

Unitarian Universalist Congregation of the Palisades

Notice of Annual Meeting of the Congregation Sunday, June 6, 2004 at 11:00 AM

The congregational meeting will be held in the Community Room at 128 West Demarest Avenue, Englewood, NJ (First United Methodist Church, southwest corner of Tenafly Road).

As a Member or Friend of UUCP, you are warmly and cordially invited to attend the Annual Meeting of the Congregation. Please come, participate, and help us to prepare for Fiscal Year 2004-2005.

Important information about votes to be taken

1. The only votes which will take place during the meeting are to:
 - a. Approve the minutes of the meeting held June 15, 2003;
 - b. Elect the new Officers, Trustees and Nominating Committee for 2004-2005; and
 - c. Enact the Budget for fiscal year July 1, 2004 through June 30, 2005.
2. In order to cast a ballot, pursuant to our By-Laws, one must be at least 16 years of age, have signed the Membership Book at least one month prior to the vote, have attended Sunday services or otherwise contributed to the life of the Congregation and have made a recorded, personal contribution during the past twelve months in an amount not less than \$75.00 unless special arrangements have been made on grounds of hardship.
3. If you need hardship consideration, please telephone our Treasurer, Bill Hoffman, as much in advance of the meeting as possible.
4. If you are ill or with impaired mobility or unavoidable conflicts which will prohibit your attendance, please contact our President, Michael Meyers-Jouan, or Secretary, Jerome Morrison, as much in advance of the meeting as possible to cast an Absentee Ballot. An Absentee Ballot must be submitted to the Secretary, in writing, before the meeting.

Enclosed you will find a packet of materials, including:

- The slate of candidates for offices (with their biographies)
- The Proposed Budget for 2004-2005
- Balance Sheet and Profit & Loss Statement for congregation year beginning July 1, 2003
- Reports from the President and Treasurer and from the Teams
- Minutes of the prior Annual Meeting held on June 15, 2003

Copies of our By-Laws and Constitution will be available as hand-outs at the meeting.

Child care will be provided.

Agenda for the Annual Meeting, Sunday, June 6, 2004

1. Welcome and quorum count;
2. Approval of the Minutes of the Annual Meeting held on June 15, 2003
3. Nominating Committee: Presentation of Slate and Election
4. Treasurer: Discussion of finances, discussion of the Budget and vote to approve the Budget
5. Presentation by the Committee on Ministry
6. Awards
7. New Business raised at the meeting (no votes will be taken); and
8. Motion to Adjourn

Proposed Slate of Candidates with Biographies

Pursuant to our By-Laws, at each annual meeting there is chosen by secret ballot, to take office at the conclusion of the meeting, the following:

- Officers: President, Vice President, Secretary, and Treasurer
- Trustees: Three persons
- Committee on Ministry: Five persons
- Nominating Committee: Three persons, to include one member of the Board of Trustees and one member of the previous year's Nominating Committee.

Nominations are made by the Nominating Committee. In addition, nominations may be made from the floor *provided* that either: the candidate is present; or the candidate has previously indicated in writing a willingness to stand for election. Voting will take place after a motion to close the nominations has been made and passed.

Vacancies which occur on the Board of Trustees, the Committee on Ministry, or the Nominating Committee may be filled by the Board between elections.

This year, the Nominating Committee, comprised of Karen Washington, Cassandra Jennings-Hall, and Judy Bellini, has proposed the following slate which has been approved by the Board of Trustees:

President — Michael Meyers-Jouan

Mike Meyers-Jouan was born in New York City, but raised in the suburbs. He attended schools in Mamaroneck, New York. Mike has spent thirty five years working with computers, in everything from three man startups to Fortune 500 companies, and has been married to Sylvie Jouan-Meyers for twenty three years. Mike was raised in a "non-religious" household. Although his ancestors were Jewish, Mike was not satisfied with his experiences with Jewish congregations, and was looking for something that would fit better with his scientific and engineering-based philosophy when he encountered the UUCP three years ago and realized that he had found his family. For the past year, Mike has served on the Board of Trustees as President. Mike and Sylvie live in Mahwah.

Vice President — Kathy Mullally

Kathleen Mullally joined the UUCP in 1992. During the three years she previously served on the Board of Trustees she held positions as trustee and Secretary. Kathy also served on the congregation's Site Task Force during 1999 and has been a religious education teacher. She currently works for an employee pension firm in Manhattan as Vice President of Corporate Communications.

Secretary — Joan Christos

Joan was born in Illinois but grew up with her sister in Canada. Her parents were largely agnostic but in Detroit found a Unitarian Church and remained happy Unitarians until their deaths in the early 90's. Educated in Ontario through high school, Joan then attended Wayne

University in Detroit, graduating with an A.B. in sociology. She moved to New York, married an American teacher (now a psychologist), and had two sons, Marc and Stephen. After working as an adoption caseworker in Rockland County, Joan enrolled in NYU School of Law and earned a JD degree, thereafter working in the Council President's office doing research on NYC foster care, and for the Manhattan Family Court and various family and children's services agencies.

After retiring years ago, Joan found UUCP after 9/11 and felt immediately welcomed and at home. Current activities include babysitting for our two grandchildren, reading, knitting, swimming, and listening to all kinds of music. She is taking piano lessons from Linda Kochenburger — difficult but immensely rewarding!

Treasurer — Bill Hoffman

Currently: VP of Field Services, Eastern Region with PBI (a retail store consulting group). Responsible for 22 retail analysts plus managing a personal client base.

Previous:

1. 9 years V.P. RMSA, Managing Director of a 26 person retail analyst organization
2. 11 years V.P. RMSA, Senior Analyst, concentrating on Independent Retailers
3. 10 years V.P. Store Director, John Wanamaker Department Store, Philadelphia, PA
4. 10 years Sears Roebuck & Co. culminating as a Divisional National Sales Manager

Taught as an Adjunct Professor at Pace University, New York City Business School

Education: Ohio Wesleyan University, four years.
Pace University, BS

Interests: Golf, Sailing; Gardening; Home Restoration

Trustee — Steve Savitz

Steve Savitz was born in New York and has shared his life for 32 years with Bonnie Savitz a high school social studies teacher in Newark. They moved to Teaneck in 1981 and they have two sons, Greg 30, a pre-K teacher, and Bryan a Fine Art major now in Graduate School, a granddaughter Sasha and daughter-in-law Atapon who is expecting their second child in June.

Steve went to the City College of NY for engineering and Columbia University Graduate School for Management. He worked most of his career in the health sciences starting at Columbia University and then in industry as a biomedical engineer and then management for Johnson and Johnson and lastly Becton Dickinson. Three years ago he changed his career and is now on the faculty of Stevens Institute of Technology Graduate School teaching Technology Management. This new life allows him more time to relax, fly fishing, model shipbuilding, reading, antiquarian book collecting, and photography while enjoying his wonderful family. Both Steve and Bonnie found UUCP a few years ago and feel most fortunate to be part of this wonderful, energetic community.

Trustee — Kate Liebhold

In search of faith. Resident of Englewood for 22 years. Raised in NY, BA Clark University, MA Columbia University. Married to Jim Cole — we met hiking in New Zealand. Mother of Dan (21) and Anne (19) — college students. Worked in media (Channel 13 & NET Television), arts education (Young Audiences), arts (MOMA), education (LaGuardia College (CUNY) lecturer, administrator, counselor; Women's Center) and government (NYC), Flat Rock Brook (Trustee, Trail-guide), world traveler, hiker, jogger, gardener, swimmer, adult student of piano & theory, admirer of old cars and unique color combinations.

Linda Kochenburger

I have been of member of the UUCP since 1988 and knew our founding minister, the Reverend Lee Reid. From the beginning of this journey, I have been accompanying the congregational singing, first on the keyboard and then on the piano. In addition, I have been a member of the Program Team over several years. The UUCP has been very important and enriching for me and my family. My daughter was around two when we joined and now she is seventeen. Growing up as a Unitarian Universalist has been a very meaningful experience for her and this has helped me with being a parent. I have found wonderful friends, intellectual and spiritual stimulation and many, many spiritual challenges over the years. I hope I can bring my congregational experience and enthusiasm to enhance the UUCP board.

Committee on Ministry

Sally Cummings

Sally Cummings was raised in New York State, and moved to New Jersey in 1982. While she was raised in the Catholic faith, she is more interested in the social impact of religion. Sally married Tom Gundling in 1997, and they have a lovely four year old son, Evan. When Sally and Tom were getting married and planning a family, they looked for a congregation that would suit their outlook, and found the UUCP.

Sally has been in health care management for twenty years, and has worked in fund-raising as well. Sally has been serving on the Membership Team for the last seven years, the last two years as chairperson.

Karen Washington

Karen Washington was born in Harlem, but grew up in Englewood, moving back here in 1995 to be closer to her mother, and came joyfully to this Congregation a few years ago from a Roman Catholic background. She worked most of her life as a Senior Center Director and Art Therapist while earning an M.A. in Clinical Psychology and a M.S. in Social Work. She is now retired from a position as the Fair Hearing Officer in an HIV-AIDS service program in Manhattan, and has become a volunteer with Literacy Volunteers of America as a Literacy Tutor and an E. S. L. tutor. She has been active with Girl Scouting in Bergen County for over 35 years and is currently Treasurer and Camping Advisor for Englewood.

Jerry Morrison

In 1993, leaving all friends and family behind, Jerry his wife Linda Richardson and young son Adrian purchased a home in Closter moving from Manhattan. Born to Jewish parents, he grew

up in a Jewish / Italian enclave of Bensonhurst Brooklyn. "My parents allowed me to explore alternatives to Judaism." When Jerry was in his early twenties he studied yoga and was hooked onto medication and eastern religious philosophy. He married Linda who is Catholic and was introduced to Unitarian Universalism by the UU Minister who performed the marriage ceremony. The first UUCP service they attended was the 1995 Christmas Service. "We wanted to be part of a diverse community of the spirit and found that community within UUCP." His family signed the membership book in May of 1996. Immediately after becoming a member, he joined the Finance Committee. In 1997, he was elected to serve on the Board of Trustees as Treasurer for three consecutive terms. In 2001, he continued to serve on the Board of Trustees as a Trustee. Jerry received a bachelor's degree in accountancy and a post-graduate degree in corporate taxation. For the last sixteen years he has managed tax and accounting issues for a Japanese global trading and finance company.

Along with my wife and my two sons, Adrian (who will soon turn thirteen) and Justin (who is six) we are blessed being a part of this UUCP community.

Cassandra Jennings-Hall

Cassandra Jennings Hall has been a member of UUCP since 1995. She was a member/Co-Chair of the Fundraising Committee for more that five years, served on the Nominating Committee for the past three years, was the Chair of the transitional Committee on Ministry and is serving on the Small Group Ministry Steering Committee. She has always been a member of the choir, has served as song leader for most Sunday services and has lead several Sunday services; she is also the coordinator for the Many Voice Reading Circle, the UUCP Book Club.

She and her husband Stephen G. Hall have parented Selice Jennings-Washington through her high school years to young adulthood.

Cassandra worked most of her adult life as a Vice President of Physical Securities Processing in the Information Technology Division of Salomon Brothers, the Investment Bank. Fortune smiled on Cassandra Jennings Hall in 2001 allowing her to pursue her artistic passion as a Fine Artist.

Nominating Committee

In addition, the slate for the Nominating Committee for 2003-2004 includes:

Mindy Fullilove

Sydelle Postman

Kate Liebhold

Proposed Budget for 2004-2005

For the budget year 2004-2005, you will note that the proposed budget is not balanced; the expenditures exceed the projected income. Please come prepared to discuss how we can address this shortfall.

Income

This section shows the income, with the first column of numbers representing our income projections for 2004/2005. The second column represents last year's budgeted income.

	2004-2005 Projections	2003-2004 Budget
Donations		
Hospitality Fund	\$300	\$250
Donations – Other	\$100	\$100
Total Donations	\$400	\$350
Fundraising		
50 / 50 Auction		\$150
Grants		\$100
Service Auction	\$6,000	\$5,600
T-Shirt Sales	\$1,000	\$700
Yard Sale	\$1,000	\$800
Money raised by youth	\$250	\$250
Fundraising – Other	\$100	\$80
Total Fundraising	\$8,350	\$7,680
Interest Income		
Checking Acct	\$10	\$10
Savings Account	\$5	\$5
Total Interest Income	\$15	\$15
Investment Income		\$2,100
Operational Income		
Offertory Collections	\$6,600	\$4,000
Pledges	\$51,270	\$50,805
Total Operational Income	\$57,870	\$54,805
Total Income	\$66,635	\$64,950

Proposed Budget for 2004-2005 (continued)

Expenses

1. The first column of numbers reflects the total dollars that our various teams/ministries requested for 2004/2005.
2. The second column reflects the actual 2003-2004 budget, for comparison to the coming year's budget.

	2004-2005 Budget	2003-2004 Budget
Board of Trustees		
Treasurer		
Copies		\$40
Stamps	\$100	\$95
Upgrade to QuickBooks		\$180
Night Deposit Bags		\$-
Bank Fees - Night Depository		\$-
Re-order Checks	\$100	\$75
Total Treasurer	\$200	\$390
Functions (including MLK event)	\$150	\$150
Dues		
UUA and Metro District	\$3,460	\$3,460
Flat Rock	\$40	\$40
Total Dues	\$3,500	\$3,500
Insurance		
Liability	\$500	\$500
Workman's Insurance	\$500	\$500
Total Insurance	\$1,000	\$1,000
Minister		
Housing Allowance	\$29,568	\$26,880
Insurance - LTD, Dental	\$1,481	\$1,440
Ministers Salary	\$2,200	\$2,000
Payroll Taxes	\$501	\$455
Ministers Discretionary Fund	\$100	\$100
Reimbursable Expenses	\$150	\$150
Total Minister	\$34,000	\$31,025
Office		
Telephone & Fax	\$500	\$500
PO Box	\$100	\$90
Total Office	\$600	\$590
Rent FUM	\$16,074	\$15,821
Total BOARD OF TRUSTEES	\$55,524	\$52,476
Social Justice		
space rentals, 2 @ \$75	\$150	
UUA Anti-Racism Workshop	\$400	\$200
educational supplies	\$100	
clerical supplies and mailings	\$40	\$50
refreshments for events		
annual UUCP JazzEvent!	\$650	\$625
NAACP Annual Membership	\$75	
Total Social Justice	\$1,415	\$875

	2004-2005 Budget	2003-2004 Budget
Membership		
Orientation- Food	\$100	
UU Pocket Guides	\$50	\$79
Chalice Pins		
Dessert & Conversation		
Literature- Welcome Table	\$50	\$60
Caring Connections Cards & Postage	\$50	\$50
Postage, Copies, Paper	\$100	\$75
New Member Sunday Flowers	\$50	
Welcome Back Picnic	\$100	
Total Membership	\$500	\$264
Religious Education		
Director Religious Education		\$1,000
Childcare	\$800	\$800
Prof memberships/Conf fees	\$500	
Supplies / Refreshments	\$500	\$250
Youth Leadership Training	\$750	
Workshops		
Fundraising/Special events	\$250	
Total Religious Education	\$2,800	\$2,050
Finance/Fundraising		
Flat Rock Rental (3 events)	\$300	\$300
FUM Rental (garage sale)	\$100	\$200
Food/Beverage (auction/canvass)	\$1,200	
Supplies	\$125	
Postage/Envelopes	\$20	\$20
T-Shirt Supplies/Shipping	\$56	\$56
Merchandise (t-shirts)		\$300
Advertising (2X garage sale)	\$48	\$96
Total Finance/Fundraising	\$1,849	\$972
Program		
Guest Fees	\$2,000	\$650
Music Supplies/Materials/Equip	\$300	\$50
Order of Service - Preparation	\$350	\$300
Salary - Choir Director	\$4,000	\$3,000
Salary – Pianist	\$2,000	\$1,500
Supplies & Materials		
Total Program	\$8,650	\$5,500
Communications		
Newsletter	\$175	\$500
Advertising	\$1,400	\$500
Website Hosting	\$240	\$250
Domain Name Renewal*	\$90	\$100
Yellow Pages	\$1,134	\$1,500
Miscellaneous	\$100	
Total Communications	\$3,139	\$2,850
Total Expense	\$73,877	\$64,987
Total Income	\$66,635	\$64,950
Difference Income vs. Expenses	-\$7,242	-\$37

Profit and Loss versus Budget

A Profit and Loss statement for the current fiscal year will be provided at the Annual Meeting.

2003-2004 Annual Report of the UUCP

We are pleased to present the reports of the Minister, President, and Treasurer of the Unitarian Universalist Congregation of the Palisades, along with the reports of a number of the Committees and Teams of the congregation.

President's Report	12
Treasurer's Report.....	14
Committee on Ministry.....	15
Communications Team.....	16
Finance Team.....	18
Membership Team.....	18
Program Team.....	19
Racial and Social Justice Team.....	20
Religious Education Team.....	23
Welcoming Congregation Team	23

President's Report

The 2003-2004 church year has been a time of growth and change for the Unitarian Universalist Congregation of the Palisades. We have faced conflict within the organization, including the loss of our minister. We had significant financial challenges. We have employed our commitment to diversity to accept our different commitments to the goals of creating a spiritual community, on the one hand, and taking social action, on the other.

Both as a congregation and as individuals, we have tried to find ways to make our world a better place, particularly in the areas of:

- Anti-racism — through our efforts in education and communication, and through our support for the Slavery Reparations movement (including our support for the creation of a video on Reparations)
- Anti-war — through our participation in demonstrations and our support of political action
- Sexual equality — through our Welcoming Congregation program, and our activities in support of same-sex marriage
- Support for the community — through our work with the Inter Religious Fellowship (IRF) in their food program and at their shelter

I am encouraged by the response of our congregation. I feel that we have drawn together in mutual support, and, as we approach the end of our church year, our morale seems to be rising. In particular, the commitment of our youth — our young adults — is an inspiration.

We have also engaged in a number of activities that reflect our responses to these challenges. Over the summer, the Board of Trustees met several times to plan and begin the execution of a series of congregational meetings — workshops — where we took some steps on the path towards greater support of our diversity and finding ways to deal positively with our differences. We have been ably assisted in these efforts by ministers and consultants from around the Metropolitan New York District of the Unitarian Universalist Association.

In addition, there have been congregational activities, such as the Welcome Back Picnic, the Service Auction, and the Canvass Dinner, which have demonstrated the spirit and achievements of our members.

Finally, we recently held a congregational retreat at the UUA's Murray Grove Retreat and Conference Center, with a focus on the gifts we bring to the congregation and the gifts we receive. As your president, I can say that the rewards I have received through my participation in the life of the congregation far outweigh anything I can offer, and I thank you all for the experience.

Our search for a new minister is underway. A team that includes members of the Board of Trustees and members of the Committee on Ministry, using the results of a survey of the congregation, put together a document describing our congregation and the characteristics we would like to see in a new minister. This document has been provided to the Metropolitan District and to the UUA Ministerial Settlement group.

I want to take this opportunity to once more invite you to participate in the activities of the congregation. If you feel that the UUCP is both a spiritual community and a larger force for good, there are many ways that you can join forces with other members to take action. We need more members on our committees and teams. In particular, our Religious Education program needs the contributions of parents and non-parents (there are few activities that do more for the future of our society); our Communications team needs members; our Membership committee needs your support to help attract and welcome new members, and to support existing members; and our Finance team, which works so hard on fund-raising, needs more members. Or you may want to work with the Program team or Racial and Social Justice team.

Treasurer's Report

The Treasurer's Report for the current fiscal year will be provided at the Annual Meeting.

Committee on Ministry

The transitional Committee on Ministry spent the year building towards a new model for the Committee on Ministry. This included:

- Preparing changes to the By-Laws of the UUCP that define how the Committee on Ministry will be chosen — by the congregation, rather than by the Minister and the Board of Trustees
- Creating version 1.0 of the Committee on Ministry Guidelines and Polices, which was published and mailed to the congregation on May 18, 2004.
- Selecting members for next year's Committee on Ministry, which will support all the activities of the congregation (our ministries to each other), as well as the Minister.

Communications Team

The Communications Team is primarily responsible for preparing and producing content for the UUCP website – <http://uucpalisades.org>, our newsletter – *The Journey*, and advertisements and promotion related to our services, programs, and events. With a limited team comprised of Wally Reid, Tom Hart, Jerry Morrison (Board Liaison), and Lisa Trager (Team Leader), we try to keep the flow of information going to members and friends within our congregation as well as to the outside world.

In order to do our jobs more effectively and efficiently, we need all team leaders to send monthly updates about news and events so that we have information to post on the website, in the newsletter, and send to the local papers as press releases. In general, we need more participation so that we can more accurately reflect who we are and what we are doing.

As Website Producer, I will continue to collect updates, news, and photos from the congregation and team leaders to post on our website. We hope that people will look at the website as the main source of UUCP information and news. I would also like to give the site a face-lift in the next few months with a new look and feel.

Some ideas our team has considered for the website next year include having a contest for the best artistic rendering of what it means to be part of the UUCP. We would like to kick off the contest at the end of June and make our selections in September in time for publishing the website with a new look. Themes related to our ministries, such as Religious Education and Social Justice are just some ideas that we would like people to illustrate. We'd also like to add new pages such as "Support UUCP" where links to Amazon.com and other resources will be listed. By linking to these sites from uucpalisades.org to place an online order, a percentage of the sale will go to our congregation. Other ideas also include a "Things to Do" page and a page where congregants can post their artwork, poetry or other creative works. Perhaps we could even put a page up that is authored and illustrated by the children or Youth groups. It's all possible, but needs your interest, time, and energy to make happen!

Tom Hart has taken over as Editor of *The Journey*. He plans to publish the newsletter every other month in order to give people who do not have the ability to access the website or email the ability to stay informed about news and events about UUCP. Culling news from our teams as well as the upcoming service and events schedule from the website, *The Journey* will be printed and sent through regular mail only to those who are not able to furnish an e-mail address and to all new visitors who sign our guest book. The newsletter will also be sent electronically to all those who have joined the UUCP MSN List and will be available on the website as a PDF download.

Wally Reid continues as our PR/Advertising maven. In addition to sending out press releases, he now is in charge of taking out a monthly 2"x2" ad, which focuses on one special service a month. This ad began in March 2003 and will hopefully continue in the next fiscal year to come. For only \$60/month, we are seen in the Northern Valley & Southern Valley and Teaneck Editions of the *Suburbanite*, which cover approximately 10 towns in Bergen County. Last year we also continued to run our special winter and spring holiday advertisements in the local papers.

Perhaps one of the most pressing communications issues that we would like everyone to understand and participate in is joining the UUCP MSN Group an e-mail list service. In Internet

jargon, this is also known as a list serv, which is a way that members of a group can safely email one another using a third party server to screen email and keep a growing list of members. This process includes giving permission to receive email from the host group as well as sign up and give one's personal email address in order to join the list. In this case, since it is part of MSN's site, one has to first register and get a "Passport" ID and set a password.

As Communications Chairperson, I have led the effort to get everyone signed up. As of July 1st, 2004, all official UUCP notices will only go through this list. All those who do not sign up and have given Wally their email address will receive information about upcoming services where their email address will be part of the bcc list (or blind copy). Although I have sent out invitations to everyone who has given Wally their email address in the last six months, to date we only have about half of our friends and members (about 30 people) registered. It is my belief that the only way we should continue to communicate to each other as a group is through this list. With the endless viruses, worms, and spam that is part of communicating on the Internet through email, the only way we can attempt to protect ourselves from these constant onslaughts is through a list. When you use the MSN discussion group to send a message, each recipient sees *only his or her own e-mail address*. The list not only screens the mail for viruses, but also hides the email addresses of all group members, thus providing more privacy for everyone and lessening the chance of being spammed or infected.

Another important advantage of using the list is that if anybody changes email addresses, that person can change their email address in the user profile at MSN, and all messages sent through the discussion group will continue to reach the participant. We've had far too many cases where people didn't get messages, because the senders were using personal distribution lists with out-of-date addresses.

Everything from official UUCP notices to general issues related to our congregation and personal announcements are posted. After signing up, assuming you choose to get the mail in your regular computer Inbox, it behaves and arrives just as all other email. You then have the option to either give a general "reply" that goes to the entire list, or "reply to sender," which means that only the author of the original email will hear back from you.

Frankly, getting through the registration process to get a "Passport" is the most difficult part of the whole thing, and most can get through it with limited angst and frustration – it is a computer thing after all... I have made up detailed instructions with illustrations to help with the registration process and am always available for further help. Please contact me if you need another invitation to join the list or would like instructions. I would also be willing to host an after-service information session about using this service. Contact me at lisalt@msn.com.

I continue to serve this congregation in the best way I know how. Only through communication can we continue to listen, speak and share ideas with each other, which is so important in our journey together.

Best to all of you,

Lisa L. Trager

Communications Team Leader

Finance Team

The Finance Team's Report for the current church year will be provided at the Annual Meeting.

Membership Team

The Membership Team's Report for the current church year will be provided at the Annual Meeting.

Program Team

The Program Team's Report for the current church year will be provided at the Annual Meeting.

Racial and Social Justice Team

The Racial and Social Justice Team helped lead and facilitate the Congregation's efforts and activities to help us all better understand what it means to be an intentionally diverse, multicultural, anti-racist congregation. Our goal this year has been to develop programs and activities to allow us to serve the community and our membership and better listen to each other and learn together in a caring atmosphere. We hope to foster an improved understanding that social justice and anti-racist work is a major part of our spiritual and religious work. The UUCP Mission Statement, Anti-Racism Resolution and Vision Statement will guide our efforts. We respectively submit our Annual Progress Report to the members and friends of the UUCP highlighting some of our activities and progress towards our goals. Below are some of our accomplishments that we led but were greatly supported by our UUCP members and friends.

- We organized our annual Sunday dinner for the Hackensack, IRF Walk-In Food Shelter where we served over 100 adults. More than 20 of our Congregation prepared and served these great meals.
- The annual IRF Homeless Family Shelter Service focused on spirituality, the meaning of our work at the shelter and our guest speaker was Ms. Nancy Woods, IRF Shelter Coordinator who gave a history and overview of the importance of this work. We started a new approach to our work at the shelter: residents were asked for their meal preference and we collected over \$220 from our congregation to help pay for the cost of food and supplies. We served over 15 residents. About 20 UUCP volunteers helped with the cooking and slept over three nights. This was a great experience for everyone who helped and while we feel good about helping, many of us would like to eliminate the necessity of such a program in our wealthy Bergen County community. Kate Liebhold and Steve Savitz assumed leadership of this activity from Linda Goffman who has served our congregation in this role for many years. We are thinking of expanding our service with the IRF.
- We sponsored and made available to members and friends of the Congregation the opportunity to participate in the historic anti-war demonstrations that took place in NYC and Washington, D.C. A significant number of UUCP attended the demonstrations proudly displaying the UUCP Racial and Social Justice Team banner alongside the banners of many other UU congregations.
- We were awarded a UUA Grant to sponsor the production of a video on reparations for slavery. In keeping with our Board of Trustees charge to bring awareness, reflection, and education regarding the reparations movement, the J-Team presented a well-attended service on the subject, followed by a discussion session led by the keynote speaker, Donna Lamb, of Caucasians United for Reparations and Emancipation (CURE).
- J-Team members also participated in an educational forum on the subject, presented by the African American fraternity Alpha Phi Alpha.
- Arlene Corsano, JT member, and filmmaker, will present a progress report of her work on the video at an after-service session designed to encourage congregants to participate in its utilization.

- We started to hold a Friday evening discussion group early in the year but were unable to maintain this activity. Still a good idea that we will try again.
- On February 22nd, 2004 the JT invited Jan Warren, an ex-offender and Assistant Director of the College and Community 'Fellowship, a City University of New York, program to speak to our congregation about Prison reform. CCF's mission is to provide educational opportunities through City University for ex-offenders in an effort to stop recidivism. Jan Warren did 12 years as a first time offender for a small amount of cocaine. The title of her service was Reentry/Transition/Punishment: When is Enough Enough? She brought with her a CCF student Sean Pica, a man who served 16 years. The inspiration for the service was the UUA's 2003-2005 Study Action Issue: Criminal Justice and Prison Reform. The service and the Q & A after-service were well attended and provided some informative, insightful, and poignant moments.
- We presented two services reflecting on the meaning of UUCP's "intentionally diverse, anti-racist, multi-cultural" designation. One service focused on the reflections of four of our members; a circle discussion followed which was attended by about 25 members and friends. The second service was led by the co-chairs of the District Anti-Racism and Diversity Committee. An upcoming JT service welcomes Dr. Bob Fullilove speaking on the "Concept of Wholeness."
- Welcoming Congregation Workshop curriculum was completed this year. RSJ-T being charged by our Board of Trustees to establish the workshop, congratulates the WCW Task Force on its extraordinary work. (See separate report from the Task Force).
- The fifth annual UUCPJazzEvent takes place this year. A milestone that anticipates the continued growth and development of an important UUCP cultural outreach to the larger community.

Respectfully submitted,

May Stawsky & Steve Savitz — Co-Chairs

Arlene Corsano, Saritha Clements, Wally Reid, Bobbi Sher, Al Stawsky, Judy Stiller, Karen Washington — Members

Religious Education Team

The Religious Education Team's Report for the current church year will be provided at the Annual Meeting.

Welcoming Congregation Team

The Welcoming Congregation Team has been very pleased by the participation of many members of the congregation in a series of fourteen workshops, over the past two years, on issues related to Bisexual, Gay, Lesbian, and Transgender persons.

It's time for the UUCP to move beyond education to participation in actions that support the BGLT community. We have introduced a resolution regarding same-sex marriage, and we are recommending that the congregation take a public position in favor of same-sex marriage. We are also encouraging the congregation to join outside organizations that support BGLT persons. We hope to make the UUCP a place that BGLT people feel welcome and a part of the community.

Unitarian Universalist Congregation of The Palisades

Minutes of the ANNUAL MEETING

held Sunday, June 15, 2003, 11:30 a.m. in the
Community Room of First United Methodist Church,
128 West Demarest Avenue, Englewood, NJ

The meeting was duly noticed by a mailing made in conformity with the By-Laws, which contained: notice of the two non-procedural matters for which votes would be taken; facts about voter eligibility including hardship consideration and absentee ballot information; and the Agenda. It was accompanied by a packet of materials, including: a slate of candidates for offices with biographies; a Proposed Budget for 2003-2004; a Profit & Loss Statement for the congregational year; Reports from the Minister, President and Treasurer and from the Teams; and copies of the Minutes of the prior Annual Meeting held on June 9, 2002.

By-Laws were handed out at the meeting and additional copies of the agenda and previously mailed packets were also provided.

Welcome and quorum count

Julio Perez, president, welcomed the congregation. Michael Meyers-Jouan, secretary, announced we have 33 voters out of 65 qualified members, and we need 25% for a quorum, so a quorum is present. In addition, two absentee ballots were received in conformity with the By-Laws.

Minister's Report

Rev. Dawn Sangrey presented her annual report, and distributed copies.

2002 Annual Meeting minutes

The minutes of the previous Annual Meeting, which had been distributed with the notice for this meeting, were offered for discussion. No corrections were requested. A motion to approve the minutes was made, seconded, and passed without objection.

Elections

The Nominating Committee report was presented by its Chair, Cassandra Jennings-Hall, who served with Judy Bellini and Karen Washington on that committee. Julio Perez invited nominations from the floor. None were received, whereupon the secret ballots were distributed, collected, and counted. Those elected for the 2002-2003 congregational year commencing July 1, 2003 are as follows:

President: Michael S. Meyers-Jouan

Vice President: Tom Gundling

Secretary: Jerome Morrison

Treasurer: Bill Hoffman

Trustees: Karen Washington, Kate Liebhold, and Steve Savitz

Nominating Committee: Judy Bellini, Karen Washington, & Cassandra Jennings-Hall.

Treasurer's Report and adoption of the Budget

Jon King presented the Treasurer's Report. He pointed out that we are no longer in the UUA extension program, and that last year was the first year that we were completely independent financially. Jon described the prioritization process we used last year, including the "Close the Gap" campaign. He said that this year we asked the teams to prioritize as part of the initial budget process, and that the board put together a budget that covers the mandatory items and the highest priority items.

Jon pointed out that there is quite a gap between the requested budget and the proposed budget. He noted that pledging is about \$7,000 less this year than last year.

He mentioned that we reduced the funds allocated for the choir director and pianist, and said that the board recommends that we restore those line items if funds become available.

In response to a question about spending budgeted money on different line items, Jon said that such changes should come back to the Board for reallocation.

Jon explained the process for handling separate, targeted donations that the board approved this year.

In response to a question about the line items for a minister, Jon King explained that the purpose of having the budget for the minister is that if we don't, we no longer have the option. If we later decide to change our ministry, we can reallocate the funds.

Elaine Nissen moved to amend the budget to reserve the \$32,000 now shown in the ministry and Religious Education lines, to be later allocated by the board to the ministry, Religious Education, and/or such other areas as the board should decide. The motion was seconded.

The vote was 13 for, 16 against, with one abstention.

Patty Smith moved to accept the budget as is, and Leyn Burrows seconded it. Michael Meyers-Jouan, as parliamentarian, pointed out that this is a vote on the issue of approving the budget, not on the budget, and it can be rejected without rejecting the budget. A vote on the motion to approve the budget as it stands carried 17 to 15 with no abstentions.

Adoption of a Mission Statement

Jan Mooney, chair of the Committee on Ministry, presented the proposed Mission Statement. Al Stawsky made a motion to approve the mission statement. Wally Reid seconded the motion.

The motion to approve passed with four no votes and two abstentions.

Commemoration of the Anti-Racist Resolution

May Stawsky made a presentation to commemorate the fifth anniversary of the passage of the Anti-Racist Resolution.

Awards

Michael Meyers-Jouan presented the Unsung Hero to Joan Christos.

Jerry Morrison presented the Stepping Up to the Plate award to Lisa Pribanic.

Judy Stiller presented the Moving Mountains award to Sydelle Postman and Karen Washington.

Julio Perez presented the distinguished service award to Eddie Hadden.

Motion to adjourn

A motion to adjourn passed by general consent.

Respectfully submitted,

Michael S. Meyers-Jouan

Secretary