

ANNUAL REPORTS

Unitarian Universalist Fellowship
of Key West

2011

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(Note: proposed 2012 Budget and Nominating Committee Report were also distributed with the Call to the Annual Meeting)

PRESIDENT'S ANNUAL REPORT

It is with a grateful heart that I share this report with the Congregation of UUFKW. It has been an incredible year for us and we have all worked hard to attain and sustain the growth and tenor of our Beloved Community. As a congregation, we have committed to the continued nurturance of our Covenant with one another, as well as increasing our presence in both the local community and the world of the UUA.

My sincere thanks to this year's Board of Directors: Debbie Iwaskow, First VP; Janet Whalen-Dunning, Second VP; Jim Smith, Treasurer; Cliff Saylor, Secretary; Don Booth and Barb Dreher, Directors-at-large; Thom Harris, Process Observer; and of course our Rev. Randy Becker, spiritual guide and leader extraordinaire. We began our year's journey together with a Board retreat at which we executed our own Board Behavioral Covenant. From the time of that retreat through the vagaries of the year, our Board has given their all to the well-being of the Congregation and I am indeed proud to have served with them.

As I look at our organizational format, the Sacred Diamond, I'll start with the Administrative function, the details that keep us running. I thank our diligent Comptroller, Adrian Blackshaw, and most especially our terrific Administrator, Pete Peterson for all they do, seen and unseen. We have added an info board to our entry area, changed out our very old locks, rearranged the entry area to be more welcoming, done necessary repairs to light fixtures and bike racks and bathroom fixtures, added symbols indicating our diverse welcoming atmosphere to our public sign boards--all small things of shared responsibility of various members, all part of being in community with each other. Our partner programs continue, using both the Fellowship Hall and RE space. And, finally, kudos to Cliff Saylor. We all learned all he does when Janet compiled a list of be Cliff for a week tasks during his summer absence

In the Leadership arena, I must single out one person again: our Treasurer, Jim Smith. His time, talents, ideas, efforts: Jim has UUFKW at the top of his list at all times. We are fortunate to have him in our midst and ever blessed by his diligent attention to our greater good. Moving on, there have been some significant additions and changes to policies this year. Our Board worked hard to revamp our Conflict Resolution Policy, redefine the CALM Committee, and rework our Building Use Policy. Other 'new beginnings' included the institution of regularly scheduled Congregational Forums, sponsored by our Board to encourage greater participation by and input from our congregation. The varied topics this year included discussion of our name change to finances to ethical eating issues to a replay of the Ware lecture on compassion (from General Assembly this summer). These informal sessions have been preceded by simple shared meals and have encouraged all to voice their ideas and enthusiasms.

There have been opportunities to 'stretch our wings' and venture off our Key West 'rock.' Ray McKnight and I were our official, voting delegates to General Assembly in Charlotte, NC this summer. Rev. Randy was among the group to test out

the 21st century remote participation that we later adopted for ourselves. Rev. Randy, Janet Whalen-Dunning, Thom Harris and I attended a District Leadership Forum in Boca Raton in Sept. where we brainstormed with myriad UUA congregational leaders from all over south Florida.

As a congregation, during 2011 we suffered losses of dear older/founding members (Ellie Crane, Sandy McKinney, Florence Miller) and embraced new members and friends. At our Congregational Meeting in April, we updated our Behavioral Covenant and have since renewed our commitment to each other by the physical act of all signing it. We decided to be known henceforth as a Congregation and began the thoughtful process of choosing a new public name by which to be recognized.

We welcomed our District Executive, Rev. Kenn Hurto, to lead us in our annual Congregational Retreat in November. As a group we contributed to an historical congregational time-line; identified strengths, proud moments, and core values; and dared to dream boldly as we strove to be visionary in our future planning. This all led to continued activity at our Nov. Congregational Meeting, most significantly narrowing our new name choices to 3. Finally, we approved 2 alterations to our ByLaws, providing clear terminology re: voting membership; and adding 21st century language to allow Board members to participate and vote in Board meetings via remote communication.

The four Facets of our Sacred Diamond were bustling this year In WORSHIP, we enjoyed the inspired leadership of our Rev. Randy. We now have some intergenerational services in which Rev. Randy includes even our youngest participants, as we all learn to enjoy welcoming and shared worship. In his absent times we were blessed with myriad lay-led services of varying disciplines and interests--some by members and others led by friends of differing faith walks. Thanks to all who have graced us with your presence.

SPIRITUAL DISCERNMENT was thriving. Adult RE included study groups during day and night, directed by Rev. Randy and prompting thought-provoking dialogue and interaction. We worked our way through Building the World We Dream About and studied the various faith-based texts of the major religions, to name just 2 study opportunities. Our Chalice Children program was (and is) led by Marilyn Smith, whose loving and nurturing influence permeates every activity. We saw our program grow to include the self-named UU Juniors and all involved with the children have been awed by the attention of the older to the younger children. Children's RE expanded tremendously this past year and was marked by activities that included a special retreat for all the children at Nancy Forrester's Secret Garden in Sept.--what a treat Our space continues to be blessed also with the spiritual presence of Guided Meditation, Sangha, Zen meditation and the newly added Spirit Song Circle.

BELOVED COMMUNITY provided us with opportunities for fun and fund raising. In informal gatherings and social interaction, we have had the chance to get to know each other in individualized ways. Covenant Group met twice monthly for small group

interaction and sharing. UU Cares rejuvenated under the leadership of Elissa Bishop-Becker. We hosted dinners large and small, averaging at least one activity per month. Special thank yous and kudos go out to: Barb Dreher (Lobster Dinner, Mexican Dinner, TWIS); Jean Marc and Flora Buffard (Vegetarian TWIS); Connie Gilbert (Passover Seder); Rev. Randy (TWIS at Ft. Zack and Novemberfest); Jim and Marilyn Smith (TWIS); Ro Scalzo and Jim Smith (Ibis Bay fund raiser with the Cancer Foundation of the FL Keys); Tami Forbes (Thanksgiving Dinner); our Board (many lunches and Dec. TWIS); and also all who made Divine Dining happen

WITNESS flourished via individual members and their participation in programs near and far. Our Board approved a new list of recipients for our Change for Change, all programs with UUFKW presence. We had a full table in attendance at the IMA Martin Luther King Jr. Scholarship Breakfast. Our facilities were/are being used by social awareness programs of far-reaching impact (e.g. ACLU and the Occupy Movement) as well as 12 step programs. Additionally, this year we hosted 2 Community Forums: one on the issue of Homelessness and the second for David Cobb to share information about the Move to Amend.

As we meet on January 29, 2012, it is time to count our blessings and plan for our future. I face 2012 with excitement about our possibilities. Come, join that journey

Respectfully submitted,

Joy Brown Taylor,

President

MINISTER'S ANNUAL REPORT

My monthly Minister's Reports detail the specific tasks, opportunities, and challenges of supporting our Unitarian Universalist presence in the larger Key West community. However, they are only the building blocks of something larger: our identity as a Unitarian Universalist congregation. This year we have chosen to more thoroughly embrace that identity in many ways.

Through both fiscal restraint and generosity, we moved a large step closer to sustainability as a full-service congregation which five years of congregational priorities have encouraged. More than just an experiment, the congregation as a powerful spiritual influence in our community became more thoroughly established.

We also took to heart and practice our Behavioral Covenant which emphasizes the importance of how we will be with one another. We became more than just a "club" of

friends; we became an intentional community of values in which those values took precedence over personalities.

We reached out to the larger community on issues central to our local and national lives. Forums on Homelessness and Corporate Personhood demonstrated that ours is not only a theoretical approach to life but also a practical one, willing to engage in the shaping of a better future for all.

As I look around on early Sunday afternoons, as the services have concluded and we are engaged in conversation, I am touched week after week by how caring and engaged we are with one another in respectful ways. Our visitors tell us this over and over again . . . we are a welcoming congregation!

The engagement of the congregation in its own naming is also a milestone for this year. Rather than simply inherit the theological nomenclature of history, we have chosen to forge our identity to express our values in our name. The community of Key West knows what we do as a congregation – how we stand for human dignity, democratic process, spiritual respect, and our other principles, and we translate those principles into meaningful presence and action to benefit all. That same community is not very sure what Unitarian Universalism is all about. In our naming ourselves we will help the larger community to know us better.

One of the areas of growth and development I have enjoyed facilitating this year has been our expanded use of multi-media in our times of gathering. The expansion into other senses, be they sight, sound, smell, taste, touch, have allowed for a wider expression of the messages I seek to share on Sunday and hope will linger through the weeks and months as touchstones of our values.

I again thank the Fellowship for its understanding of the use of my personal time to serve the Florida Unitarian Universalist District as its Acting Lifespan Program Consultant. That quarter-time position has repeatedly also enhanced the life of our congregation, as the opportunities to participate in information, training, and consulting programs have returned to Key West as new and expanded programming for us. The interchange between the larger liberal religious world and our smaller local entity enriches both.

Special thanks to the Board of our congregation, who have demonstrated again and again a profound understanding of respectful dialogue, appropriate confidence-keeping, deep deliberation, and unified decision-making. I am honored to work with this group which puts our principles into action meeting after meeting, even in the most trying of times.

2011 was a year of maturation for our congregation: I look forward to 2012 as a year of fulfillment. I believe we are ready to become so much more in the beckoning future.

The Rev. Dr. Randolph W.B. Becker, *Minister*

TREASURER'S ANNUAL REPORT

UUKFW's net worth as of 12/31/2011 was \$436,302.28, as shown on the Balance Sheet (included). Our unrestricted reserve account balance fell by \$6,142 but other areas increased so that the net change was a decline of only \$5,395.60 during 2011.

There was only one \$10,000 transfer from the unrestricted reserve account to our checking Account on 8 August 2011 to service operating cash needs. This was about \$16,500 *less* than anticipated in the 2011 budget! Factoring in the single transfer, the account appreciated \$3,858 in 2011.

Starting balance 01/01/2011:	\$ 108,733
Withdrawal 08/08/2011:	<u>(\$ 10,000)</u>
	\$ 98,733
Ending balance 12/31/2011:	<u>\$ 102,591</u>
Account appreciation in 2011:	\$ 3,858

We have four liabilities at the end of 2011:

(1) The negative balance in the Change for Change Holdings reflects unrolled coins waiting to be deposited but already paid to charities.

(2) The Social Concerns Committee still has \$928.38 from a \$1,000 special gift in 2008. The Social Concerns Committee alone determines what is to be done with the remaining funds.

(3) There was \$14,145 collected before the end of 2011 for the 2012 Pledge Year. That will be recognized as income in 2012.

(4) Special Gifts were made to replenish the Minister's Discretionary Fund. Reverend Becker, with Board approval, determines the use of these funds.

Building Contents decreased from \$16,767.10 to \$15,310.10, or \$1,457. The sale of the upright piano is \$800 of the write-down. The organ and new piano comprise the vast majority of this category.

UUFKW Net Worth As of 12/31/2011

	12/31/2010 Balance	12/31/2011 Balance
ASSETS		
Cash and Bank Accounts		
BoA Checking	\$ 14,466.43	\$ 16,238.63
Vanguard MM	\$ 198.03	\$ 198.07
Petty Cash	\$ 0.00	\$ 0.00
TOTAL Cash and Bank Accounts	<u>\$ 14,664.45</u>	<u>\$ 16,436.70</u>
Other Assets		
Building	\$ 318,441.42	\$ 318,441.42
Building Contents	\$ 16,767.10	\$ 15,310.10
TOTAL Other Assets	<u>\$ 335,208.52</u>	<u>\$ 333,751.52</u>
Investments		
Wellington Admiral	\$ 108,535.18	\$ 102,393.34
TOTAL Investments	<u>\$ 108,535.18</u>	<u>\$ 102,393.34</u>
TOTAL ASSETS	<u>\$ 458,408.16</u>	<u>\$ 452,581.56</u>
LIABILITIES		
Change for Change Holdings	\$ (18.10)	\$ (18.10)
Social Concerns Fund	\$ 928.38	\$ 928.38
Next Pledge Year	\$ 14,950.00	\$ 14,145.00
Minister Discretionary	\$ 850.00	\$ 1,224.00
TOTAL LIABILITIES	<u>\$ 16,710.28</u>	<u>\$ 16,279.28</u>
NET WORTH	\$ 441,697.88	<u><u>\$ 436,302.28</u></u>
Difference		\$ (5,395.60)

Income and Expenses vs. Budget

Overview: A very successful year for UUFKW! Income was greater than budgeted and expenses were less than budgeted. These two items combined so that calendar year 2011 for UUFKW was \$17,785.18 *better* than expected!

- (1) We were only \$8,649.80 away from balancing our budget
- (2) We are *way* ahead of our Pro Forma 5-year Plan

Income: Total income was \$98,168.11 ... \$11,350.64 BETTER than budgeted.

The total of pledge payments was \$66,831.04 which is \$2,831.04 above what was anticipated. Other Income also exceeded expectations by \$1,325.46. Special Gifts came in above budget, also, thanks to generous (and anonymous) donors!

We had a banner year in fundraising, and it was FUN, too ... more than *double* the budget. These are the areas where fundraising made a huge impact:

Divine Dining	Fitness Warriors	Guest Stays	Ibis Bay concert
Lobster Dinner	SCRIP gift cards	CR donations	Raffle items
Mexican Dinner	OktoberFest	Seder Dinner	Veggie Dinner
Walk on White	Property Watch	UU Rides	

Only two areas of income fared below budgeted targets. Plate collections were off by \$2,274.00. However, the last three plate collections of the year went to the Minister's Discretionary capital account (not counted as income). The CFFK Endowment established by Tom Clements was under budget by \$317.77. That annual grant is calculated as a percentage of the average of the last 12 quarters' principal balance ... the percentage being CFFK's payout rate.

Expenses: Total expenses were \$106,764.91 ... \$6,434 BETTER (less) than budgeted.

UUFKW once again resisted temptation and demonstrated financial discipline with *11-out-of-12* expense categories coming in at or under budget last year. We were fortunate that there were no unexpected emergency or extraordinary expenses in 2011.

Expense restrictions, especially in the Music category, were difficult for the Congregation. However, in order to meet the financial goal of sustainability and preserving our existence into the future, it was necessary.

WORSHIP FACET ANNUAL REPORT

Rev. Randy continues to be our rock when it comes to the worship experience, inspiring and challenging us week after week. He is also somewhat of a rock star in his innovative use of media, visual and auditory supplements to the message. New this year were several intergenerational services lead by Rev. Randy.

For the other one-third of the Sundays we had a mix of presenters. Most were familiar and some were new; some were members and friends and others were from the community at large. In the summer presenters Carol Morin and Ellen Booth Church came back a second year to share their special insights with us. Ellen led two Sundays during which she coordinated the whole service. This exemplified many cases in which the speaker was more familiar with our usual order of service and required less support than previous years.

Media was used in new ways this year. We had a whole service that was a video of a service at the UU General Assembly. While the speaker was terrific, it was probably not a good idea to use the entire recorded service. More successful was the use of recorded music, particularly in the summer period. Rev. Randy prepared several CDs before he left that provided the accompaniment to our hymns, as well as gathering music, music for meditation, offertory and closings.

Taken as a whole, 2011 was a very successful year for the Worship Aspect.

Janet Whalen-Dunning,

Facet Liaison

SPIRITUAL DISCERNMENT FACET ANNUAL REPORT

Our UUFKW Adult Education program has presented a cornucopia of religious and spiritual exploration opportunities over this past year. Led by Rev. Dr. Becker, our minister, they included an on-going year long theme titled, *The Values We Affirm* which sought to connect us to larger values and vision in our understanding of life. Short-term themed programs included intensive consideration of a specific idea of method of discovery and exploration i.e., (*Exploring Religious Texts* and *Towards an Ethics of Food*). And soon to come in 2012 (*Films of Social Witness* and *Mapping the Spiritual Journey of Our Lives*). Additionally, UUFKW has hosted and co-sponsored various Community Based Educational events throughout the year.

Our Children's Religious Education program has continued to flourish under the watchful eye and compassionate hands of Marilyn Smith and all the other adult leaders and volunteers every Sunday morning. This year our Kindergarten- 3rd graders were introduced to a UU curriculum, the *Picture Book World Religions* , which included stories and activities about Buddhism, Hinduism and Islam.

We also realized the expansion of the UU Children's program for our 4th-6th graders. Their curriculum included, *In Our Hands: a Social Justice Program* led as well by members and friends of our congregation. This curricula offered an array of real- life learning opportunities such as affirmation of self and others, appropriate communication skills, tolerance, diversity and living interdependently with our environment and as much more.

On September 10, 2011 we held an intergenerational event at Nancy's Secret Garden in Key West, based on Tirrell H. Kimball's program *Celebrating Rainforests*. Following that theme for several months, our Primary group then began a program called *Spirit of Adventure* by Kate Tweedie Corey. And our UU Juniors moved on to *Traditions with a Wink* Both of these curricula are continuing into 2012.

Volunteers this year included: Tatum Flowers as Marilyn's child care assistant; Pam Flowers as leader of the UU Juniors; and adults who have generously contributed the gift of their time with our children: Elissa Bishop-Becker, Don Booth, Laurie Davies, Debbie Iwaskow, Cynthia Lawson, Lisa Morris, Joanie Pollack, Ray McKnight, Judy McIntosh, Denise Obenauer-Kohnke, Diana Reif, Bob Richardson, Joy Taylor and Janet Whalen-Dunning. (*It takes a village*) We have also received abundant donations of classroom materials from Ann Ewing, Lisa Morris, Pam Flowers, as well as a computer generously donated by John N. Gish, Jr.

Also beginning this January we will meet the last Wednesday of each month at 7 PM, to discuss a book of spiritual interest. Our kick off reading experience is: *Acts of Faith: The Story of an American Muslim, the Struggle for the Soul of a Generation* by Eboo Patel.

Debbie Iwaskow, Facet Liaison

2012 PROPOSED BUDGET

UUFKW is determined to balance its budget in 2012!


UUFKW looks to increase income to \$105,900 from the \$98,168.11 achieved in 2011. This is driven by:

- (1) Anticipated late payment of 2011 pledges
- (2) Reasonable growth in 2012 pledges
- (3) Generosity of UUFKW members and friends as a whole
- (4) Continued success in fundraising (and fun!)

Expenses are anticipated to decrease to \$105,900 from the \$106,764.91 achieved in 2011 by virtue of belt-tightening in Administration and Music.

Planning for a balanced budget is not the same thing as achieving a balanced budget. The hard work is ahead. This time next year, we expect to show that we did balance the 2012 budget. The Treasurer and the Board will resist the temptation to make unnecessary expenditures, and we continue to look for new and exciting ways to raise funds.

Respectfully Submitted,



Jim Smith, Treasurer



Adrian Blackshaw, Comptroller

Proposed 2012 Budget ... compared to 2011 Actual:

	2011 Budget (Actual)	2012 Budget (Proposed)	Difference from 2011 (Actual)
INCOME:			
Fund Raisers	\$10,085.91	\$ 8,000.00	\$ (2,185.91)
Other Income	\$5,225.46	\$ 6,000.00	\$ 774.54
Pledges	\$ 66,831.04	\$ 77,600.00	\$ 10,768.96
Special Gifts	\$ 9,200.00	\$ 5,800.00	\$ (3,400.00)
CFFK Endowment	\$ 3,499.70	\$ 3,500.00	\$0.30
Plate	\$ 3,226.00	\$ 5,000.00	\$ 1,774.00
TOTAL INCOME:	\$98,168.11	\$105,900.00	\$ 7,731.89
EXPENSES:			
	2011 (Actual)	2012 (Proposed)	Difference
Administration	\$ 15,801.00	\$ 12,000.00	\$ (3,801.00)
Building	\$ 10,034.89	\$ 11,500.00	\$ 1,465.11
Denom. Affairs	\$ -	\$ 200.00	\$ 200.00
Library	\$ -	\$ 50.00	\$ 50.00
Membership + Promotion	\$ 28.74	\$ 200.00	\$ 171.26
Minister	\$ 75,000.00	\$ 75,000.00	\$ -
Music	\$ 553.68	\$ 200.00	\$ (353.68)
Organizational Affairs	\$ 4,105.40	\$ 5,000.00	\$ 894.60
Programs	\$ 685.15	\$ 400.00	\$ (285.15)
RE children + youth	\$ 356.05	\$ 750.00	\$ 393.95
Social Activity	\$ 200.00	\$ 400.00	\$ 200.00
Social + Environmental	\$ -	\$ 200.00	\$ 200.00
TOTAL EXPENSES:	\$106,764.91	\$105,900.00	\$ (864.91)
NET INCOME (LOSS):	\$(8,596.80)	\$ 0.00	\$ 8,596.80

REPORT OF THE NOMINATING COMMITTEE

PROPOSED SLATE FOR 2012

President-	Joy Brown Taylor (2 year term)
1st Vice Pres.-	Debbie Iwaskow (Finishing 2 year term)
2nd Vice Pres.-	Janet Whalen-Dunning (2 year term)
Secretary-	Cliff Saylor (Finishing 2 year term)
Treasurer-	Jim Smith (Finishing 2 year term)
Director at Large-	Thom Harris (2 year term)
Director at Large-	Diana Reif (Finishing Don Booth's 2 year term)

New Nominating Committee for 2012:

Don Booth

Barb Dreher

Audrey Waldman

**Respectfully submitted to the UUFKW Board of Directors by the 2011
Nominating Committee:**

JOHN N. GISH, JR.

MABEL PAUL

MARILYN SMITH