's North Carolina office (NFWM-NC) for several years to improve living conditions for farmworkers and support organizing and advocacy in many ways.

FSAT allows ERUUF volunteers access to many opportunities to learn about, serve, and advocate for farmworkers. The mission of the Farmworker Support Action Team is to support farmworkers who are organizing to change the power relationships within their agricultural supply chains that are at the root of farmworkers' exploitation. Institutionally, FSAT's focus has changed from organizing within ERUUF to the broader support network of Triangle Friends of Farmworkers, (and thus other Triangle Faith communities) to which ERUUFians can contribute.

Major 2013-14 events for which volunteers were recruited included the "Harvest of Justice" video and panel discussion at ERUUF; FLOC's 10/12/13 National Convention in downtown Durham; 12/17/14 -dinner with Baldemar Velasquez at ERUUF – an update on FLOC strategies for farmworker supporters; (c) Pantry-Kangaroo rallies at individual stores: Monthly, Sept – January, to support FLOC; Testimony at the Pantry's 3/13/14 Shareholders meeting advocating for Pantry pressure on RJ Reynolds, based on its major purchasing of RJR tobacco products. In March, we had our "Faith and Farmworker" forum, coordinated by the National Farm Worker Ministry, with FLOC President Baldemar Velasquez as the major speaker.

### **Homeless Action Group**



The ERUUF Homeless Action Group has several on-going actions: The second Saturday and first Sunday meals program, the Food Lion pick up, the Clothing Closet, the Food Pantry, the Life Skills class, the Cookie Ladies and the Casserole Ladies. We have also had some special projects this year. In

December, we held our annual wrapping party at ERUUF to wrap donated socks, underwear, hats, gloves, and toys. On the day of the party, over 40 youth not only participated but also brought donations. The children also made Christmas cookies to fuel the volunteers and take to the Shelter for the evening meal.

They wrapped over 300 packages that were distributed to the residents at the Shelter at Christmas time.

This year, ERUUFians donated approximately 4000 volunteer hours and over \$6,000 in cash, gas, food, gifts, clothing and other tangible items. The congregation funds the cost of the Saturday and Sunday meal each month at a combined cost of around \$350 per month. In addition, for the Sunday meal, we serve 400 homemade cookies and 6 huge casseroles. Four teams of 4-5 each go each Friday, Saturday, Sunday and Monday to Food Lion on Guess Road in the morning to pick up food donated by Food Lion and transport it to the Shelter. This load averages 100 pounds (roughly 10 tons per year). The food consists of vegetables that need to be cooked immediately, day old bread, pastries and other food for the homeless.

The Shelter has the Addiction Hope-Believe Recovery Program which is a 6 month live-in drug and alcohol rehabilitation program. The Life Skills Group, spearheaded by Cindy Kuhn, teaches classes every Monday afternoon as part of this program. The classes cover three important subject areas: Jobs, Health and Finance. The topics cover things like resume writing, interviewing, eating healthy, smoking cessation, managing your finances and avoiding credit troubles.

### **Witness for Peace**



Witness for Peace Southeast (WFPSE) is a politically independent grassroots organization of people committed to nonviolence and led by faith and conscience. WFPSE's mission is to support peace, justice and sustainable economies in the Americas by changing U.S. policies and corporate practices that contribute to poverty and oppression in Latin America and the Caribbean.

Highlights from the year include the following: In July, 2013, WFPSE led the annual teen delegation to Nicaragua. In August, WFPSE held the Rice and Beans fundraiser at ERUUF. Carlos Cruz, a former member of the Colombia international team, was the keynote speaker who spoke about his time living in Colombia and fighting for workers' rights and fair trade policies. The event raised \$5,000 to support our work. In April, we walked on the Annual Pilgrimage for Peace and Justice to highlight 20 years of failed trade policy in the America's. We walked for humane immigration reform for all, fair trade not failed trade, and justice for workers at home and abroad—holding events in

Charlotte, Winston-Salem, Greensboro, Chapel Hill, Cary, and Raleigh. On Good Friday, in Raleigh, more than 100 people joined us for the Economic Justice Way of the Cross.

### **Earth Justice**

The Earth Justice (EJ) Committee focuses on care for the earth and all its inhabitants. Our mission is to build awareness, inform, initiate activities, and direct congregants to actions that address the challenges we face as well as solutions. Projects this year included the Fossil Fuel Divestment campaign conducted in conjunction with 350.org Fossil Fuel Divestment Campaign. Earth Justice participated in efforts at national, congregational, and individual levels. At the national level an EJ member served on the UUA FF Divestment Yahoo group that drafted the UUA Common Fund Fossil Fuel Divestment Business Resolution which is on the agenda and will be voted on at the General Assembly in June, 2014.

We organized a Divest-Reinvest class during the fall Wednesday Connections series and has provided information to member who are interested in divesting their personal portfolios of fossil fuel corporations and reinvesting in the green and local economies and alternative energy. Other activities included the Earth Sabbath Celebrations (July through December 2013) – held once a month, sponsored by NCIPL and Earth Justice and held at ERUUF. The series culminated in the Winter Solstice Celebration attended by about 100. EJ organized two films in conjunction with the Justice Council film series in April: “Chasing Ice” and “Bidder 70,” created a small showcase vegetable garden, and invited Susannah Tuttle of NC Interfaith Power and Light to address the Justice Council. We began work again on our Green Sanctuary application which was started several years ago.

Solar Roof project (ongoing) – Earth Justice has agreement from the Coordinating Council and Director of Administration (Daniel Trollinger) to proceed with a solar roof effort – placing an array of solar panels on the south-facing roof of the CARE Building. Next steps include determining an appropriate solar array and obtaining cost estimates, forming an LLC of “qualified investors” (no more than 15) that will fund and “own” (for six years) the array, identifying an LLC manager, as well as collecting donor contributions for ancillary costs (e.g., reroofing prior to installation). We are advised to book installation by October; beyond that

point, most or all providers will be booked up trying to meet the deadlines when federal and state tax credits are scheduled to sunset.

### **Interweave**



Interweave at ERUUF was formed as a vehicle to deepen our faith and ourselves, and to realize a more welcoming, inclusive, empowering, and just world for all.

Interweave is an action-oriented group focused on bringing justice and equality, in harmony with our faith and mission, to the greater community. Interweave engages in political activism, proactively identifying and prioritizing LGBTQ issues, such as Marriage Equality and the Employment Non-Discrimination Act to name a few.

Interweave Continental strives to connect and nurture all LGBTQ individuals, communities, groups, and their allies by providing and supporting leadership, and working in collaboration with other organizations of similar vision. As a chapter of Interweave Continental, ERUUF’s group will have access to informational and training materials, as well as web-based forums. Some of this year’s highlights included the first Interweave Chalice Circle, participation in NC PRIDE, National Coming Out Day, and World AIDs Day (by hosting two panels of the AIDs Memorial Quilt in the sanctuary), guest speakers during Fall Wednesday Connections (e.g., Lisa Rhodes, Jen Jones, PFLAG, and Sharon Thompson presented on the NC impact from the Supreme Court ruling on the Defense of Marriage Act), and the creation of an Interweave Action Team to guide program ideas and implementation. Many thanks to Lisa Rhodes and David Sokal for working on this initiative.

### **El Centro Tutoring**

Latino children of immigrants face an uphill battle in school due to lack of resources for ESL (English as a Second Language). As Spanish is spoken in the home, parents unfamiliar with the English vocabulary are often unable to help children with their homework. In order to ameliorate this situation, a group of 12 dedicated ERUUFians have tutored elementary school-age children this year dedicating 1.5 hours per week. Our Justice Council representative for El Centro, Jennifer McDuffie, also worked with a colleague to come up with a curriculum to help the children on this once-per-week basis.



**STEWARDSHIP CAMPAIGN**  
**CO-CHAIRS: SUE COON, MARILYN HARTMAN**

At the time of this writing, we have collected pledges totaling \$720,000. That is the highest collection ERUUF has received in many years. Highlights of this year's stewardship campaign include:

~ The online campaign generated significant web participation and enrollment in auto-draft. Because we emphasized the web-based campaign, we received most of our pledges online or in person on Sundays. We had lap-tops available after services to assist in online pledges or to answer questions from new pledgers.

~ To encourage first time givers, a challenge grant added \$50 to every new donor's pledge. We got 57 new pledges, but we do not have clear data to suggest that the new pledgers were responding to the overall messages or to the challenge grant.

~ In years past, we prepared paper packets for 500 pledge units. This year, in an effort to cut back on paper use, and simultaneously to encourage electronic pledging, we prepared and mailed several hundred fewer packets to non-pledgers.

~A robust follow-up endeavor to contact people who had not yet pledged yielded a near-final total by May 1, one month ahead of our typical model.

~To focus on younger people in the congregation, we interviewed several members to invite participation in a positive and inclusive way. In response to their suggestions, we developed a pledge system that allowed for quick and easy pledges. The stewardship website had two trails: The Fast Track and The Scenic Route. The first had a pledge-and-run feature to appeal particularly to young parents who complained of having very little personal time.

~We developed stronger and promising connections between RE parents and older members, two groups that do not ordinarily have the opportunity to work together.

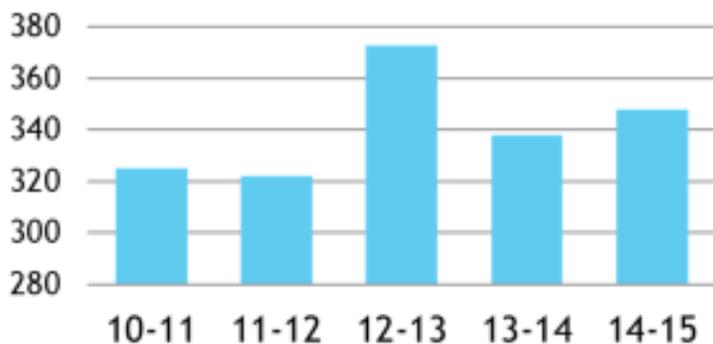
~Our communications plan put us in contact with the congregation on Sundays, via 3-minute reports from the pulpit and a table during coffee hours. Additional personal contact was made over five Sundays by three 3-minute playettes and two poignant testimonials. At least one of the co-chairs spoke briefly at each service. The ministers did not make direct appeals from the pulpit, though they referred to the campaign various times, and one sermon specifically focused on generosity. Other announcements were made in the E-news and Currents and, eventually, via several e-blasts to people who had not yet pledged.

The Stewardship Team was composed of Peter Aitken, Paul Baerman, Linda Brooks, Deb Cayer, Peggy Cohn, Sue Coon, Kay Edgar, Ted Fiske, Marilyn Hartman, Don Hartman, Alan Hollister, Holly Kingdon, Johan Madson, David Mills, Leah Ogden, Doug Rhodes, Barbara Sheline and Phill Trainor. The Team helped develop the campaign, hosted a major donors' party, provided service and information at the table on Sundays, and wrote thank you notes to pledgers.

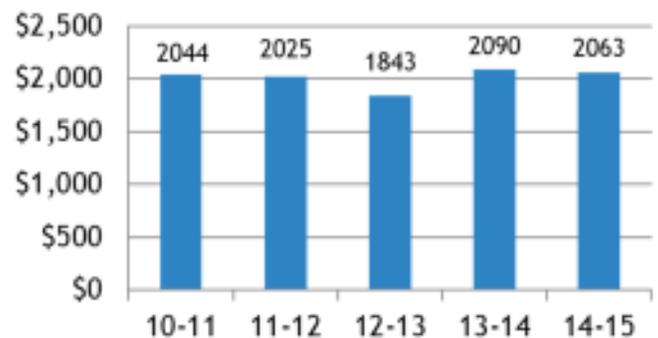
The Team was augmented by Dick Clark, Lonna Harkrader, Beth Harvat and Rick Searles, who made follow-up calls to non-pledgers.

The ERUUF Office Staff was extremely helpful and essential to the task. Daniel Trollinger gave us clear guidance and strong support; Deb Cayer was always available to us, and very encouraging. The two were clearly part of our team. Jacqueline Brett and Michele

**total pledges**



**average pledge**



Sager were unendingly pleasant and very helpful. Michele’s design talent came into play in designing the logo and preparing the sanctuary lobby bulletin board, along with the trifold for tabling. Mary Berry, although absent for a few weeks due to an injury, worked closely with the co-chairs to produce accurate and timely reports.

An ongoing challenge is to make everything electronic work as it is purported to do. We continue to work on a system that will give us accurate and up-to-date records during the campaign, and so that electronic pledges are properly documented. Thank you to the kind and gentle people who endured inconveniences in the pledge process.



The ERUUF music program continues to grow along the lines of our mission and our demographics. This year, we were able to add new ensembles, grow existing ones, and work towards specific goals developed by myself and the music committee.

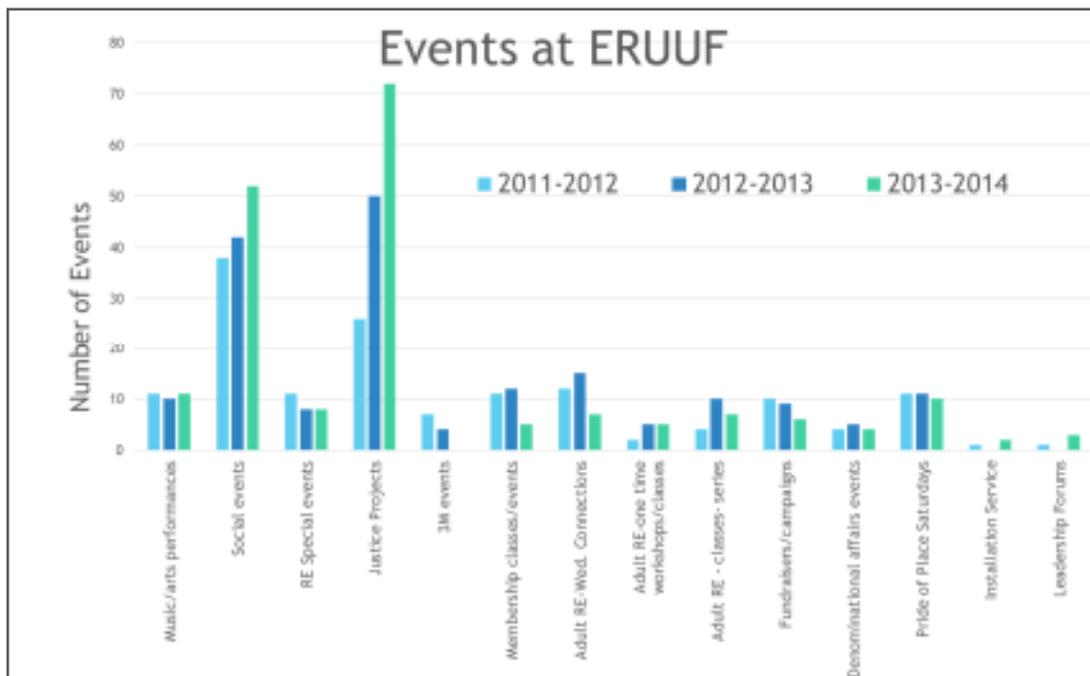
One significant goal we have been focused on is the development of children's music. While we have not yet produced our classroom materials, we have made substantial progress planning a program that can be easily integrated into the RE classrooms to enrich our children's musical and spiritual development. The new teen singing group brings the total number of participants in music to fifty children, and we expect that number to go higher as we continue to find ways for them to be together.

This year we have been working to increase the presence of the choir and to deepen their spiritual experience. In the second half of the year we have seen a substantial increase in the number of choir Sundays as we transition into a new model of appearing at two services per month.

The sound team and I have worked to upgrade our entire system. We now have a modern, digital board and high quality wireless microphones. We will complete our project this summer with the installation of new speakers in the sanctuary.

The third season of the Eno River Artists Series is music living our third end. Through our performances we reach out into the community and bring many new

faces to ERUUF to share our space. The model we have developed allows these performances to enrich our community while maintaining financial responsibility. The Artists Series has paid for itself this year, with a small overage supporting our programming. ERUUF music will continue to develop our musical spiritual practice over the next year. We provide support for worship, and our many volunteers contribute to the enrichment of our community life, while themselves deepening their connection to the fellowship and each other through music.



Communications

The web site continues to be developed with new and revised content (revised youth page, stewardship section, rental page, etc.). The members only section (MyERUUF) continues to grow in participation by individuals and groups. Web registration forms are now created for all classes and big events.

Newsletter changes are on the way. Beginning in July 2014, Currents will become a FOUR PAGE newsletter. There will be an opt-in list for folks who want to receive the four page newsletter by mail. Contact the office or complete online form (here). Shifting the publication format of the monthly Currents newsletter, will enable costs savings in time and supplies, reduce repetition, and allow for web development.

To maximize our communications portfolio and to keep up with events in real time, we plan to emphasize the weekly E-news newsletter (which can link to larger web articles and resources) and create a more dynamic web presentation. The new Stewardship web page and the new Religious Education web page/newsletter are good examples of moving in a new direction.

Office

The Office continues to refine processes for workflow and communication. There is a new room request online form (see upper R corner of web page), a new phone system (hardware and software), new key tracking system, new rental invoice system and more. IT has been a year of refining the ways the Office supports the ongoing ministries of the Fellowship.

Facilities

The influx of support from Capital Campaign funds has allowed work to address long standing campus improvement needs. Guided by the comprehensive facilities assessment completed last year, a great deal of deferred maintenance work has been completed. Many thanks the Kitchen Task Force (Carolyn Worthing, Jane Kirsch, Rick Searles, David Schedit,) for remodeling the Fellowship Hall kitchen.

List of facility projects:

*Fellowship Hall:* kitchen remodeling.

*Care Bldg:* New AV set up Rm 1 & 4; carpet Rm 7 & 15, window repair, painting, HVAC repair and replace.

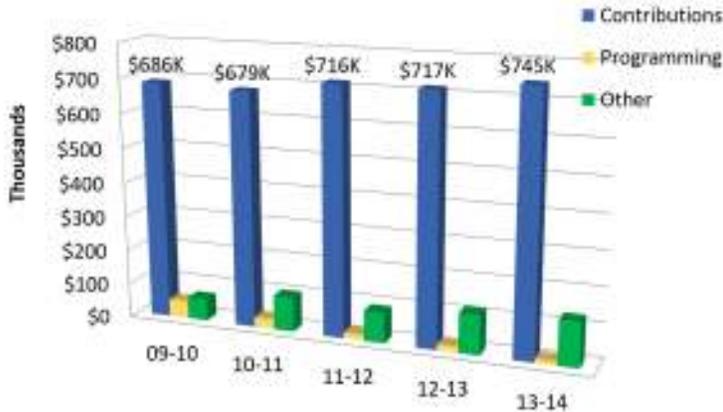
*Sanctuary:* window repair, new sound board and desk, evaluation of sound system and plans for upgrade.

*Campus:* painting

Many thanks to the Eno River Fellowship Foundation for ongoing facility support, specifically this new sound board & equipment and kitchen makeover.

The new ERUUF sign task force has worked all year to evaluate and design options for new front signage. This project will be completed in the coming fiscal year.

**Income Breakdown 2009-2014**



2013-14 figures—12 month projection

**Expense Breakdown 2009-2014**



Finance

Regular contributions through auto draft have equalized some of the large seasonal ups and down from past years. Strong contributions and managed expenses in line with budget create a picture of solid financial support. In general, contributions remain solid for regular pledge, Capital campaign, and special collections (Justice and Generosity Sundays). While there are fluctuations over a budget year, there is not a projected deficit (which can be an issue at this juncture). Often there is an increase in expenses for the 4Q as ministry teams finish out the program year.

Cell Tower:

In June 2013, the cell tower lease contract was renegotiated. In addition to the standard yearly increase, this agreement included a one time payment of \$12,000 for land expansion and a revenue sharing provision for new tower tenants. The details were reviewed with financial advisors Mark Kuhn and Glenn Borg, the Coordinating Team and the Board.

Mortgage

<i>Loan</i>	<i>Principal Balance</i>	<i>Monthly Payment</i>	<i>Rate</i>
Variable	\$66,419	\$452	3.6%
Fixed	\$347,726	\$2,458	4.8%

**Capital Campaign Summary**

<u>Total Pledges (January 2012)</u>	<b>1,051,932</b>
<u>Total Contributions received to date</u>	873,500
<u>Significant Campaign Expenditures</u>	
Mortgage paydown	650,000
Capital Improvements**	111,000
Deferred Maintenance Fund	46,000
Other campaign and campus exp (Includes refinancing and consultant costs)	58,000
<b>Balance in Capital Campaign Fund</b>	<b>8,244</b>

Original mortgage before campaign 1,125,235

**Current Mortgage balance** **414,144**

(includes the paydown and regular payments)

**Summary of Major Renovations\*\***

- Refurbishing of CARE Bldg Building floors
- Painting (campus-wide)
- Wood/Window Repair (campus-wide)
- HVAC (Commons Rm)
- CARE Bldg tables and chairs
- Retaining wall CARE Bldg
- Parking lot resurface
- French drains Sanctuary
- Automatic Doors
- Kitchen remodel (Fellowship Hall)
- Carpet (Rm 7, 15)
- AV upgrade (Rm 1, 4)

Budget & Stewardship

Nearly 80% of the income in the budget depends on pledges. We are appreciative of the work of the Stewardship Team and the commitment of the congregation. As of May 31, 2014 there are 350 pledges totaling \$702,000 (this figure is discounted 4.5% to \$687,500 for the pledge income line).

This year our members' collective generosity enables us to create a balanced budget for the coming year. Significantly, for the first time in several years we won't be transferring funds from our General Reserves to preserve staffing. The new 2014-15 budget addresses some strategic goals and areas of growth, particularly small increases in programs for children and adults. These successes express the confidence and optimism we all seem to be feeling about the future.

However, despite these successes, our goal this year was \$825,000 which leaves us \$105,000 short of what we actually need. Consequently, we're not fully able to provide staffing that would best support the current growth and vitality in children's and family programs. And during the lead minister's upcoming sabbatical, while we are funding Sunday coverage, we aren't able to fund other program coverage to the extent actually needed. In the coming year both ministers also will continue to do their own administrative work, which results in significant frustration when members are left waiting for responses to simple matters that just can't be responded to in more timely ways.

### Budget Summary

On the plus side: the stewardship drive has been successful, the mortgage payment is greatly reduced, and thanks to auto-draft, member contributions remain constant throughout the year.

On the challenge side: increased costs over the last several years as a result of being a Fair Compensation congregation (as voted on by the congregation) including salary adjustments, pension, and insurance. This requires greater funding by members, or ERUUF will remain under-funded and under staffed. Some of the practical consequences of being under-staffed include:

- the experience of a member who lifts up an idea or question and experiences delay in response from staff (individual, team or the “system”)
- the experience of feeling uncared for by a minister
- reluctance to ask for something or give feedback for fear of burdening staff
- the inability of the system to effectively take in new ideas
- resulting frustration when “service delivery” and member expectation are not in alignment (especially when the outer appearance of ERUUF is one of growth and success).

*While further increases in efficiency and excellence are possible, it isn't possible to achieve success only by asking everyone to work harder, get organized, and/or put new systems for communication and process in place. While there has been progress in all these areas in the past few years, there are limitations as to what is possible at current staffing/funding levels.*

We've met the challenges of the past several years, including the challenge of growth in numbers of Sunday attendance, RE participation, adult classes and programs, and in the number of people ERUUF serves (580 plus 300), but there has been a hidden (or not so hidden) cost in stress for ministers, staff and key lay leaders. In terms of budget review and future planning, it is time to recognize the incongruence between the size of the budget and the size of the congregation.

### Why Does ERUUF Need a Larger Budget?

After careful evaluation and monitoring the Board has set goals for increased staffing and fair compensation, resources for emerging programs (particularly in RE), multicultural development, and fair share giving to the UUA. A comprehensive staffing plan was submitted to the Board in fall 2013. It addresses these goals through increased administrative support (particularly around communications), RE growth, student minister, justice and local outreach, and UUA funding. To meet these needs will require a significantly larger budget or a re-balancing of current staff budget allocations.

In carefully evaluating the needs of the congregation and the funding priorities of the budget, there are opportunities:

The capital campaign draws to a close in January 2015. Though some will need additional time to complete pledges, others may be encouraged (this fall) to increase their annual pledge after their capital pledge is complete.

ERUUF's 50<sup>th</sup> anniversary (2015-16) is an opportunity to think big and bold!

### Generative Questions

How does ERUUF's current, solid financial situation support vibrant shared ministry programs that are filled with potential for serving people's urgent needs?

What are the most effective ways to address staff/program sustainability and support continued growth?

*In the middle of a successful Capital Campaign that has allowed the Fellowship to reduce mortgage payments significantly, where has all the savings gone?*

At each step of the way, mortgage savings supported immediate budget needs. For the past three budget years, ERUUF has been fortunate to avoid the kind of drastic staff and program cuts facing many congregations of all denominations and sizes, due to the overall economic downturn. In addition, during the past three years there has been increased support for:

full time Asst Minister	RE program and staff
UUA dues	staff fair compensation
multicultural initiative	IT support
two ministerial searches	quarter time accompanist
compensation for fewer fundraising activities	(book sale, plant sale, craft fair, smaller auction)