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# Annual Report 2014-15

## First Unitarian Universalist Church – Rochester, MN

Reverend Doctor Carol Hepokoski, Minister

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**COMMITTEES ACTIVE BUT NOT REPORTING**

Caring  
Finance: Stewardship Committee  
History  
Ministry

## **Agenda for the Annual Meeting of the Congregation**

**First Unitarian Universalist Church, Rochester, Minnesota**

**Sunday, June 7, 2015 – 11:15 am**

- 1.1. Call to Order
- 1.2. Minutes of the June 8, 2014 Annual Meeting
- 1.3. Reports on the 2014-2015 Church Year
  - a) Officers
    - I) President
    - II) Vice-President
    - III) Treasurer
  - b) Committees and Councils
- 1.4. Old Business
- 1.5. New Business
  - a) 2014-2015 Budget
  - b) Stewardship Awards
  - c) President's Awards
  - d) Recognition of Current Board and Committee Chairs
  - e) Report of the Nominating committee
  - f) Election of Officers, Directors, and Nominations Committee
  - g) Installation of Board
- 1.6. Adjournment

The Next Annual Meeting will be held Sunday, June 5\*, 2016.

\*This is the first Sunday in June.

***Our Mission: To be a compassionate, welcoming community that nurtures spiritual growth and practices justice.***

## **Minutes of the June 8, 2014 Annual Meeting**

First Unitarian Universalist Church  
Rochester Minnesota

Call to Order – The meeting was called to order by President Amy Louise Nelson at 11:18 A.M. with a chalice lighting. A quorum was established by consensus.

Approval of Minutes of June 9, 2013 Annual Meeting; the minutes were approved as submitted – motion by Peggy Marchesani, seconded by Randy Crawford. All approved.

### Reports on the 2013-14 Church Year

- Minister: The Reverend Carol Hepokoski thanked the staff for their work on behalf of the church, as well as the volunteers in all of activities of the church. She thanked the congregation for their dedication over the past and coming year.
- President's Report: Nelson reviewed the President's Report mentioning
  - the coming review of the functions and makeup of the Personnel Committee and the intention to work into a transition by appointing members who are not on the Board to the Personnel Committee, with the intent of introducing a Bylaws change at the 2015 Annual Meeting.
  - The change in date for the 2015 Annual meeting to June 7, 2015.
  - And the slate of delegates to the 2014 General Assembly, including Randy McKeeman, Anita DeAngelis, Frank Druktainis, Gail & Allen Bishop, & Reverend Carol.
- Treasurer's Report: On behalf of Treasurer Jeff Snyder, Finance Committee Chair Rob Harveland reviewed the 2013-14 financial report. The church's income exceeded expenses by \$1,402. He then reviewed the coming year's budget, including reductions in overall revenues of roughly \$21,000, and decreases in expenditures, notably support for the UUA and Mid-America Region. There are also increases averaging 7% in staff salaries.
- Committee Reports: Amy referred the congregation to the reports printed in the Annual Report.
- Old Business: Amy reviewed the Board's rescinding its support for the Bylaws change regarding membership. She introduced the revised amendment distributed in the Annual Report. Kathy Brutinel suggested an amendment to Section 3.2. Angela Davey suggested changing the phrase "in writing on a form provided by the church" to "on a pledge form." Ella Van Laningham suggested that limiting the form to "pledge form" means that anyone writing a letter indicating interest would be disqualified. Rob Harveland suggested that the sentence end with "indicating continued interest." The original motion was tabled; Brutinel moved to amend with the following language in 3.2: *The Board, by resolution, may terminate the membership of any member who does not maintain his or her membership as described in Section 3.1 or who has moved from the area or discontinued active participation.*

Brutinel moved, Wheeler seconded; the amendment was approved unanimously. Phil Wheeler moved approval of the amendment proposed by Rob Harveland, changing the first sentence of the second paragraph of Section 3.1 to read as follows (deletion stricken): *After the initial period of membership, membership is maintained by making and paying a pledge or by affirming continued*

~~interest in membership, in writing, on a form provided by the church.~~ Eric Egglar seconded the motion; the amendment was approved with all voting in favor. Frank Druktainis moved to remove the original motion from the table, seconded by Kim Edson; all voted in favor. Frank Druktainis moved approval of the amended bylaws amendment, seconded by Kim Edson; all voted in favor.

- Bylaws amendment to Article 17 regarding the Memorial Garden. Motion by Peggy Marchesani, seconded by Patty Trnka. All voted in favor.
- Review of the Budget: Amy Nelson vacated the chair temporarily. Vice President David Kallmes opened the floor for questions about the budget. Jean Hanson asked why the staff salaries are not broken out. Rob Harveland said that staff salaries are approved by the Personnel Committee. Linda Thompson asked how the increases are distributed. Rev. Hepokoski responded that the increases include increased hours for the DRE and an increased rate of pay for the co-Music Director/Choir Director, along with cost of living adjustments. Patty Trnka stated her concern about the huge drop in UUA/MAR support. Rob Harveland indicated that we are one of the few congregations still paying a “fair share” and the Board and Finance Committee determined maintaining a fair share was a lower priority than the other budgeted items. Beth Atkinson indicated that in our coming ministerial search it would be desirable to return to a fair share. Ramona Barr suggested that maintaining our fair share status will require that members pledge more. Jean Hanson asked if a salary for David Kraemer’s summer internship is included. Amy Nelson having re-occupied the chair, answered that it is included in the total for staff salaries. Several members asked for the details of staff salaries; Hepokoski replied that that information will be available once the details are worked out.
- Stewardship Awards: Gail Bishop and Jerry Katzmman recognized Ramona Barr, Sam Olson, and Ronice Donovan for their work on behalf of the children and youth of the church and for the church as a whole.
- President’s Awards: Amy Nelson recognized Angela Davey for her work in the community, notably on the May 19 poverty workshop and in other areas; Ann Lien for her work within the church on the Growth and Hospitality Council; and Judy Jensen for all of her devotion to the church, including fellowship activities, RE activities, and volunteering; and to Gail Bishop, for her work within the church and in the larger fellowship including stewardship, social justice, and MUUSJA.
- Amy Nelson thanked departing Board members Myatt Helmers, Peggy Marchesani, Jeff Snyder, Jessie Stratton, and Phil Wheeler for their work on the Board.
- Nominating Committee: Amy said that the Board is interested in making a transition from a Nominating Committee to a Leadership Development Committee. Patty Trnka and Beth Atkinson served as both nominating Committee and Leadership Development Committee co-chairs this year. She said the Board hopes to introduce a Bylaws amendment finalizing this transition. Beth Atkinson reviewed the proposed slate of Board members. She asked if there were nominees from the floor; there were none. Nominees David Kallmes (President), Jerry Katzmman (Vice President), Rob Harveland (Treasurer), Amy Nelson (Secretary), and Randy Crawford (member) came forward; Erika Beetcher and Ann Hutton (both members) were absent. Linda Thompson moved, Patty Trnka seconded to approve the slate of Board members and to approve Jennifer Harveland as a third member of the Nominating Committee. The candidates for Board and Nominating Committee were elected by unanimous consent and the new Board, including continuing Board members Ramona Barr and Eric Egglar, was installed by the congregation through a ritual led by Reverend Hepokoski.

Other Business:

Ramona Barr invited Amy Nelson and Carol Hepokoski to come to the stage to express the congregation's gratitude and presented gifts to the two of them, including some kind of flammable kite-like paper rocket for Carol and a stained glass chalice created by Darin Smith of Rochester Stained Glass for Amy. She also passed a butane lighter (to keep the chalice lit) to David Kallmes.

There being no further business, Beth Atkinson moved to adjourn, seconded by Linda Blouin. All voted in favor and the meeting adjourned at 12:21P.M.

## **Nominating / Leadership Development Committee**

First Unitarian Universalist Church – Rochester, MN

Prepared and submitted by Patty Trnka

### **Committee Members**

Beth Atkinson, Jennifer Harveland and Patty Trnka

### **Meeting Information**

Periodically to plan for Leadership Development classes and to select prospective Board members

### **Regular Activities of the Committee**

The stated duties of this committee are to nominate Board members and Nominating Committee members for confirmation at the Annual Meeting.

### **Special Activities of the Committee**

We held leadership classes on Sunday afternoons using lessons from the UUA's Harvest the Power curriculum. This curriculum helps participants to develop their leadership skills while deepening their faith development. Our focus this year was on "Purpose: what ends do we serve?" This unit delved into the experience of leadership, self-care as well as being aware of others in leadership and in the congregation.

October 19 = Fated To Be Free

November 16 = Caring for Ourselves and Each Other

January 4 = Integrity

February 1 = Imagination and Creativity

### **Committee Goals for Next Year**

1. Offer Unit 3 (4 classes) focusing on **path**, inviting leaders to learn skills and ways of thinking which will enable them to lead a congregation through change processes in a healthy way.
2. Resume the effort to transition from a Nominating Committee to a Leadership Development Committee.

### **Board Membership for 2015-16**

Board Members finishing current Board positions:

Amy Nelson, Secretary

Ramona Barr

Mid-Term Board Members continuing on:

Erika Beetcher – 2<sup>nd</sup> year of 1<sup>st</sup> term

Ann Hutton – moving to Secretary

Nominees:

David Kallmes, President

Jerry Katzmann, Vice-President

Ann Hutton, Secretary

Rob Harveland, Treasurer

At-Large Members

Charyssa Cobb

Angela Davey

Board member willing to continue:

Eric Egler 1<sup>st</sup> year of 2<sup>nd</sup> term

### **Nominating Committee:**

Resigned from committee:

Jennifer Harveland

Nominees:

Beth Atkinson, 1<sup>st</sup> year of 2nd term

Patty Trnka, 1<sup>st</sup> year of 2nd term

Joel Reid

## Board of Directors Covenant of Installation

First Unitarian Universalist Church  
Rochester, Minnesota

### **Minister**

The membership of the First Unitarian Universalist Church has elected you to be responsible for establishing policy and acting as stewards of the business of the Church. In assuming office, each of you accepts delegated responsibility for the spiritual and temporal welfare of the church. By your actions you have the power to shape the effectiveness of this congregation in living up to the principles we espouse. We are ready to hear your covenant.

### **Board**

We, the members of the Board of Directors of the First Unitarian Universalist Church, covenant to act as stewards of our church, acknowledging and accepting the trust placed in us to support and uphold our common purposes.

### **Congregation**

We recognize that you serve as models to promote involvement, commitment, stewardship, and community within our church. We covenant to join with you in supporting the life of this religious community through our active participation and leadership.

### **Board and Congregation**

We promise to deal forthrightly and honestly with one another. We pledge to keep foremost in our hearts the health and well-being of our church.

### **Congregation**

Acknowledging the significant commitment of time and energy that you make as Directors, we pledge you our support. We thank you and trust you to represent us and lead us in the time ahead. We will work to achieve our common purposes.

### **Minister**

On behalf of the congregation that has elected you and has committed itself to active involvement with you in the life of this community, I welcome you as Board members. May the blessings of hope and the power of love guide us all.



## President, Board of Directors - Annual Report 2014-15

Report Prepared and Submitted by David Kallmes, Board of Directors

### Board of Directors

#### Officers

David Kallmes, President  
Jerry Katzmann, Vice President  
Rob Harveland, Treasurer  
Amy Nelson, Secretary

#### Members at Large

Eric Egger  
Ann Hutton  
Ramona Barr  
Randy Crawford  
Erika Beetcher

#### Meetings:

The Board of Directors meets the 3<sup>rd</sup> Wednesday of each month at 7pm.

#### Staff:

Rev. Carol served her regular duties, with increasing involvement through the end of 2014, as she gained strength from her prior illness. She was fully engaged in the ministry during this time. Unfortunately, relatively early in 2015 she sustained a serious ankle fracture that limited her ministerial duties. The congregation was able to fill necessary roles regarding Sunday services through this portion of Carol's illness. The Board put forth a liaison with the staff, with Jerry Katzmann attending regular staff meetings as needed. The Board leadership corresponded with Carol on an as-needed basis, but the severity of her illness and effects of treatment limited such interaction substantially. Carol and the Board had previously announced her retirement date, which will not be altered.

#### Interim Minister recruitment

A subcommittee of the Board was tasked with assembling a recruitment packet, interviewing Interim Minister candidates, and choosing a candidate to start an anticipated 2 year interim ministry in August 2015. Each of these tasks was successfully carried out in timely fashion, with continuous communication to the Board and the Congregation as a whole. The search was successful and an interim candidate has accepted the position.

#### Board Goals and Achievements 2014-15

Stated goals as assemble during the October 2014 Board retreat included

- 1) **Hiring an interim minister.** Hiring an interim minister to begin in August, 2015, which was achieved
- 2) **Enhancing communication between the Board and the Congregation.** This goal was achieved using numerous modes of communication, including a placard in the church detailing the timeline for transition, multiple Board-staffed visitation hours on selected Sundays, and a Board-led service in January, 2015.
- 3) **Leadership development planning.** Along with the Leadership Development team of Beth Atkinson, Patty Trnka, and Jennifer Harveland, a multisession leadership development series was implemented in 2014-15. The Board and the team continue to discuss improvements in identifying Church leaders. The Recruitment team of Patty Trnka and Beth Atkinson successfully recruited new Board members to replace those stepping down from the Board.
- 4) **150<sup>th</sup> Anniversary celebration planning.** With Board support, the 150<sup>th</sup> Celebration Committee successfully kicked off the anticipated 1 year long celebration of the Church's Sesquicentennial. The team includes Melissa Egger, Don Hanson, Jean Hanson, & Sue Wheeler. The Board liaison is Ericka Beetcher.

- 5) **Celebration of Carol's Ministry.** While Carol's recent illness has limited activities, a celebration was held on May 31<sup>st</sup>.

## **Committees**

### **Personnel Committee**

Given historically heavy representation by Board members on the Personnel Committee, there was a move to consider changes in Bylaws regarding criteria for membership. However, rather than moving immediately to a Bylaw change, we instead instituted a change in policy that has been in effect this year.

### **Communications Committee**

The Communications Committee sunsetted the monthly eVenture/Newsletter in place of a quarterly Magazine.

### **Building and Facilities:**

The leadership of the Disability Task Force conducted a survey aimed at identifying limitations associated with our building and facilities. The group and the Board identified a number of achievable upgrades to the building to be carried out.

The design committee organized and implemented replacement of many of the tables within the commons with lighter-weight and more user-friendly tables. This was well received.

Given the work in transitioning to a new minister, the Board decided to delay implementation of the Building for the Future Team until a future date.

## **Proposed Bylaw Amendments: None proposed**

### **Other Notable Items:**

David Kraemer solicited support to hold his ceremony for Ordination. It was a huge success, held in the Church on April 12.

The past year, Beth Atkinson and Patty Trnka have been facilitating Leadership Development training. This is in continued preparation of moving from a Nominating Committee to a Leadership Development and Recruitment model.

The Board anticipates, in conjunction with Stewardship, implementing a Capital Campaign in 2015-16. This may in part be tied to the 150<sup>th</sup> Anniversary celebration.

### **Considerations for the Future:**

This upcoming year will be busy and important as we welcome an interim minister and conduct a detailed inventory of our Church Community. This is done in anticipation of recruiting, in the future, a settled minister.

Many financial hardships continue to challenge our congregation. Some of these items may be addressed in a Capital Campaign. These finance-related challenges include but are not limited to:

- 1) Funding replacements for the heating system in the Church, including the boiler and furnace systems. The Board decided against full overhaul of the systems this year, even though the multiple furnaces are not longer functional.
- 2) Upgrading the Audiovisual systems in the sanctuary.
- 3) Regaining our status as a Fair Share congregation, after having decided to cut our expected contribution substantially this past year because of budgetary constraints.
- 4) Achieving full time status for our Director of Religious Education.

Next Year's Annual Meeting will be held the Sunday, June 5th, 2016. This is the first Sunday in June.

Respectfully Submitted,

David Kallmes  
President ~ Board of Directors

First Unitarian Universalist Church  
Rochester, Minnesota  
2014 - 2015  
**Balance Sheet**

<b>ASSETS</b>		<b>5/31/2014</b>		<b>5/31/2015</b>		<b>Delta</b>	
<b>CDs</b>		<b>Rate</b>	<b>\$ 33,000.00</b>	<b>\$ 35,522.29</b>	<b>\$ 2,522.29</b>	<b>8%</b>	
Wells Fargo: CD - 58 month (due 4/6/16)		1.88%	\$ 33,000.00	\$ 35,522.29	\$ 2,522.29	7.6%	
<b>Cash/Money Market</b>			<b>\$ 71,611.54</b>	<b>\$ 14,574.59</b>	<b>\$ (57,036.95)</b>	<b>-79.6%</b>	
Eastwood/Bremer: ACH Account			\$ 17,700.46	\$ 5,127.42	\$ (12,573.04)	-71.0%	
Eastwood/Bremer: Money Market Account			\$ 36,046.92	\$ -	\$ (36,046.92)	-100.0%	
Wells Fargo: Checking			\$ 4,391.89	\$ 6,019.80	\$ 1,627.91	37.1%	
Wells Fargo: Cash Sweep Account			\$ 13,472.27	\$ 3,427.37	\$ (10,044.90)	-74.6%	
<b>UU Common Endowment Fund</b>			<b>\$ 70,048.00</b>	<b>\$ 75,557.71</b>	<b>\$ 5,509.71</b>	<b>7.9%</b>	
<b>Flora Woodworth Trust</b>			<b>\$ 25,000.00</b>	<b>\$ 25,000.00</b>	<b>\$ 12,000.00</b>	<b>0.0%</b>	
Eastwood: Elite Money Market Account			\$ 12,000.00				
Eastwood/Bremer: CD - 26 month (due 8/14/16)		0.38%	\$ 13,000.00	\$ 25,000.00	\$ 12,000.00	92.3%	
<b>Stock Donations (pledges)</b>			<b>Shares \$ 26,039.16</b>	<b>Shares \$ 42,645.32</b>	<b>\$ 16,606.16</b>	<b>63.8%</b>	
Amgen	<a href="#">AMGN</a>			16 \$ 2,500.16	\$ 2,500.16		
Apple	<a href="#">AAPL</a>	5	\$ 3,165.00	48 \$ 6,253.44	\$ 3,088.44	97.6%	
AT&T	<a href="#">T</a>	83	\$ 2,944.01	99 \$ 3,419.46	\$ 475.45	16.1%	
Deere & Co.	<a href="#">DE</a>			44 \$ 4,121.92	\$ 4,121.92		
Enbridge Energy	<a href="#">EEP</a>	65	\$ 2,015.00	65 \$ 2,410.85	\$ 395.85	19.6%	
GE	<a href="#">GE</a>	69	\$ 1,848.51	69 \$ 1,881.63	\$ 33.12	1.8%	
IBM	<a href="#">IBM</a>	30	\$ 5,530.80	50 \$ 8,482.50	\$ 2,951.70	53.4%	
IShares	<a href="#">IVW</a>			6 \$ 699.24	\$ 699.24		
Kemper Corp	<a href="#">KMPR</a>	260	\$ 9,087.00	260 \$ 9,305.40	\$ 218.40	2.4%	
Medtronic	<a href="#">MDT</a>			28 \$ 2,136.96	\$ 2,136.96		
Verizon	<a href="#">VZ</a>	29	\$ 1,448.84	29 \$ 1,433.76	\$ (15.08)	-1.0%	
<b>Percentage of budget</b>			<b>6.0%</b>	<b>9.8%</b>			
<b>TOTAL ASSETS</b>			<b>\$ 225,698.70</b>	<b>\$ 193,299.91</b>	<b>\$ (20,398.79)</b>		
<b>LIABILITIES</b>		<b>5/31/2014</b>		<b>5/31/2015</b>		<b>Delta</b>	
<b>Restricted Funds</b>							
Endowment Fund			\$ 70,048.00	\$ 75,557.71	\$ 5,509.71	7.9%	
Flora Woodworth Trust			\$ 25,000.00	\$ 25,000.00	\$ -	0.0%	
Memorial & Gift Fund			\$ 14,795.28	\$ 8,390.51	\$ (6,404.77)	-43.3%	
Memorial Garden			\$ 1,015.00	\$ 1,338.53	\$ 323.53	31.9%	
Prepaid Pledges			\$ 9,788.78	\$ 11,205.00	\$ 1,416.22		
<b>Special Funds</b>							
Library Fund			\$ 560.67	\$ 994.67	\$ 434.00	77.4%	
Chalice Camp			\$ 3,628.79	\$ 3,557.33	\$ (71.46)	-2.0%	
Hawthorne Helps & Mayo HS SOS			\$ 910.85	\$ 1,059.02	\$ 148.17	16.3%	
Human Needs Fund			\$ 4,065.09	\$ 4,941.15	\$ 876.06	21.6%	
Key Deposits			\$ 888.00	\$ 798.00	\$ (90.00)	-10.1%	
Matching Plate Donation Fund			\$ -	\$ 3,471.93	\$ 3,471.93		
OWL Fund			\$ -	\$ (183.40)	\$ (183.40)		
Women's Retreat			\$ 482.70	\$ 482.70	\$ -	0.0%	
Youth Fund			\$ 2,631.64	\$ 3,581.65	\$ 950.01	36.1%	
<b>Cash Reserves</b>							
Major Maintenance & Replacement Fund			\$ 22,089.65	\$ (578.83)	\$ (22,668.48)	-102.6%	
Equipment & Computer Fund			\$ 919.79	\$ 189.17	\$ (730.62)	-79.4%	
Fiscal Year Carry-Over			\$ 1,401.61	\$ -	\$ (1,401.61)	-100.0%	
Furnishings Fund			\$ 2,012.95	\$ -	\$ (2,012.95)	-100.0%	
Instrument Fund			\$ 599.72	\$ 599.72	\$ -	0.0%	
Intern Fund			\$ 2,035.36	\$ 35.36	\$ (2,000.00)	-98.3%	
Operating Reserves			\$ 23,340.80	\$ 23,340.80	\$ -	0.0%	
Sabbatical Fund			\$ 3,470.09	\$ -	\$ (3,470.09)	-100.0%	
<b>TOTAL Liabilities &amp; Cash Reserves</b>			<b>\$ 189,684.77</b>	<b>\$ 163,781.02</b>	<b>\$ (25,903.75)</b>		
<b>Working Capital</b>			<b>\$ 36,013.93</b>	<b>\$ 29,518.89</b>	<b>\$ (6,495.04)</b>		
<b>Mortgage Loan - 5% (loan due 11/20/17)</b>							
Principal Payments			\$ 20,726.39	\$ 21,801.80			
Balance			\$ 67,720.40	\$ 45,918.60			

	2014-2015 Actual	2014-2015 Budget	Delta	
			\$	%
<b>Income</b>	<b>\$ 435,345.25</b>	<b>\$ 435,913</b>	<b>\$ (568)</b>	<b>100%</b>
<b>1 Donations</b>	<b>\$ 44,625.50</b>	<b>\$ 44,854</b>	<b>\$ (228)</b>	<b>99%</b>
1.1 Christmas	\$ 3,361.29	\$ 2,500	\$ 861	134%
1.2 Fundraisers	\$ 31,184.91	\$ 31,500	\$ (315)	99%
1.3 Plate	\$ 10,079.30	\$ 10,854	\$ (775)	93%
<b>2 Other income</b>	<b>\$ 18,562.07</b>	<b>\$ 15,285</b>	<b>\$ 3,277</b>	<b>121%</b>
2.1 Interest	\$ 2,557.57	\$ 250	\$ 2,308	1023%
2.2 Dividends	\$ 954.71	\$ 600	\$ 355	159%
2.3 Woodworth Trust	\$ 270.14	\$ 50	\$ 220	540%
2.4 Building Usage Fees	\$ 5,130.00	\$ 4,500	\$ 630	114%
2.5 RE Materials Fee	\$ 765.00	\$ 1,000	\$ (235)	77%
2.6 Transfer from Budget Carryover Fund	\$ 1,401.61	\$ 1,402	\$ (0)	100%
2.7 Transfer from Intern Fund	\$ 2,000.00	\$ 2,000	\$ -	100%
2.8 Transfer from Furnishings Fund	\$ 2,012.95	\$ 2,013	\$ (0)	100%
2.9 Transfer from Sabbatical Fund	\$ 3,470.09	\$ 3,470	\$ 0	100%
<b>3 Pledges</b>	<b>\$ 372,157.68</b>	<b>\$ 375,774</b>	<b>\$ (14,981)</b>	<b>99%</b>
3.1 Current pledges	\$ 360,356.98	\$ 378,829	\$ (18,472)	95%
3.2 Open Pledges	\$ 2,320.00	\$ 520	\$ 1,800	446%
3.3 New pledges	\$ 4,573.70	\$ 5,300	\$ (726)	86%
3.4 Previous year pledges	\$ 4,907.00	\$ 2,490	\$ 2,417	197%
3.5 Unrealized pledges (3%)	\$ -	\$ (11,365)		0%
<b>Expenses</b>	<b>\$ 444,278.05</b>	<b>\$ 435,911</b>	<b>\$ 8,367</b>	<b>102%</b>
<b>4 Administration/Communication</b>	<b>\$ 13,949.37</b>	<b>\$ 16,390</b>	<b>\$ (2,441)</b>	<b>85%</b>
4.1 Phone	\$ 1,182.51	\$ 2,000	\$ (817)	59%
4.2 Postage	\$ 649.54	\$ 750	\$ (100)	87%
4.3 Supplies and printing	\$ 3,111.98	\$ 2,500	\$ 612	124%
4.4 Copier	\$ 3,000.00	\$ 3,000	\$ -	100%
4.5 Computer Maintenance & Supplies	\$ 1,439.70	\$ 2,000	\$ (560)	72%
4.6 Publicity	\$ 2,164.89	\$ 2,800	\$ (635)	77%
4.7 Internet Access	\$ 983.25	\$ 1,000	\$ (17)	98%
4.8 Mileage	\$ 174.74	\$ 120	\$ 55	146%
4.9 Bank Charges	\$ 628.06	\$ 1,000	\$ (372)	63%
4.10 Website Management	\$ 614.70	\$ 1,000	\$ (385)	61%
4.11 Licensing Fees	\$ -	\$ 220	\$ (220)	0%
<b>5 Congregational Life Activities</b>	<b>\$ 91.97</b>	<b>\$ 550</b>	<b>\$ (458)</b>	<b>17%</b>
5.1 Volunteer Appreciation	\$ -	\$ 100	\$ (100)	0%
5.2 Pastoral Care Supplies	\$ 15.84	\$ 200	\$ (184)	8%
5.3 Caring Crafters	\$ 76.13	\$ 250	\$ (174)	30%
<b>6 Committees</b>	<b>\$ 6,480.11</b>	<b>\$ 5,800</b>	<b>\$ 680</b>	<b>112%</b>
6.1 Board	\$ 214.04	\$ 400	\$ (186)	54%
6.2 Caring	\$ 39.97	\$ 200	\$ (160)	20%
6.3 Stewardship	\$ 323.60	\$ 400	\$ (76)	81%
6.4 Hospitality & Growth	\$ 934.65	\$ 1,000	\$ (65)	93%
6.5 Social Justice Council	\$ 2,000.00	\$ 2,000	\$ 0	100%
6.6 History	\$ 12.89	\$ 400	\$ (387)	3%
6.7 Safe Congregation Committee	\$ 657.42	\$ 200	\$ 457	329%
6.8 150th Anniversary Celebration	\$ 2,297.54	\$ 1,200	\$ 1,098	191%
<b>7 Minister</b>	<b>\$ 125,998.89</b>	<b>\$ 125,375</b>	<b>\$ 624</b>	<b>100%</b>
<b>Benefits &amp; Professional Expenses</b>	<b>\$ 33,996.69</b>	<b>\$ 34,375</b>	<b>\$ (378)</b>	<b>99%</b>
7.1 Benefits	\$ 30,319.35	\$ 28,000	\$ 2,319	108%
7.2 Professional Expenses	\$ 3,677.34	\$ 6,375	\$ (2,698)	58%
<b>Salary &amp; Housing</b>	<b>\$ 92,002.20</b>	<b>\$ 91,000</b>	<b>\$ 1,002</b>	<b>101%</b>
7.4 Housing	\$ 28,359.96	\$ 28,360	\$ (0)	100%
7.5 Salary	\$ 63,642.24	\$ 62,640	\$ 1,002	102%
<b>8 Property Committee</b>	<b>\$ 6,767.07</b>	<b>\$ 6,500</b>	<b>\$ 267</b>	<b>104%</b>
8.1 Maintenance & Supplies	\$ 5,983.97	\$ 6,000	\$ (16)	100%

	2014-2015 Actual	2014-2015 Budget		Delta	
		\$	\$	\$	%
8.2 Landscaping	\$ 543.00	\$ 250	\$ 293		217%
8.3 Design	\$ 240.10	\$ 250	\$ (10)		96%
<b>9 Property Administration</b>	<b>\$ 32,851.90</b>	<b>\$ 32,500</b>	<b>\$ 352</b>		<b>101%</b>
9.1 Garbage	\$ 3,709.46	\$ 3,300	\$ 409		112%
9.2 Insurance	\$ 4,312.00	\$ 4,200	\$ 112		103%
9.3 Mow & Snow	\$ 4,775.00	\$ 6,000	\$ (1,225)		80%
9.4 Elevator Service	\$ 1,167.04	\$ 1,500	\$ (333)		78%
9.5 Minnesota Energy Resources	\$ 12,273.42	\$ 10,000	\$ 2,273		123%
9.6 Rochester Public Utilities	\$ 6,614.98	\$ 7,500	\$ (885)		88%
<b>10 Lifespan Faith Development</b>	<b>\$ 3,677.39</b>	<b>\$ 3,100</b>	<b>\$ 577</b>		<b>119%</b>
10.1 Children & Youth	\$ 3,405.15	\$ 3,000	\$ 405		114%
10.2 Adult RE	\$ 272.24	\$ 100	\$ 172		272%
<b>11 Religious Services</b>	<b>\$ 8,578.40</b>	<b>\$ 8,450</b>	<b>\$ 128</b>		<b>102%</b>
11.1 Candles and Flowers	\$ 166.96	\$ 450	\$ (283)		37%
11.2 Music	\$ 6,124.89	\$ 6,500	\$ (375)		94%
11.3 Speakers	\$ 2,286.55	\$ 1,500	\$ 787		152%
<b>12 Staff</b>	<b>\$ 202,759.08</b>	<b>\$ 196,508</b>	<b>\$ 6,251</b>		<b>103%</b>
12.1 Child Care	\$ 2,209.00	\$ 1,150	\$ 1,059		192%
12.2 Nursery Care Coordinator	\$ 1,051.33	\$ 2,000	\$ (949)		53%
12.3 Music Director/Choir	\$ 12,135.00	\$ 12,135	\$ -		100%
12.4 Music Director/Organist	\$ 14,496.96	\$ 14,497	\$ (0)		100%
12.5 Records Administrator	\$ 29,624.04	\$ 29,624	\$ 0		100%
12.6 Records Administrator/Organist Retirement	\$ 4,412.16	\$ 4,413	\$ (1)		100%
12.7 Office Administrator	\$ 40,667.20	\$ 35,525	\$ 5,142		114%
12.8 Office Administrator Retirement	\$ 3,552.48	\$ 3,552	\$ 0		100%
12.9 Director of Religious Education	\$ 29,462.04	\$ 29,462	\$ 0		100%
12.10 DRE Retirement	\$ 2,946.24	\$ 1,473	\$ 1,473		200%
12.11 Summer RE Youth Coordinator	\$ 500.01	\$ 500	\$ 0		100%
12.12 Coordinator of Congregational Life	\$ 16,577.04	\$ 16,577	\$ 0		100%
12.13 Custodian	\$ 13,074.96	\$ 13,075	\$ (0)		100%
12.14 Summer Student Minister	\$ 1,500.00	\$ 1,500	\$ 0		100%
12.15 FICA	\$ 11,854.62	\$ 11,811	\$ 44		100%
12.16 Minister - in lieu of FICA	\$ 6,962.04	\$ 6,962	\$ 0		100%
12.17 Worker's Comp. Insurance	\$ 2,190.63	\$ 1,702	\$ 489		129%
12.18 Health Insurance	\$ 8,555.99	\$ 8,000	\$ 556		107%
12.19 Professional Expenses/DRE	\$ 11.32	\$ 800	\$ (789)		1%
12.20 Professional Expenses/Choir	\$ 113.54	\$ 300	\$ (186)		38%
12.21 Professional Expenses/CCL	\$ 63.17	\$ 350	\$ (287)		18%
12.22 Professional Expenses/OA	\$ 79.31	\$ 250	\$ (171)		32%
12.23 Professional Expenses/RA	\$ 70.00	\$ 200	\$ (130)		35%
12.24 Professional Expenses/Organist	\$ 300.00	\$ 300	\$ -		100%
12.25 Staff Retreat	\$ 350.00	\$ 350	\$ -		100%
<b>13 Other</b>	<b>\$ 43,123.87</b>	<b>\$ 40,738</b>	<b>\$ 2,386</b>		<b>106%</b>
13.1 UUA/MA Dues (351 members)	\$ 15,999.96	\$ 16,000	\$ (0)		100%
13.2 Mortgage	\$ 24,737.16	\$ 24,738	\$ (1)		100%
13.3 Ordination of David Kraemer	\$ 2,386.75	\$ -	\$ 2,387		0%
<b>Income-Expense</b>	<b>\$ (8,932.80)</b>	<b>\$ 2</b>	<b>\$ (8,935)</b>		
Unrealized Gain/Loss on Investments	\$ 2,437.76				
Realized Gain/Loss on Investments	\$ -				
Sales Commissions & Fees	\$ -				
<b>TOTAL EQUITY CHANGE</b>	<b>\$ (6,495.04)</b>				

First Unitarian Universalist Church - Rochester, MN

Budget 2015-16

Income		2015-2016 Proposal	2014-2015 Budget	Year-to-Year Change	
		\$	\$	\$	%
<b>1 Donations</b>		<b>\$ 445,675</b>	<b>\$ 435,913</b>	<b>\$ 9,762</b>	<b>2%</b>
1.1	Christmas	\$ 45,000	\$ 44,854	\$ 146	0%
1.2	Fundraisers	\$ 3,000	\$ 2,500	\$ 500	20%
1.3	Plate	\$ 31,000	\$ 31,500	\$ (500)	-2%
		\$ 11,000	\$ 10,854	\$ 146	1%
<b>2 Other income</b>		<b>\$ 7,600</b>	<b>\$ 15,285</b>	<b>\$ (7,685)</b>	<b>-50%</b>
2.1	Interest	\$ 400	\$ 250	\$ 150	60%
2.2	Dividends	\$ 850	\$ 600	\$ 250	42%
2.3	Woodworth Trust	\$ 100	\$ 50	\$ 50	100%
2.4	Building Usage Fees	\$ 5,500	\$ 4,500	\$ 1,000	22%
2.5	RE Materials Fee	\$ 750	\$ 1,000	\$ (250)	-25%
2.6	Transfer from Budget Carryover Fund	\$ -	\$ 1,402	\$ (1,402)	-100%
2.7	Transfer from Intern Fund	\$ -	\$ 2,000	\$ (2,000)	-100%
2.8	Transfer from Operating Reserve	\$ -	\$ -	\$ -	0%
2.9	Transfer from Furnishing Fund	\$ -	\$ 2,013	\$ (2,013)	-100%
2.10	Transfer from Sabbatical Fund	\$ -	\$ 3,470	\$ (3,470)	-100%
2.11	Transfer from Computer Fund	\$ -	\$ -	\$ -	0%
<b>3 Pledges</b>		<b>\$ 393,075</b>	<b>\$ 375,774</b>	<b>\$ 17,301</b>	<b>5%</b>
3.1	Current pledges	\$ 394,613	\$ 378,829	\$ 15,784	4%
3.2	Open Pledges	\$ 1,000	\$ 520	\$ 480	92%
3.3	New pledges	\$ 5,300	\$ 5,300	\$ -	0%
3.4	Previous year pledges	\$ 4,000	\$ 2,490	\$ 1,510	61%
3.5	Unrealized pledges (3%)	\$ (11,838)	\$ (11,365)	\$ (473)	4%
<b>Expenses</b>		<b>\$ 445,674</b>	<b>\$ 438,386</b>	<b>\$ 7,288</b>	<b>2%</b>
<b>4 Administration/Communication</b>		<b>\$ 13,890</b>	<b>\$ 16,390</b>	<b>\$ (2,500)</b>	<b>-15%</b>
4.1	Phone	\$ 1,500	\$ 2,000	\$ (500)	-25%
4.2	Postage	\$ 500	\$ 750	\$ (250)	-33%
4.3	Supplies and printing	\$ 2,500	\$ 2,500	\$ -	0%
4.4	Copier	\$ 2,800	\$ 3,000	\$ (200)	-7%
4.5	Computer Maintenance & Supplies	\$ 2,000	\$ 2,000	\$ -	0%
4.6	Publicity	\$ 1,500	\$ 2,800	\$ (1,300)	-46%
4.7	Internet Access	\$ 1,000	\$ 1,000	\$ -	0%
4.8	Mileage	\$ 120	\$ 120	\$ -	0%
4.9	Bank Charges	\$ 750	\$ 1,000	\$ (250)	-25%
4.10	Website Management	\$ 1,000	\$ 1,000	\$ -	0%
4.11	Licensing Fees	\$ 220	\$ 220	\$ -	0%
<b>5 Congregational Life Activities</b>		<b>\$ 550</b>	<b>\$ 550</b>	<b>\$ -</b>	<b>0%</b>
5.1	Volunteer Appreciation	\$ 100	\$ 100	\$ -	0%
5.2	Pastoral Care Supplies	\$ 200	\$ 200	\$ -	0%
5.3	Caring Crafters	\$ 250	\$ 250	\$ -	0%
5.4	Hospitality Team Supplies	\$ -	\$ -	\$ -	0%
<b>6 Committees</b>		<b>\$ 9,400</b>	<b>\$ 5,800</b>	<b>\$ 3,600</b>	<b>62%</b>
6.1	Board	\$ 100	\$ 400	\$ (300)	-75%
6.2	Caring	\$ 200	\$ 200	\$ -	0%
6.3	Stewardship	\$ 400	\$ 400	\$ -	0%
6.4	Hospitality & Growth	\$ 2,500	\$ 1,000	\$ 1,500	150%
6.5	Social Justice Council	\$ 2,000	\$ 2,000	\$ -	0%
6.6	History	\$ 400	\$ 400	\$ -	0%
6.7	Safe Congregation Committee	\$ 300	\$ 200	\$ 100	50%
6.8	150 <sup>th</sup> Anniversary Celebration	\$ 3,000	\$ 1,200	\$ 1,800	150%
6.9	Ministerial Search Committee	\$ 500	\$ -	\$ 500	0%
6.11	Communications	\$ -	\$ -	\$ -	0%

## First Unitarian Universalist Church - Rochester, MN

## Budget 2015-16

	2015-2016 Proposal	2014-2015 Budget	Year-to-Year Change	
			\$	%
<b>7 Minister</b>	<b>\$ 129,000</b>	<b>\$ 126,377</b>	<b>\$ 2,623</b>	<b>2%</b>
<b>Benefits &amp; Professional Expenses</b>	<b>\$ 39,000</b>	<b>\$ 34,375</b>	<b>\$ 4,625</b>	<b>13%</b>
7.1 Benefits	\$ 25,500	\$ 28,000	\$ (2,500)	-9%
7.2 Professional Expenses	\$ 9,000	\$ 6,375	\$ 2,625	41%
7.3 Moving	\$ 4,500	\$ -	\$ 4,500	0%
<b>Salary &amp; Housing</b>	<b>\$ 90,000</b>	<b>\$ 92,002</b>	<b>\$ (2,002)</b>	<b>-2%</b>
7.3 Housing	\$ 26,358	\$ 28,360	\$ (2,002)	-7%
7.4 Salary	\$ 63,642	\$ 63,642	\$ -	0%
<b>8 Property Committee</b>	<b>\$ 5,500</b>	<b>\$ 6,500</b>	<b>\$ (1,000)</b>	<b>-15%</b>
8.1 Regular Maintenance & Supplies	\$ 5,000	\$ 6,000	\$ (1,000)	-17%
8.2 Landscaping	\$ 250	\$ 250	\$ -	0%
8.3 Design	\$ 250	\$ 250	\$ -	0%
<b>9 Property Administration</b>	<b>\$ 31,784</b>	<b>\$ 32,500</b>	<b>\$ (716)</b>	<b>-2%</b>
9.1 Garbage	\$ 2,028	\$ 3,300	\$ (1,272)	-39%
9.2 Insurance	\$ 4,431	\$ 4,200	\$ 231	6%
9.3 Mow & Snow	\$ 6,200	\$ 6,000	\$ 200	3%
9.4 Elevator Service	\$ 1,100	\$ 1,500	\$ (400)	-27%
9.5 Minnesota Energy Resources	\$ 10,300	\$ 10,000	\$ 300	3%
9.6 Rochester Public Utilities	\$ 7,725	\$ 7,500	\$ 225	3%
<b>10 Lifespan Faith Development</b>	<b>\$ 3,500</b>	<b>\$ 3,100</b>	<b>\$ 400</b>	<b>13%</b>
10.1 Children & Youth	\$ 3,400	\$ 3,000	\$ 400	13%
10.2 Adult RE	\$ 100	\$ 100	\$ -	0%
<b>11 Religious Services</b>	<b>\$ 7,850</b>	<b>\$ 8,450</b>	<b>\$ (600)</b>	<b>-7%</b>
11.1 Candles and Flowers	\$ 450	\$ 450	\$ -	0%
11.2 Music	\$ 6,000	\$ 6,500	\$ (500)	-8%
11.3 Speakers	\$ 1,400	\$ 1,500	\$ (100)	-7%
<b>12 Staff</b>	<b>\$ 202,962</b>	<b>\$ 197,981</b>	<b>\$ 4,981</b>	<b>3%</b>
12.1 Child Care	\$ 1,500	\$ 1,150	\$ 350	30%
12.2 Nursery Care Coordinator	\$ 1,100	\$ 2,000	\$ (900)	-45%
<b>Staff Salaries</b>	<b>\$ 157,233</b>	<b>\$ 152,395</b>	<b>\$ 4,838</b>	<b>3%</b>
12.3 Music Director/Choir	\$ 12,863	\$ 12,135	\$ 728	6%
12.4 Music Director/Organist	\$ 14,714	\$ 14,497	\$ 217	1%
12.5 Records Administrator	\$ 30,068	\$ 29,624	\$ 444	1%
12.6 Office Administrator	\$ 36,058	\$ 35,525	\$ 533	2%
12.7 Director of Religious Education	\$ 32,296	\$ 29,462	\$ 2,834	10%
12.8 Coordinator of Congregational Life	\$ 16,826	\$ 16,577	\$ 249	2%
12.9 Custodian	\$ 13,271	\$ 13,075	\$ 196	1%
12.10 Summer Student Minister	\$ -	\$ 1,500	\$ (1,500)	-100%
<b>Staff Retirement</b>	<b>\$ 11,314</b>	<b>\$ 10,911</b>	<b>\$ 403</b>	<b>4%</b>
12.12 Records Administrator/Organist Retirement	\$ 4,478	\$ 4,412	\$ 66	1%
12.13 Office Administrator Retirement	\$ 3,606	\$ 3,553	\$ 53	2%
12.14 DRE Retirement	\$ 3,230	\$ 2,946	\$ 283	10%
12.15 Summer RE Youth Coordinator	\$ 500	\$ 500	\$ -	0%
12.16 FICA	\$ 12,112	\$ 11,811	\$ 301	3%
12.17 Minister - in lieu of FICA	\$ 6,885	\$ 6,962	\$ (77)	-1%
12.18 Worker's Comp. Insurance	\$ 1,568	\$ 1,702	\$ (134)	-8%
12.19 Health Insurance	\$ 8,500	\$ 8,000	\$ 500	6%
12.20 Professional Expenses/DRE	\$ 800	\$ 800	\$ -	0%
12.21 Professional Expenses/Choir	\$ 300	\$ 300	\$ -	0%
12.22 Professional Expenses/CCL	\$ 350	\$ 350	\$ -	0%
12.23 Professional Expenses/OA	\$ 250	\$ 250	\$ -	0%
12.24 Professional Expenses/RA	\$ 200	\$ 200	\$ -	0%
12.25 Professional Expenses/Organist	\$ 300	\$ 300	\$ -	0%
12.26 Staff Retreat	\$ 50	\$ 350	\$ (300)	-86%



First Unitarian Universalist Church - Rochester, MN

Budget 2015-16

	2015-2016 Proposal	2014-2015 Budget	Year-to-Year Change	
			\$	%
<b>13 Other</b>	<b>\$ 41,238</b>	<b>\$ 40,738</b>	<b>\$ 500</b>	<b>1%</b>
13.1 UUA/PSD Fair Share (351 members)	\$ 16,500	\$ 16,000	\$ 500	3%
13.2 Mortgage	\$ 24,738	\$ 24,738	\$ -	0%
<b>14 Transfer to Cash Reserves</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>
14.1 Major Maintenance and Replacement Fund	\$ -	\$ -	\$ -	0%
14.2 Operating Reserve	\$ -	\$ -	\$ -	0%
14.3 Furnishings Fund	\$ -	\$ -	\$ -	0%
14.4 Computer & Equipment Fund	\$ -	\$ -	\$ -	0%
14.5 Intern Fund	\$ -	\$ -	\$ -	0%
14.6 Sabbatical Fund	\$ -	\$ -	\$ -	0%

<b>Income - Expense</b>	<b>\$ 1</b>	<b>\$ (2,473)</b>	<b>\$ 2,474</b>
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	Requests	Fund Balance		
		Current Fund Balance	Proposed Expenditure	New Fund Balance
<b>Cash Reserves</b>				
<b>Major Maintenance and Replacement Fund</b>	<b>\$ -</b>	<b>\$ 3,196</b>	<b>\$ -</b>	<b>\$ 3,196</b>
			\$ -	
<b>Operating Reserve</b>	<b>\$ -</b>	<b>\$ 23,341</b>	<b>\$ -</b>	<b>\$ 23,341</b>
<b>Computer &amp; Equipment Fund</b>	<b>\$ -</b>	<b>\$ 189</b>	<b>\$ -</b>	<b>\$ 189</b>
	\$ -		\$ -	
<b>Furnishings Fund</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Instrument Fund</b>		<b>\$ 600</b>	<b>\$ -</b>	<b>\$ 600</b>
<b>Intern Fund</b>	<b>\$ -</b>	<b>\$ 35</b>	<b>\$ -</b>	<b>\$ 35</b>
	\$ -		\$ -	
<b>Sabbatical Fund</b>		<b>\$ 3,470</b>	<b>\$ -</b>	<b>\$ 3,470</b>

<b>Restricted/Special Funds</b>		Current	Proposed	Remainder
<b>Memorial &amp; Gift Fund</b>	<b>\$ -</b>	<b>\$ 8,366</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Memorial Garden</b>	<b>\$ -</b>	<b>\$ 1,339</b>	<b>\$ -</b>	<b>\$ 1,339</b>
<b>Endowment Fund</b>	<b>\$ -</b>	<b>\$ 75,365</b>	<b>\$ -</b>	<b>\$ 75,365</b>
<b>Flora Woodworth Trust</b>	<b>\$ -</b>	<b>\$ 25,000</b>	<b>\$ -</b>	<b>\$ 25,000</b>

## **Minister – Annual Report 2014-15**

First Unitarian Universalist Church - Rochester, Minnesota

The Annual Report from the Minister will be posted at a later date.

## **Coordinator of Congregational Life — Annual Report 2014-2015**

First Unitarian Universalist Church - Rochester, Minnesota

Report Prepared and Submitted by Sarah Rothwell

The Coordinator of Congregational Life is responsible for organizing aspects of church life that contribute to and nourish the sense of community, participation and caring. Areas of responsibility focus on development of programming related to pastoral care, membership, small group ministry, and program development.

### **Communicated with staff members; record keeping**

- Communicated with minister about church congregants with concerns
- Communicated with staff, as appropriate, about church congregants with concerns
- Maintained detailed records of all contact with church congregants
- Attended staff meetings

### **Communicated with committees and church congregants**

- Assisted in engagement of church congregants in church activities
- Met regularly with the Caring Congregation Committee, Hospitality and Growth Council, Program Council
- Prepared and sent Caring Community News
- Participated in most Sunday Services
- Attended Annual Planning Retreat

### **Membership Committee Chair**

- Organized and managed committee and monthly meetings
- Coordinated and facilitated 2 Pathway to Membership programs with a total of 11 participants
- Coordinated 3 New Member Recognition Sundays giving us 23 new members for the year

### **Attended to and supported church congregants with concerns**

- Worked closely with minister, Caring Congregation Chair and Care Coordinators
- Connected church congregants to each other and to community resources
- Connected with congregants via cards, calls, visits, e-mails
- Provided short-term support and counseling to church congregants
- Remained visible, available, welcoming at church on Sundays for listening to and making connections with church congregants
- Managed disbursement of Human Needs Fund to provide monetary support to congregants facing an emergency financial situation
- Attended Charter House meals
- Coordinated Caring Tea

### **Small Group Ministry**

- Caring Crafters Group continues to meet monthly to knit, crochet, quilt, weave, and make cards, infant booties, Child Dedication blankets, Coming of Age fleece blankets, adult lap robes and adult caring shawls
- Chalice Circles - organized and guided the Chalice Circle Program and accomplished the following:
  - recruited and trained 3 new Chalice Circle facilitators
  - Organized 4 Chalice Circles with 40 participants

**Continuing and Future Goals**

Goals include but are not limited to:

- Clarify role as staff member with Caring Community, Membership, Hospitality and Growth and Chalice Circles
- Work with minister, chairs of Caring Congregation and Membership Committee, and others to develop programs for evaluation and feedback
- Assist with integration of new members in the church
- Develop plan for continuing education in working with volunteers

Respectfully Submitted,

Sarah Rothwell

Coordinator of Congregational Life

## Music Directors — Annual Report 2014-15

First Unitarian Universalist Church - Rochester, Minnesota  
Report Prepared and Submitted by Joe Mish and Connie Schuelka

This is our fifteenth year of working together and eleventh year as co-directors of music. Our defined roles did not change: Connie serves as organist/accompanist and coordinator of music, and Joe serves as the choir director. Connie performs at more than three-quarters of the Sunday Services throughout the year. We communicate with each other on a regular basis to plan and co-ordinate music activities and services. Joe attends the Worship Committee Meetings. We also have regular monthly meetings with the minister to plan for musical needs in our worship services. We communicate about the music program with the congregation through the web-site and the Venture.

### Music Services

This year we presented one music service. On February 22, the Walden Hill Vocal Ensemble presented the *How Can I Keep From Singing*; this service is about our seven Unitarian Universalist principles as expressed in words and music from our hymnals. Music also played a large part in the 150th Celebration Kick-off service on May 3. The combined choirs performed along with former music director Kevin Dobbe and his jazz quartet.

### Guest Musicians

We welcomed a number of guest and member musicians to our church services this year. We were lucky to be able hire Kathryn Horntvedt to cover the majority of the piano duties for the summer services.

This year's guest musicians included: Laurie Helmers and Brooke Weber (piano); Teresa Tolmie (piano); Kathryn Horntvedt (voice and piano); Nodding Wild Onions: Phil Wheeler (guitar), Roger Nelson (guitar), Randy Crawford (guitar and voice), Laurel Podulke-Smith (voice), Peter Edl (voice), Mike McMullin (trumpet/harmonica), Stephanie Podulke (washboard) and Julio Vega (drums); Lori Elward (voice); Rose Mish (violin); Joe Mish (double bass); Rochester Flute Choir directed by Linn McCoy Kezer; Jan Matson (piano); Larry McDonough Jazz Trio; Jane Foote (voice and guitar); Dianna Parks, Kevin Kleist, Scott Hoag, and Russ Hoag (voices, guitars and percussion); Polished Brass Quintet: Steve Binger, Martin Peterman, Barry Lehman, Michael Etheridge and Ray Bressel; Ryan Hulshizer (organist); John Berquist (accordion); Greenwood Tree Duo (hammered dulcimer and guitar); Allen Bishop (oboe); Rikka Dick (piano); Lucy Wainwright Roche (voice and guitar); Kevin Dobbe's jazz quartet; Erik-Jan van Deursen (trumpet); Erin Froud (voice); Bijou Hendee (voice and guitar); Heidi Shriver (voice).

To all our member and youth musicians who donated their musical talents for worship services throughout the year, please accept our sincere gratitude for your contributions. We appreciate your talents and thank you for sharing them with the congregation

### Walden Hill Vocal Ensemble

We would also like to extend a hearty thank you to the Walden Hill Vocal Ensemble or (WHVE) who performed on 15 Sundays, Christmas Eve and for the ordination of David Kraemer for a total of 17 times this year. Last year the choir sang 18 times.

The choir continues to rehearse on Wednesday evenings from 6:00-7:00 PM. The choir attendance has stayed consistent. We continue to maintain a high level of performance quality and repertoire. A

number of choir members meet and eat in the Commons before choir rehearsal each week. This simple activity has enhanced the fellowship element of the choir experience.

This church has a group of talented and dedicated vocalists: Barbara Anderson, Mike Anderson, Beth Atkinson, Brianna Berg, Anne Black-Sinak, Linda Blouin, Zanna Blouin, Aleta Borrud, Carey Boyum, Diane Closson, Rick Christenson, Charyssa Cobb, Randy Crawford, Peter Edl, Dave Edmonson, Jodi Edmonson, Lori Elward, Jane Foote, Myatt Helmers, Kathryn Horntvedt, Ann Lien, Joe Lobl, Rod Milbrandt, Rose Mish, Laurel Phelps-Bowman, Ray Phelps-Bowman, Karen Sandberg, Kathy Shepel, Heidi Shriver, Michelle Tinetti, Linda Thompson, Patty Trnka, John Vettel, and Phil Wheeler.

August: Rose Mish - All Rivers Run to the Sea; Clif Hardin - Healing Waters

September: Barnwell - Would You Harbor Me?; Choplin - Walk a Mile; Elizabeth Alexander - Go Out!; Hardin - May Love Be Your Guide

October: Leavitt - Ose Shalom; Mish - Hashivenu

November: Estévez - Mata del Anima Sola; Daley - In Remembrance; Rutter - For the Beauty of the Earth; Lennon/Emerson - Imagine

December: Here Comes Santa Claus; Ferrell - The 12 Days of Christmas; Heitzeg - little tree; McElvey - Deck the Hall in 7/8; Kantor - Night of Silence

January: Dilworth - Trilogy of Dreams (The Dream Keeper, Dreams, I Dream a World)

February: Staheli - How Can I Keep From Singing; Corrado - Voice Still and Small; Benjamin - Jazz Alleluia; Alexander - Die Gedancken Sind Frei; Shelton - Standing on the Side of Love; McDade/Glasgow - Spirit of Life

March: Wagner - Beyond the Rain and the Rivers; Hail! Minnesota; Alwes - Hold On; Tate - Hold Me, Rock Me

April: Hatfield - Rise and Fall; Althouse - Jubilate Deo; Hardin - May Love Be Your Guide; Alexander - Go Out!

May: Dobbe - Chalice Anthem; Dobbe - Children's Benediction; Papoulis - Stand Together; Rochester (words by Phil Wheeler); Hogan - This Little Light of Mine; McDade/Glasgow - Spirit of Life

June: Rice and John/Christopher - Circle of Life; Weiss and Thiele/Brymer - What a Wonderful World

### **Walden Hill Children's Choir**

The Walden Hill Children's Choir rehearses throughout the school year Sundays from 10:15 to 10:45 AM. We performed in services on five Sundays this year (as we did last year). This year's Children's Choir was made up of children in Kindergarten through grade 6: Rebecca Blouin, Suzanne Blouin, Ani Freimund, Anna Cahill-Hoffman, Katrina Milbrandt, Claire Nelson, Gillian Shriver, and Anya Wendt. We would like to thank the children and their parents for their hard work. The parents give important support to this endeavor, their support is critical to the success of the Children's Choir. Here is a list of our repertoire for this year:

October: Poley - Open the Door; Keen - Homeward Bound

December: Dwyer & Waller - Go Tell It On the Mountain; Beck - The Moon, Mish - Santa Lucia

February: Heltgen - Keep Your Lamps; Albrecht and Althouse - Each of Us Has a Light

April: Uno Naissoo - Metsa Telegramm; Victoria Ebel-Sabo - Dance of the Willows

May: Dobbe - Children's Benediction; Papoulis - Stand Together

**Next year's goals:**

- To continue to provide live music for all services.
- To maintain the established standard rate of pay and mileage for the professional (non-member) musicians who are hired for church services.
- To continue to work with the minister in choosing music that supports and adds musical dimension to the service topics.
- To continue to provide a variety of musical styles, maintain the quality of guest musicians at services throughout the year and manage the music budget wisely.
- To continue to foster musical growth in the WHVE and WHCC by selecting a variety of quality musical literature.
- To continue to co-ordinate performances by member musicians and youth.
- To continue to communicate with staff and congregation through use of the Venture, e-mail, Facebook, the church web-site, and regular meetings of the "music team" with the minister.
- To create a budget plan so that we can begin to regularly (not every year) commission new compositions which directly reflect our Unitarian Universalist Principles and Sources.
- To show appreciation of the church's history of outstanding music programming throughout the church's sesquicentennial celebration.

Respectfully submitted,  
Joe Mish and Connie Schuelka

## Religious Education Committee for Children and Youth

Annual Report 2014-2015 — First Unitarian Universalist Church - Rochester, Minnesota  
Report Prepared and Submitted by Ryan Shriver, Director of Religious Education

### Committee Members

Natasha Vermilyea (Committee Chair)	Molly Dennis (Childcare Coord.)
Marie Davidiak officio)	Ryan Shriver, Director of Religious Education (ex
Tara Freimund	Ramona Barr (Church Board liaison)
Julie Gilkinson	
Amy Nelson	
Patty Trnka	

### Meeting Information

The Religious Education Committee for Children and Youth met from 9:30am-10:30am on the second Sunday of the month, as scheduled by the Committee Chair.

### Regular Activities of the Committee

The RE Committee uses a consensus voting process for making decisions. Meetings primarily focused on the following issues: curricula effectiveness and regularity, programming and activities for children and youth, as well as parents and teachers, and recruiting and maintaining volunteers.

### Special Activities of the Committee

- Sponsored and organized 4th annual Chalice Camp day camp for children ages 4-12, held from July 21-25<sup>th</sup>, 2014 at the Edith Mayo Girl Scout Program Facility in Rochester. 63 children attended (up from 50 the previous year), with 14 youth counselors (up from 13 last year), 2 camp co-directors, and 41 adult volunteers (up from 16 the previous year!) on-hand throughout the week.
- Staffed a PrideFest Table advertising our *Our Whole Lives* program
- Held RE Orientation sessions in church and via webinar on September 1st and 10<sup>th</sup>, 2013.
- Walden Hill Youth group Lock-In: September 13th, with 19 youth and 3 adult chaperones
- 76 registered children and youth (14% decrease over last year) in the nursery and RE program, with about 15 or so unregistered children and families attending as new or infrequent guests.
- Offered Junior High Our Whole Lives curriculum. 11 participants completed the class
- Held the Walden Hill Youth Rummage Sale on Oct. 11<sup>th</sup>, 2014
- Cardboard Box City on October 24, 2014. 14 youth and 3 adults participated. The group raised \$2,063.25.
- Discussed and explored transitioning the Religious Education Committee for Children and Youth into a Council, with different areas of responsibility for each committee member. Still in progress.
- Pathfinders 3<sup>rd</sup>-4<sup>th</sup> grade class hosted a swim party at the YMCA on Nov. 23, 2014
- Walden Hill Youth attended Def-Con 7 Youth Convention in Des Moines, IA December 12-14<sup>th</sup>. 6 youth and 1 adult chaperone attended.
- Director of Religious Education prepared and led Holiday Traditions multigenerational service Dec. 14, 2014. A stocking stuffer service project and cookie exchange was held between services.
- Found a new vendor for Background Checks: Protect My Ministry. 21 new and updated background checks run via package discounts from initial membership
- Coming of Age Spirituality retreat Jan 3-4, 7 youth 3 adults



- 4 new Elementary Level Our Whole Lives facilitators trained and 1 new Jr./Sr. High Level facilitator trained, in Des Moines, IA Jan. 23-25.
- Hosted Hero Con Youth Conference Jan. 31- Feb. 2. 42 youth attended from Rochester, Cedar Rapids, IA and Des Moines, IA.
- Keepers of the Flame Volunteer night at Channel One Food Bank, Feb 12th.
- Held Keepers of the Flame (5th and 6th grade) lock-in on March 21. 13 kids and 2 adults attended.
- Suggested to Finance Committee the creation of a special Our Whole Lives fund to receive tuition money which will be used for training new facilitators and obtaining supplies
- Registered 16 students into the first Elementary OWL classes held at First UU Church. Classes ran from April 9th – June 7th, at 5 p.m. Sunday evenings
- Coming of Age Rites of Passage retreat April 24-25: 7 youth, 2 adults
- Maypole Celebration: May 3 between services
- Coming of Age services May 17th.
- Trained three new Adult/Young Adult Our Whole Lives facilitators. May 29-31st in Alexandria, MN.
- Tackled volunteerism issues within the program, as well as behavioral concerns within the classrooms.

### **Major Expenditures for the Committee**

The budgetary account accessed to fund RE programming for Children and Youth is the Lifespan Faith Development Fund. Budget for the 2013-2014 fiscal year was \$3,000. Major expenditures are outlined below:

Books, Supplies, Curricula.....	\$1,453.00
Our Whole Lives Training, Lodging, and Transportation.....	\$1,032.00
Coming of Age .....	\$518.00

### **Committee Goals for Next Year**

- Recruit room facilitator teams of 4-6 facilitators for each age group room
- Increase and support youth programming in our congregation by re-envisioning Sunday curriculum options
- Rebrand image of our Religious Education program and increase multigenerational participation.
- Restructure Sanctuary Sundays for children and youth to provide greater opportunities for children and youth to plan, to lead and to participate in children and youth chapel services.
- Broaden Our Whole Lives offerings by offering adult classes and training facilitators for the adult levels classes to make the Our Whole Lives program true to its name
- Work with Fellowship Committee to create more multigenerational fellowship opportunities
- Develop and foster a greater atmosphere of volunteerism and service within the RE program by actively finding ways to plan and to include our children and youth in new and ongoing congregational service projects
- Increase and broaden collaborations with Social Justice Task Groups
- Increase support for Children's Choir rehearsals and performances
- Continue to re-evaluate our curriculum options and match as closely as possible our shared values to the available and current curricula at our disposal
- Work with Worship Committee to create quarterly multigenerational services

Respectfully Submitted,  
Ryan Shriver, Director of Religious Education

## Transitions in 2014-2015

Prepared and submitted by Connie Schuelka, Records Administrator

### Births/Adoptions to Members: (0)

### Child Dedications: (0)

### Coming of Age Students: (7)

Jakob DeMattos	Bijou Hendee	Erik Jan van Deursen
Erin Froud	Megan Schulz	
Fin Gibbons	Nate Shriver	

### Weddings for Members (1)

Elaine Eberhart and Linda Miner

### Deaths: (2)

Don Miller (2/25/15)	Steve Rolstad (5/15/15)
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### New Members: (23)

Robert W. Dumond	Bill Marshall	Barbara Anderson
Karmen Frana	Sara Felts	Valerie Britt
Drew Frana	Carey Boyum	Nancy Hill
Jane Foote	Nicci Sylvester	Maria V. Levy
Jeremy O'Rourke	Shelly Maciujec	Bonnie Hedrick
Dusty Olson	David Maciujec	Erik Tryggstad
Shannon Bolte	Jessica Crane	Angela Smith
Peggy Marshall	Bonny Bellville	

### Reinstated Members: (2)

Doug Petty	Ron Chrisope
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### Resigned or Removed from Membership: (12)

Curt Axen	Samantha Kraling	Garret Aanerud
Dianne Axen	Jean Aamodt	Marian Aanerud
Tyler Mielke	Sarah Lichty	Misty Hathaway
Kari Justin	Todd Lichty	Kevin Reid

### Members Moved: (8)

Jeremy Coylewright	Jeff Snyder	Mike McMullin
Megan Coylewright	Karen Snyder	Audrey Weymiller
Elise Gallagher	Dave Stenman	

### Membership:

Membership at the beginning of the year was 352. 23 new members were added, 2 members were reinstated, 2 members died, and 20 members were taken off the rolls. Our membership now stands at 355.

## Donations Made by the Church in 2014-15

Prepared and submitted by Connie Schuelka, Records Administrator

The following donations were made on Charitable Contribution Sundays:

Organization	Month	Amount
Saturday Noon Meals	June 2014	\$ 392.00
Pfund	July 2014	\$ 743.50
Willow Creek Backpack Program	August 2014	\$ 1,151.00
Project Legacy	September 2014	\$ 685.40
Friends of Indian Heights	October 2014	\$ 650.55
Crisis Nursery	November (Service Auction)	\$ 4,679.00
PossAbilities of SE MN (Kathe Yoss Scholarship Fund)	November 2014	\$ 910.13
Dharma Center	December 2014	\$ 873.00
UUSC	December 2014	\$ 1,287.05
Family Promise Rochester (IHN)	December 2014	\$ 1,699.47
Human Needs Fund	December 2014	\$ 1,926.06
Community Health Service, Inc. (Migrant Health)	December 2014	\$ 1,017.00
Legal Assistance of Olmsted County	January 2015	\$ 496.00
Y Mentors	February 2015	\$ 693.50
MUUSJA	March 2015	\$ 609.00
Community Food Response	April 2015	\$ 710.00
Unitarian Universalist Association	May 2015	\$ 338.00
<b>Total:</b>		<b>\$ 18,860.66</b>

## **Donations to the Memorial and Gift Fund in 2014-15**

Prepared and submitted by Connie Schuelka, Records Administrator

From June 2014 through May 2015, donations were given in memory of church members:

Mac Lindsay  
Joan Lovrien  
Kerry Nolte (Valentine's Tea Silent Auction proceeds)  
Don Miller  
Steve Rolstad

Donations were made in memory of:

Evelyn Devine – mother of Rick Devine  
Aline Berge – mother of Betty Devine  
David Nelson – father of Garth Nelson  
Frieda Nolte – mother of Roger Nolte  
Muriel Keller – mother of Jeff LarsonKeller  
Hazel Breitenbach – mother of Fritz Breitenbach  
John Bacharach – friend of the congregation  
Beulah Conway Martineau – mother of Sheila Kiscaden

Donations were made in honor of:

Ella Van Laningham

## **Donors to the Memorial and Gift Fund**

Hilde Bacharach  
Ray and Mary Beard  
Gail and Allen Bishop  
Cynthia and Jasper Daube  
Julie Gilkinson  
Jean and Don Hanson  
Ann and Richard Hutton  
Anna Lovrien  
Bani Mahadeva  
Colette Miller and Francis Gurtz  
Marie Miller  
Maggie O'Connell Nolte and Roger Nolte  
Dillman Baker Sorrells  
Char Tarashanti  
Linda and Bill Thompson  
Sue and Phil Wheeler

**Attendance 2014-15**

Prepared and submitted by Connie Schuelka, Records Administrator

<i>June</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
6/1	10:00	Carol /Cycle of Life & Flower Ceremony	118	118	1	2	3	121	1
6/8	10:00	Carol /Wisdom from the World's Religions	91	91	15	4	19	110	1
6/15	10:00	Leslie Mills/Jump Up & Live	73	73	11	6	17	90	0
6/22	10:00	Char Tarashanti /Interspirituality	75	75	11	7	18	93	1
6/29	10:00	David Kraemer/Pearls from the Tao	171	171	16	6	22	193	0

<i>July</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Guests</i>
7/6	10:00	Jeff Webster/Trip through Time & Space	69	69	1	2	3	72	0
7/13	10:00	David Kraemer/Leaven not the Bread	91	91	9	5	14	105	0
7/20	10:00	David Kraemer/Houses Divided	94	94	21	4	25	119	0
7/27	10:00	David Kraemer/Many Faces of God	81	81	8	5	13	94	0

<i>August</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>Subtotal</i>	<i>Total</i>	<i>Visitors</i>
8/4	10:00	Carol/Journeys of Faith	63	63	7	2	9	72	7
8/11	10:00	Charlotte Cowtan/Worth Holding On To	86	86	9	3	12	98	5
8/18	10:00	Joe/Sing We & Chant It	97	97	16	4	20	117	0
8/25	10:00	Carol & Charlotte/ Water Service	81	81	3	1	4	85	1

<i>September</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
9/7	10:00	Carol/Our Common Faith	61		14	4			
			66	127	40	10	68	195	0
9/14	9:00	Carol/Gift of the Spirit	44		9	4			
	11:00		72	116	44	13	70	186	8
9/21	9:00	Carol/Shared Ministry	50		9	4			
	11:00		70	120	57	15	85	205	0
9/28	9:00	Voices of the Congregation	28		7	2			
	11:00		50	78	34	6	49	127	0

<i>October</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
10/5	9:00	Carol/ Forgiveness & Atonement	52		7	2			
	11:00		87	139	31	5	45	184	0
10/12	9:00	Carol/Seeking Right Relations	40		7	9			
	11:00		64	104	43	14	73	177	3
10/19	9:00	Carol/Where is our Holy Text?	44						
	11:00		56	100	0	3	3	103	0
10/26	9:00	Anne Black-Sinak/Forgiveness	49		8	3			
	11:00		71	120	29	6	46	166	4

<i>November</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
11/2	9:00	Carol/All Souls	76		6	2			
	11:00		68	144	41	10	59	203	0
11/9	9:00	Carol/Religious Imagination	51		5	8			
	11:00		83	134	34	12	59	193	4
11/16	9:00	Brendan Shea/Empathy	44		8	4			
	11:00		75	119	47	11	70	189	0
11/23	9:00	Carol/We Gather in Gratitude	55		2	2			
	11:00		113	168	2	2	8	176	1
11/30	9:00	Greg Wimmer/Picturing Our Gratitude	34						
	11:00		66	100	-	-	-	100	0

<i>December</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
12/7	9:00	Carol/Giving, Receiving, Santa Claus	67		7	2			
	11:00		66	133	22	9	40	173	0
12/14	9:00	Ryan/Holiday Traditions	58		2	2			
	11:00		89	147	2	2	8	155	1
12/21	9:00	Carol/Winter Solstice	48		5	1			
	11:00		71	119	33	11	50	169	8
12/24	4:00	Carol/Christmas Eve	146						
	5:30		123	269	-	-	-	269	3
12/28	10:00	Greg Wimmer/Holiday Traditions	42	42	-	-	-	42	0

<i>January</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Visitors</i>	<i>Total</i>
1/4	9:00	Carol/Ritual for Change & Growth	32		1	1			
	11:00		50	82	4	1	7	89	2
1/11	9:00	Carol/Continuity Amidst Change	43		9	7			
	11:00		67	110	41	11	68	178	0
1/18	9:00	Carol/MLK service	73		2	1			
	11:00		86	159	2	3	8	167	3
1/25	9:00	Board/Transitions	55		7	3			
	11:00		82	137	13	3	26	163	0

<i>February</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
2/1	9:00	Carol/Spirituality	46		7	2			
	11:00		56	102	21	3	33	135	1
2/8	9:00	Carol/Religious Humanism	48		13	4			
	11:00		73	121	36	13	66	187	0
2/15	9:00	Carol/Justice	54		8	5			
	11:00		57	111	38	10	61	172	0
2/22	9:00	Joe/How Can I Keep from Singing?	44		2	4			
	11:00		92	136	15	5	26	162	0

<i>March</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
3/1	9:00	Carol/Journey into Place	44		10	3			
	11:00		72	116	22	4	39	155	0
3/8	9:00	Carol/Sense of Place	41		10	11			
	11:00		47	88	26	11	58	146	0
3/15	9:00	Carol/Cultivate Mortality	37		6	4			
	11:00		63	100	39	11	60	160	2
3/22	9:00	Ashley Horan/Our Movement	30		7	4			
	11:00		93	123	34	11	56	179	3
3/29	9:00	Barbara Pescan/Deep Time, Deep Home	66		3	1			
	11:00		65	131	2	1	7	138	0

<i>April</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
4/5	9:00	Spring Holidays/Ryan Shriver	74		1	2			
	11:00		67	141	2	2	7	148	0
4/12	9:00	Discovering Inner Gold/Char Tarashanti	58		6	3			
	11:00		61	119	27	11	47	166	0
4/19	9:00	Earth Day/Jim Armstrong	53		3	1			
	11:00		74	127	32	10	46	173	2
4/26	9:00	Change/Jeff LarsonKeller	66		9	3			
	11:00		75	141	18	7	37	178	4
4/12	4:00 pm	David Kraemer Ordination	195	-	-	-	-	195	0

<i>May</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
5/3	9:00	Holy Joy	85						
	11:00		139	224	9	4	13	237	10
5/10	9:00	Flower Ceremony	38		11	4			
	11:00		74	112	27	9	51	163	7
5/17	9:00	Coming of Age/Sam & Dusty Olson	73		1	2			
	11:00		109	182	2	2	7	189	3
5/24	10:00	Memories, Memorials and Gardens/Greg Wimmer	95	-	-	-	-	95	6
5/31	10:00	Celebration of Retirement and Farewell	141	-	-	-	-	141	0



## Communications Committee — Annual Report 2014-15

First Unitarian Universalist Church – Rochester, Minnesota  
Prepared and submitted by Kathy Brutinel, Committee Chair

### **Committee Members**

Anne Black-Sinak, Kathy Brutinel, Paulette DeMers, Robert Dumond, Melissa Eggler, Anna Lovrien, Shelly Maciujec, Mariah Mihm, Michelle Rowley, Nicci Sylvester, Sue Wheeler, and Jody Tharp (ex officio)

### **Activities**

**Website:** The mobile-optimization of our website was completed this year – just in time, it turns out, as Google has announced that mobile optimization will be an important determining factor in the ranking of search results. (We have avoided what the media is referring to as “Mobilegeddon”!) Google has provided a mobile-friendly page checker and we were able to determine that our site performs well. After the optimization project, our technical support person dissolved his business, so we found ourselves in need of a new host server and technical support. We have now contracted with D-Tech Media in Rochester to manage our hosting service, keep WordPress and our plug-ins up-to-date, and help with improvements or problems. Our volunteer website team is still responsible for content.

**UU Revue:** For several years the Communications Committee has been discussing how to make our monthly newsletter, *The Venture*, more “mission-driven,” now that the *Weekly eNews* delivers most of the current news about programs and events, but we were having a hard time defining exactly what that would look like. Enter Paulette DeMers, who brought us a vision of a new type of publication AND skills to bring the vision to fruition.

The purpose of the new magazine, *UU Revue*, is to tell the stories of our church volunteers. “By telling the stories of our wonderful members, we hope to inspire others to volunteer, become active, and find the reward of working with the church” (from *UU Revue*). During this year of our 150<sup>th</sup> anniversary and the transition to an interim ministry, we are also focusing on the history of our church, our traditions, and the joys and challenges of a ministerial transition.

Our plan is to publish four issues of this quarterly magazine in 2014. The Spring issue was a great success. We printed 25 copies so people could see what it would look like in hard copy. It was also published as both a PDF and online magazine with access through our website. At the time of this writing we don’t know whether we will have the financial resources to print copies in the future. At the end of 2014 we will decide whether we have the long-term people power to sustain *UU Revue*. We owe many thanks to the vision, graphic design skills, and can-do spirit of Paulette DeMers, as well as to our talented writers and photographers.

**Logo:** With the advent of the new magazine, we decided to transition to a logo that would be more flexible for use in our varied publications. Paulette DeMers created several options and we asked the Board and Staff for feedback on two of them. We adopted one that incorporates a chalice flame and a ripple, signifying how our light of community, justice, and hope widens as it flow out into the world. We are replacing our former logo on our publications as time and resources permit.

### **Major Expenditures**

25 copies of the Spring issue of *UU Revue*  
Transition to new host server

6-month contract with D-Tech for website hosting, updating, and trouble-shooting  
Addition of “donate” function to website

**Goals for Next Year**

Toward the end of this year, several wonderful new members joined the wonderful old members of the committee. They bring new expertise that will revitalize our efforts in the following areas:

- Social Media – evaluate the scope and effectiveness of our current outreach and identify ways to increase both.
- Publicity (in the community) – evaluate the effectiveness of our current publicity and devise new ways to bring awareness of our congregation to people looking for a church community in the Rochester area.
- Event Invitations/RSVPs – identify and implement invitation software with the advantages, but not the disadvantages, of Evite.
- We will also assess the sustainability of UU Revue. If we decide to continue this publication, we will then evaluate the future of The Venture.

Submitted by

Kathy Brutinel, Chair

## Hospitality and Growth Council — Annual Report 2014-2015

First Unitarian Universalist Church, Rochester, Minnesota

Submitted by Ann Lien & Linda Thompson, Co-Chairs, and HGC members

### **Council Members**

Kathy Brutinel (Member-at-Large: Communications liaison), Ron Chrisope (4th Sunday/month team leader), Angela Davey (Member-at-Large), Jean Hanson (3rd Sunday/month team leader), Judy Jensen (Fellowship Chair, 2nd Sunday/month Team leader), Ann Lien (co-chair; Get Acquainted Sunday Host, 5th Sunday/month team leader), Linda Thompson (co-chair, 1st Sunday/month team leader), and Sarah Rothwell (Membership Chair, Coordinator of Congregational Life)

### **Meeting Information**

The Hospitality and Growth Council members met every other month (six times) this year. The Fellowship and Membership Committees met as needed to carry out their responsibilities using formal and/or informal formats. One chair attended Program Council meetings.

### **Regular Activities of the Council**

The Council continues to focus on the overall picture of Fellowship, Hospitality, and Membership, and it helps to coordinate activities among the committees. We continue to have dedicated and hard-working committee members who create a welcoming church to visitors and members. After trying the team approach to staffing our Sunday morning volunteers during the summer of 2014, the Council decided to continue the team approach for the full church year.

### **Council Activities During the 2014-2015 Church Year**

**Fellowship:** We organized and coordinated many and varied Fellowship activities including themed potlucks, Christmas Eve reception, nature walks, Valentine's tea, ethnic lunches at Rochester restaurants, a dedication party for the newly launched rain garden, movie groups, and concerts. This committee always welcomes fellowship ideas from the congregation and supports efforts to involve a wide range of members and their interests. We also support inter-generational activities by working closely with religious education participants.

**Membership:** Sarah Rothwell organized a fall and spring Pathway to Membership opportunity attended by 11 participants. The Membership Committee organized three New Member Recognition Sunday events at which 23 congregants joined the church. In March, 2015, the twenty new members who joined the church during the calendar year 2014 were invited to a new member potluck hosted by Jean and Don Hanson at their home. Seven of those members attended and had a chance to get better acquainted.

**Publicity:** The Publicity budget appears as part of the Administration budget, but the Hospitality and Growth Council and the Communications Committee work together to publicize the church in a number of different locations. In an effort to make the church more visible in the community, we targeted ads toward various demographic segments:

- General public: [Post-Bulletin](#), DEX phone book
- Young adults: [Rochester Magazine](#)
- Women: [Rochester Women Magazine](#)
- People moving to the area: Post Bulletin Welcome Guide, [Experience Rochester](#)
- Health/Environment Foodies: [Radish Magazine](#), [People's Food Co-op Shopper](#)
- Students: [The Echo](#), RCTC newsletter

**Sunday morning volunteers:** For many years our hospitality chairs recruited separately for the greeters, guest table host, ushers and coffee hosts needed for each service. In 2013-2014, we implemented use of an online sign up system (signupgenius.com) which was linked in each week's church E-News, which allowed anyone to sign up to volunteer on Sunday mornings. The chairs were responsible for making sure that their hospitality area was covered for each Sunday. Since it was a constant struggle for the chairs to fill their volunteer slots, the Council decided to re-organize into a team system on a trial basis for the summer of 2014. This idea was shared by Sarah Rothwell in the spring of 2014, after she read about another UU church's team approach.

The former Hospitality chairs became team leaders for each Sunday of the month; we promoted a chance for volunteers to sign up for one of the teams in May, 2014; Linda Thompson, as co-chair, created a separate online sign up page for each team which the team leaders then sent to their team members. Each team tried to recruit 20-22 members, with the goal being that members did not need to sign up to work every month and when we returned to two services for the regular church year, there would be enough volunteers for each service. Sarah and the chairs updated and revised all the task instructions, making the format consistent. These instructions continue to be linked from the Volunteering section of the church website and were provided by team leaders to their members. This team approach continued throughout the regular church year with promising results. All five teams would welcome additional volunteers. The teams have organized some potluck gatherings for their team or in combination with more than one team. These have either been hosted at a team member's home or at the church.

**Annual Meeting:** we facilitated the snacks and beverages available in the sanctuary for the annual meeting; we provided extra volunteers to do the sanctuary set up and clean up.

**Get Acquainted Table/Hosts:** it was decided to re-evaluate this monthly service in the Commons during coffee hour that had been hosted by Ann Lien or John MacLaughlin. John MacLaughlin continues to follow up with phone calls to those visitors who sign the guest book.

**Directory:** We initiated discussion on options for producing a pictorial directory sometime during our 150<sup>th</sup> anniversary year (2015-2016). We evaluated and discussed several options: the revised directory options through Lifetouch (company who has done our previous directories); a local photographer who takes the photos for a fee and then the church could design and produce its own directory; an online directory option; taking our own photos (Ron Chrisope offered his services as a photographer) and then doing the design ourselves and publish using a company like Insty Prints. It was decided to use Lifetouch for the next directory and Amy Nelson has scheduled portrait dates in November and December of 2015. We will encourage everyone's participation in hopes that the 150<sup>th</sup> anniversary edition will reflect our complete membership and many of the 150th anniversary events.

**Committee Description:** We drafted and sent to the Board an updated committee description that reflects the use of the team approach.

**Chair/Team Leader Responsibilities:** As requested by the Board, the co-chairs drafted guidelines for the chair(s) and future chair(s) which summarizes their tasks throughout the church year.

#### **Major Expenses for the 2014-2015 Year**

- Supplies for Fellowship special events, such as the potlucks, Thanksgiving dinner, Christmas Eve reception, 150th anniversary kick-off Maypole Sunday and other gatherings. Donations of food and money have continued to cut the overall expenses for Fellowship.

- UUA pamphlets, UUA Principles cards, food for Pathway to Membership Programs, food for New Member Sundays, gifts for new members including engraved votives, tea lights, cards, and books for adults and their children.
- Snacks for the annual meeting

**Committee Goals for the 2015-2016 Year**

- The Council wishes to follow our mission to facilitate the development of a congregation that welcomes guests, strives to be warm and caring, and encourages membership and participation in our church community.
- We will continue to work with Communications on our strategies for creating awareness of the church in our community through our Publicity choices.
- We will continue to use the church's website, the weekly E News and social media (Facebook) to get information to guests and members about fellowship, membership, and hospitality needs and activities.
- We will continue to evaluate the effectiveness of the Hospitality team model, encourage new members to join one of the teams and will seek new team leaders.
- We want to evaluate the current communication with members who leave the church to ensure a consistent process from year to year.
- We will support the 150<sup>th</sup> anniversary events, as the need and opportunity arises.
- We will help facilitate the next pictorial directory, 150<sup>th</sup> anniversary edition.

We will look forward to working with our incoming interim minister and providing appropriate assistance during the selection and welcoming process.

Respectfully Submitted, Ann Lien & Linda Thompson  
Hospitality and Growth Council Co-Chairs

## **Memorial Garden — Annual Report 2014-15**

First Unitarian Universalist Church – Rochester, Minnesota  
Report Prepared and Submitted by Margaret Brandl, Chair

### **Committee Members**

Marty Aleman, Mary Amundsen, Margaret Brandl, Janet Breitenbach, Marge Dalen, Ronice Donovan, Ann Lien, Cathy Miller, Linda Thompson

### **Meeting Information**

We had two formal meetings: 5/12/14 and 9/29/14 and several informal communications by email and on property days.

### **Regular Activities**

1. Prepare for interments by tidying up the memorial garden, digging area for ashes, custodial work following interment and installing memorial name plaque.
2. Routine maintenance of the garden including upkeep of the two benches.
3. Make improvement to the garden such as planting, pruning and soil improvement.

### **Special Activities**

- Our committee returned the exterior brass plaques with a note that included a picture of the new bronze display to the families of those interred in the past.
- We had two interments in 2014. Dr. Mac Lindsay was interred mid-July and Rev. Dr. Gordon McKeeman was interred early August.
- We finalized the text and photographs for our revised brochure and these were highlighted during the Nov. 2<sup>nd</sup> service along with an invitation to visit the Memorial Garden.

### **Major Expenditures**

The Memorial Garden fund has a balance of \$1338.53

### **Committee Goals for New Year**

Continue to maintain the plantings and try to enhance the beauty of the space.

Respectfully submitted,  
Margaret Brandl

## Property — Annual Report 2014-15

First Unitarian Universalist Church – Rochester, Minnesota  
Report Prepared and Submitted by Jay Hoecker, Secretary-Chair

### Committee Members

John Trnka, Rick Devine, Barb Foss, Jay Hoecker (secretary-chair), Bill Thompson (out-door chair), Greg Turosak, Darrel Waters (in-door chair), George Huston, Dave Maciujec

### Meeting Information

The committee meets approximately quarterly. Meetings since last annual report were held in October 2014, January 2015 and April 2015. Next meeting will be July 2015

### Regular Activities of the Committee

- Monthly outdoor property work days from April 2014 through November 2015, and resuming again in April 2015, to maintain church grounds, under direction of Bill Thompson.
- Occasional indoor property work days, as needed, sometimes in concert with outdoor work days.
- Maintain building, ensuring it is clean, safe and in good working condition.
- In addition to the above, regular fielding of numerous requests for attention to indoor and outdoor property matters – from church office, other committees and church members – and timely resolution of those requests.
- Try to anticipate any upcoming repairs, maintenance or upgrades needed to building and grounds.
- Communicate to church office items that custodian needs to be assigned.
- Work with the Design Committee on any major projects or expenses, per Darrel Waters.
- Sextons report to Property Committee with any concerns via Barb Foss.
- Prepare budget for Finance Committee: most recently in January 2015.
- Take recycling to Rochester waste facility via Rick Devine.
- Sign contracts for lawn care, snow removal, elevator maintenance-service agreements, and garbage removal; (There is no current contract for plumbing and heating.)
- Attend monthly Program Council meeting and represent Property Committee issues and developments to that group.

### Special Activities of the Committee

The Property Committee benefits from the regular participation and expertise of its members:

- (1) Rick Devine regular recycler of church recyclables and major brush remover from church slopes;
- (2) Darrel Waters, with his long institutional memory in the church and his availability to be on church property handling most indoor issues with a passionate devotion to the building
- (3) Bill Thompson, especially for keeping on track all outdoor property day planning and other outdoor issues plus an extensive knowledge of and interest in the building in general;
- (4) Barb Foss, for her knowledge of the building and representing sexton issues to the committee;
- (5) Jay Hoecker, who serves as secretary/chair of the committee, writes the minutes and reports following quarterly meetings in order to inform leaders and congregants of the work and money needed to support the facility. He defers to Bill T. for outdoor issues and Darrel W. for indoor issues.
- (6) Greg Turosak, past Chair who brings experience, wisdom, judgment and willingness to help whenever needed as well as a well-placed humor that relieves unavoidable tensions associated with the work.
- (7) George Huston, our most recent member, offers calmness, competency, and cordiality to all.
- (8) John Trnka brings his engineering knowledge to solve problems such as an analysis of indoor lighting and many other generous contributions.

**Projects Completed** by the committee since the previous annual report includes:

- (1) Darrel Waters led an effort to install automatic door openers for handicap accessibility, and with John Trnka et al to have installed improved indoor lighting. Darrel is the go-to person on all matters involving indoor issues.
- (2) The group completed a reduced scope project of writing a manual for the care and operation of various parts and systems of the building and submitted such to the church office.
- (3) Bill Thompson spent long hours over several days working with Superior Mechanical to repair the forced air heating/cooling equipment in the sanctuary (HVAC). Bill also secured the bid for replacement of the four sanctuary furnaces of the (HVAC) system one of which has failed. Darrel W. worded on securing estimates for improvement of the boiler system's heat delivery for the RE wing which will be accomplished in the spring of 2015 Finance has approved funding the repair for the RE Wing and the handicapped door openers using what remains in the 2014-15 maintenance portion of the Property committee budget and the balance from the current Maintenance Fund. The replacement of 4 sanctuary furnaces will be funded through the capital fund drive that Stewardship will be kicking off in April, which will also raise funds to replace the audio system in the sanctuary and help replenish the current Building Maintenance Fund.
- (4) Several members researched data related to our garbage costs with a final decision being to reduce pickup to twice a month to save on cost. Note that the way things usually go, one or two persons lead with others helping as able on given projects. Special thanks go to Bill and Darrel this past year for their availability and knowledge and experience in solving problems.
- (5) Kay Eberman in February, 2014, directed 32 volunteers (mostly from the church and some from a gardening group) on many Saturday mornings digging up plants and forming the two ponds that constitute the rain gardens at the church entrance. In all, workers put in more than 500 hours planting or replanting more than 300 plants in the rain garden. Combined with the purchase of large retaining wall stones and other supplies, the rain garden did cost approximately \$7,000 (the church will receive \$750 of that back from the city through the storm water management grant).
- (6) Dawn Littleton lead a group to remove invasive grasses from the north hillside in the lower parking lot and turn hills into Butterfly Gardens. Plans are to start planting on the west hillside in the upper lot this spring and work on planting throughout the Summer of 2015.

**Major Expenditures for the Committee**

- Custodial/cleaning services
- Natural gas for heating
- Lawn service/snow removal
- Electrical service (Rochester Public Utilities)
- Garbage hauling
- Supplies (light bulbs, paper, miscellaneous)
- Elevator service contract
- Cleaning/waxing floors
- Roof inspection
- Boiler repairs
- Installation of new indoor lighting

**Committee Goals for Next Year**

- Install automatic door openers for handicap use
- Replacement of sanctuary furnaces; one has already failed.
- Maintain the church grounds and building in satisfactory order



- Identify committee members and groom next chair, in that current chair's term expires in October 2015 and he will not seek another term
- Upgrade sound system in sanctuary
- Notify Finance that the roof is 15 ½ years old with a life expectancy between 20-30years. NB: The roof was replaced in October 1999 by Merit Construction. When eventually replaced, this expense will be covered by the Capital Maintenance Fund.
- Find a new Secretary/chair and recruit at least one new committee member.

Respectfully Submitted,

Jay Hoecker, Property Committee Secretary/Chair  
April 2015, Last Revised 4-7-15

## Design Committee — Annual Report 2014-15

### *A Property Subcommittee*

First Unitarian Universalist Church, Rochester, Minnesota

Report Prepared and Submitted by Anne Black-Sinak, Committee Chair

#### **Committee Members**

Betty Devine, Ronice Donovan, Jean Hanson, Richard Hutton, Karin Lindsay, Darrel Waters, Anne Black-Sinak, Marge Dalen, Maggie Scanlon

#### **Meeting Information**

Meetings are held at 10am on the first Thursday of the month.

#### **Regular Activities of the Committee**

The regular activities of the committee include approving proposals for changes to the décor or furnishings of the Church and working to maintain the look of the building. We arrange for special exhibits on the Art Wall and in the Display case. We also provide seasonal decorations and handle the rotation of the banners in the Sanctuary.

#### **Special Activities of the Committee**

This year's projects included:

1. Continued to work to maintain accessibility in Sanctuary, commons and elevator areas; also to keep out-of-the-way areas in lobby uncluttered. We are making headway on the tables in the Commons, as a path to the elevator room is usually present. Note that this is better than last year - the community is becoming more attuned to the needs of people with disabilities.
2. Tables were purchased for the Commons, 4-8 foot, 24-6 foot (the shorter tables being height adjustable), and 2 adjustable height cocktail tables.
3. Darrel filled the planters on the stairs last summer & tended them; Jean Hanson prepared them for the holidays.
4. The chalice banner from last year's Con is almost ready to be hung.
5. Working on increasing welcoming atmosphere in lobby; coordinating with membership & hospitality.
6. Installed exhibits in display case, including tea items (for the February Kerry Nolte tea), and Rev Dr. Carol Hepokoski's memorabilia.
7. Darrel arranged for the loan of the 1899 signature quilt to be hung on the organ for the month of May in celebration of the 150th anniversary year.
8. Coordinated exhibits on wall above Commons stairs, including an exhibit from Hanneke van Deursen.
9. Work to make the West Storage Closet as useful as possible continues, mostly through the efforts of Ronice Donovan.
10. The unlocking of the Hearth Room piano seems to have been successful - it is occasionally used (respectfully).
11. Committee approved and oversaw creation of ministerial stole as gift for ordination of David Kraemer in April 2015. Anne Black-Sinak designed and executed the project.
12. Since we oversee the furniture in the rest of the church, it is the consensus of the Design Committee to take charge of Sanctuary seating arrangement (not the moving of the chairs for events). Requests to change the permanent seating arrangement should be directed to the Design Committee.
13. We are pursuing better lighting for the stained glass windows outside the Sanctuary, as well as working with the Historical Society to (hopefully) locate the missing Jesus window.

14. Two new committee members added: Marge Dalen & Maggie Scanlon

**Major Expenditures for the Committee**

Holiday decorations, miscellaneous table decorations, tables for the Commons (did not come out of our budget)

**Committee Goals for Next Year**

- \* Oversee creation of principles banner for Sanctuary in celebration of 150th anniversary
- \* Complete the welcoming entry project. (held over from last 2 years)
- \* Successfully execute committee responsibilities, including review of previous discussion items with an eye toward resolution.
- \* Recruit at least one new member and find a new chair.

**Committee Description**

"The Design Subcommittee (of the Property Committee) exists to oversee the physical appearance of the church, by focusing on making the church as inviting, attractive and functional as possible. The subcommittee also responds to requests from church committees and groups to provide input, guidance and assistance. Approval of the Design Subcommittee is required before making changes to the physical appearance of the church.

General funding for subcommittee activities is a line item in the Property Committee budget.

The Chair shall be appointed by the subcommittee from among the members of the church and approved by the Board for a term of one (1) year for a maximum of three (3) terms. The subcommittee shall have no fewer than 6 members. The Chair is encouraged to recruit as many members as practicable."

Respectfully Submitted,

Anne Black-Sinak  
Design Committee Chair

## Social Justice Council — Annual Report 2014-15

First Unitarian Universalist Church - Rochester, Minnesota  
Report Prepared and Submitted by Gail Bishop, Chair

### Council Members

Council members consisted of the chairs of the various Task Groups, members at large, the Minister and chairperson.

### SJ Council Members

Chair	Gail Bishop (through December 31, 2014) and then Julie Gilkinson as Co-Chair
Disabilities	Paula Horner
GLBT Allies	open
Environmental Justice	open
Migrant Justice which transitioned to Interfaith Worker Justice	Jessie Stratton
Poverty Task Groups:	
AARP Tax Service	Ella VanLaningham
Channel One	Sandy MacLaughlin & Sandy Ramage
Willow Creek Backpack Program	Sandy MacLaughlin & Sandy Ramage
Mayo SOS	Sandy MacLaughlin & Sandy Ramage
Community Food Response	Ella VanLaningham
Interfaith Hospitality Network	Coordinators - Lynne Kirklin, Joyce Wood, Phyllis Berry, Julie Gilkinson, Sandy MacLaughlin (resigned Nov. 2014)
Saturday Noon Meals	Roxanne Schlasner-coordinator
Racial Justice	Open
Social Justice Discussion Group	Sandy Ramage & Jim Olson, & previously Anne Black-Sinak
Standing on the Side of Love	Jeff & Julie LarsonKeller
Members at Large	Angela Davey
Minister	Reverend Dr. Carol Hepokoski

### Meeting Information

The Social Justice Council met three times this past year, fall planning, mid-winter assessment and spring planning. Other decisions/updates were made by email.

### Regular Activities of the Council

- Oversee the regular work of the Task Groups and establish their budget allocations.
- Review and approve task group action plans and budget requests.
- Provide a forum where task groups can coordinate schedules and activities and share ideas; encourage task groups to balance their social justice activities in each of the five social justice imperatives.
- Engage the congregation in dialogue regarding the social justice imperatives and participate in any social justice fairs for recruitment and support.
- Task groups to maintain active relationships with UU social justice organizations.
- Encourage task groups to establish and maintain partnerships and coalitions in the community dealing with related issues. We are grateful for the following Community partners this past church year:
  - B’Nai Israel Synagogue

- Peace United Church of Christ
- Channel One
- LINK
- Willow Creek Middle School
- Mayo High School (S.O.S. Program)
- Project Legacy
- Christ United Methodist Church (Saturday Noon Meals)
- Family Promise
- Community Food Response
- Rochester for Justice
- Habitat for Humanity-Rochester Area
- Speak in the name of the Social Justice Council on any social justice issue, and authorize statements by task groups on behalf of those task groups.
- Inform the congregation about Unitarian Universalist Association Social justice Congregational Study Resolutions.
- Administer, as indicated by Church policy, congregational resolutions on matters of social justice. There were no resolutions brought forth this church year.
- Organize and present lay-led services/forums/discussions on matter of social justice.
- The chair contacted Church visitors who were interested in more information about social justice activities.
- Recommend the recipient for the Service Auction who receives this special donation.
- Recommend recipients for the shared offering on “Contribution Sundays”.

#### **Charitable Contribution Sundays: June 2014-May 2015**

*We are grateful for the generosity of an Anonymous Donor, from the congregation, who matches the recipient’s share of the collection.*

<b>Saturday Noon meals</b>	<b>June 15, 2014</b>	<b>\$ 392.00</b>
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Saturday Noon Meals was established in 1994 by a small group of Christ United Methodist Church members with the vision of providing those in need with a safe place to gather and share not only a meal, but also friendship and camaraderie. Operating solely on volunteers and donations, Saturday Noon Meals meets a need in our community to provide hungry individuals & families with a meal on Saturday, a day other organizations don’t. Their mission is to provide an attractively served nutritious meal in a warm, safe atmosphere for persons in need. Volunteers from First Unitarian Universalist Church assist on specific Saturdays through the year.

<b>P-Fund SE MN Scholarship Fund</b>	<b>July 13, 2014</b>	<b>\$ 743.50</b>
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The foundation annually awards thousands of dollars in grants and scholarships to LGBT-related individuals and organizations throughout the Upper Midwest – in Minnesota, Iowa, North Dakota, South Dakota and Wisconsin.

<b>Willow Creek Backpack Program &amp; Mayo SOS (Support Our Spartans)</b>	<b>Aug. 17, 2014</b>	<b>\$1,151.00</b>
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First UU partners with Channel One, B’Nai Israel Synagogue and Peace UCC to supplement Channel One foods offered to students at risk for food deprivation. Added foods have included cheese, yogurt, protein, cereal and fresh produce that Channel One is often unable to supply. UUs provide summer food boxes also.

The Mayo SOS Help Room is an amazing place. UUs started with a small closet, few supplies and limited shelves. Partnering with District 535 Transition Coordinator (translates 'homeless kids' coordinator') and a Mayo HS Social Worker, together we added Channel One and dedicated Mayo student volunteers. With the addition of shelving, a cabinet and our UU refrigerator, Mayo student volunteers have transformed the space into a small working store.

**Project Legacy** **Sept. 21, 2014** **\$685.40**

Project Legacy was formed to build a system of support, beliefs and values for youth of color that fosters connections to and with caring adults and positive peers with influence or information; to facilitate access to resources and experiences that help the youth create a lasting, positive legacy for the future.

**Friends of Indian Heights** **Oct. 19, 2014** **\$650.55**

Friends of Indian Heights (FOIH) is a non-profit grass-roots association established in 2010. FOIH's highest priority is to protect the land of Indian Heights Park from development, trail-making, and invasive species. A second priority is to build community through partnering and to raise funds for an information kiosk, an ethnographic review, and prairie and savanna restoration. Indian Heights Park offers a sacred location in which we can get respite from a busy city and where we welcome Dakota and other Native American people back to Minnesota.

**Cardboard Box City** **October 2014** **\$2,063.25**

An additional fundraising opportunity occurred in October of 2014. Fifteen youth plus two youth advisers participated in the **Cardboard Box City** fundraiser for homeless programs - IHN, Salvation Army and LINK. They raised **\$2,063.25**.

**Crisis Nursery** **Nov. 8, 2014 Service Auction** **\$4,679.00**

This year, the recipient of our Service Auction Charitable Contribution will be the Crisis Nursery, a program of Child Care Resource and Referral. This child abuse prevention program is for Olmsted County residents experiencing a crisis or extreme stress and is in need of immediate childcare. The Crisis Nursery partners with licensed child care and foster care providers who provide emergency childcare while parents address the crisis.

**Kathe Yoss Youth Scholarship Fund** **Nov. 16, 2014** **\$ 910.13**

PossAbilities is a private, nonprofit organization that creates opportunities for children and adults with disabilities to contribute to and connect with the community. PossAbilities uses the Scholarship Fund to help with camp fees or activity fees so kids can participate in the activities of their choice. The Scholarship Fund supports 10-15 children per year who are able to participate in community based experiences they would miss otherwise.

***Each Sunday in December has a shared plate.***

**Dharma Center** **Dec. 7, 2014** **\$ 873.00**

The Dharma Center is dedicated to enhancing the quality of life, health and well-being of people living in S.E. Minnesota with the chronic illness HIV/AIDS and HCV co-infection. The Dharma Center's continuum of services for people living with HIV/AIDS are designed to provide:

- \* Knowledge about HIV disease and treatment, and how to enhance health outcomes and increase quality of life, based on the latest medical research and health information.
- \* Emotional and practical support through the Drop-in Services Dharma Center, peer support groups, and act as a bridge into support and care.

**UUSC Guest at Your Table** **Dec. 14, 2014** **\$1,287.05**

Guest at Your Table is an annual fundraising and education program that supports the Unitarian Universalist Service Committee (UUSC) human rights work around the world. This year marks Guest at Your Table's 40th anniversary! Over the decades, Guest at Your Table has raised millions of dollars for human rights projects that have made a real difference in people's lives. Grounded in Unitarian Universalist values, UUSC is a nonsectarian 501(c)(3) organization, and open to all.

**Family Promise** **Dec. 21, 2014** **\$1,699.47**

Family Promise of Greater Rochester (a.k.a. Interfaith Hospitality Network, or IHN) is an organization with a small paid staff and a large network of volunteers from 49 faith communities. Food and shelter are given to families, with children under 16, who find themselves homeless. They are housed in various host churches for a week at a time, giving them a chance to regroup, rejuvenate, and get back on their feet with dignity.

**Human Needs Fund** **Dec. 24, 2014** **\$1,926.06**

To help our members and attending friends during financial challenges, our Church has a Human Needs Fund, the purpose of which is to provide monetary support in times of need. The fund can be used to improve accessibility, remove barriers to full participation in the life of our church community, or for financial emergencies that arise.

**Migrant Health** **Dec. 30, 2014** **\$1,017.00**

Many members of the Rochester area community have very restricted access to healthcare. Even with the new Affordable Care Act, the disenfranchised are without affordable medical help. In fact, the new act has pushed them even further away from access. Their only choice for help is often the emergency room, which is very expensive and inappropriate for many of their chronic medical problems. Migrant Health Services exists to serve these people. Patients come from Rochester, Owatonna, Austin, Winona, Redwing, Zumbrota, north central Iowa, and everywhere in-between. Migrant Health Services operates on limited grants with a very tight budget.

**Legal Assistance of Olmsted County** **Jan. 18, 2015** **\$ 496.00**

Legal Assistance of Olmsted County (LAOC) is a 501(c)3 non-profit organization that provides free civil legal services to low income persons. LAOC's Mission is to ensure access to justice by providing meaningful legal representation in civil matters to our low-income neighbors of Olmsted County. LAOC provides legal representation in family law, domestic abuse, and landlord-tenant matters. Having access to legal representation is extremely important for those who need help acquiring and retaining safe, affordable housing; gaining protection from abuse; obtaining financial support for the family unit; and establishing a stable family structure.

**Y-Mentors** **Feb. 15, 2015** **\$693.50**

Y Mentors provides support - from the director & caseworker - and programming (free monthly activities, passes for community activities, scholarships for camps, YMCA resources) to foster long-term quality relationships that will build a healthy mind, body, and spirit in their Mentee. A Mentee is a youth in Olmsted County in grades K-12 who has been identified by school counselor, teacher, social worker or parent as needing and wanting a Mentor

**MUUSJA (MN UU Social Justice Alliance)** **Mar. 22, 2015** **\$ 609.00**

A key MUUSJA goal is to develop the capacity of Minnesota Unitarian Universalist individuals and congregations to work effectively for systemic change and social justice. Because we do this work as Unitarian Universalists, we aspire to help Minnesota UUs develop and deepen our religious voice, and to

bring this voice to the public square.

Because we aim to make a difference, we work to build a lasting social justice organization and to prepare UUs to use an action, reflection, collaboration approach to social change ~ action to combat root causes of injustice; reflection to evaluate our progress and ground our work spiritually; and collaboration with faith based and secular social change organizations (including communities deeply affected by our target issues) to maximize our power and impact. Our collaborative work includes developing a social change infrastructure that shifts the political climate toward a social agenda that serves the common good.

**CFR-Community Food Response                      Apr. 19, 2015                      \$ 710.00**

Starting back in 1993, Community Food Response (CFR) was formed to help address this issue of hunger in our community. For 21 years, various local businesses (restaurants, cafeterias, bakeries, and grocery stores) have donated unused, prepared food that would otherwise be discarded (this also helps to reduce the food waste generated). Volunteer drivers pick up those donations 3 days a week and additional volunteers get the food sorted and then given out to people in need. People need to register, but the only thing they need to share is the number of people in their family & any dietary restrictions they might have. Bethel Lutheran Church donates space for this sorting, storing, and distribution. Our congregation helps by supplying volunteers throughout the year.

**UUSC (Unitarian Universalist Assoc. Service Committee)                      May 10, 2015                      \$ 338.00**

This nonsectarian organization advances human rights and social justice in the United States and around the world. Through a combination of advocacy, education, and partnerships with grassroots organizations, UUSC promotes economic rights, advances environmental justice, defends civil liberties, and preserves the rights of people in times of humanitarian crisis.

**2014-2015 Activities and sponsored events of the SJ Council**

*Detailed reports from each task group follow this general report.*

- The documentary film screening of “Shadows of Liberty”, sponsored by the SJ Council was shown in the sanctuary, to the public, on Sunday July 20 at 5 PM. The film focused on the news media: censorship, cover-ups and corporate control. There were 41 attendees.
- Gail Bishop became Co-chair of the Minnesota Unitarian Universalist Social Justice Alliance in August of 2014.
- On Sunday Sept. 23, the children and youth created care packages for Project Legacy youth who are going to college.
- On Wed., Sept. 24 at 5:30 PM, the film, “Dallas Buyers Club” was shown at the Public Library. This is sponsored in part by the Dharma Center, one of shared plate recipients. The purpose was to discuss HIV treatment, advocacy, policy, etc. as it currently stands in Olmsted County.
- On Friday, October 24th, 16 youth from Walden Hill Youth and 3 adult chaperones participated in the Interfaith Hospitality Network/Salvation Army/LINK Cardboard Box City fundraiser and raised \$2063.
- The Religious Education Council and the RE promoted stoking the Channel One donation barrel all year long.
- To spark congregational interest, the Social Justice Council hosted a Social Justice Fair to promote our work. This was held on October 26, 2014
- The Immigration Task Group has joined with this interfaith group to work on economic justice issues concerning wages. This group meets monthly at St. Lukes.
- The RE youth will be participating in Cardboard Box City on October 24.
- UU IHN volunteers participated several weeks throughout the year.



- CFR volunteers appear any time there is a 5<sup>th</sup> week in a month.
- The Willow Creek Backpack Food Program continued with the B'nai Synagogue and Peace UCC as our program partners until the spring of 2015.
- The AARP Foundation Tax-Aide Program, under the guidance of Ella Van Laningham was promoted.
- We continued to collect needed items for Mayo High School, LINK and Project Legacy in the Channel One Blue Barrel collection.
- The RE students did a service project decorating Thanksgiving gifts bags for Saturday Noon Meal guests.
- On January 17, 2015 we hosted Rochester for Justice, a burgeoning racial justice group, led by People of Color and supported by White Folks in Rochester. The group was created in reaction to the need for people to express their outrage and disappointment after the non-indictments in Ferguson and New York. Rochester for Justice staged a protest march on December 10th, and decided that in addition to acts of protest, dialogue is necessary to move toward a world with racial equity. The group had planned to hold community dialogue events around the MLK March, but first wanted to have a "telling our stories" event where folks from diverse backgrounds use facilitated conversations to talk about race impacting their lives. Julie Brock, a recent graduate from Starr King School for the Ministry, a chaplain at the Mayo Clinic, and a lifelong UU planned this event. Ray Phelps-Bowman was our official host.
- RE posted on Facebook a 30 Days Planning Calendar as part of the annual Standing on the Side of Love observances for use by families.
- Encouraged participation with the MLK March in January. Over 60 UU's marched.
- Supporting the Disability Task Group as they work through the Disability Accreditation program. We are one of 9 churches nation-wide field-testing this program. It is officially called: "Accessible Inclusion Ministries"
- The Disability Task Group, as part of our credentialing process, conducted a survey, "What do you need to fully experience congregational life?"
- Recommendations from the task force, based on survey results, were made to the Board of directors on April 15, 2015
- Hawthorne Help is the official name of our new partnership.
- We will be stocking items for personal care, cleaning supplies and paper products: the items that cannot be paid with SNAP funds (Food Stamps). We have been provided a locked closet with refrigerator and 1 shelf, as well as a locked cabinet, which has been cleared out in the gym for use.
- During the week of April 13, Sandy Ramage, Sandy MacLaughlin and Aleta Borrud, the new coordinators for this effort, were to visit each classroom to share information about this new Social Justice project.
- A Hawthorne Help trial run will take place April 20 - May 22.
- After what we believe will be a successful pilot the program will continue into the summer.
- UU's will be encouraged to donate needed items, provide staffing hours, stock shelves, take inventory, distribute items and do occasional shopping
- Our Social Justice Council joins the Rochester Public Library and the SE MN Alliance of Peacemakers in inviting all to attend, Mission to Gaza: A Surgeon's Journey, on Monday, March 9 / 6:30 PM / Rochester Public Library Auditorium. Dr. Ahmad Nassr, an orthopedic surgeon, shared his team's vital work in the Gaza Strip and the West Bank. He described the conditions in which they work and the obstacles they encounter in order to treat children with severe scoliosis. He and his team have been making these trips to the Occupied Territories since 2011.
- Promoted MUUSJA events and workshops.
- Financially supported United Theological Seminary's faith initiative Selma March in St. Paul on March 8, 2015

- Our Guest: Ashley Horan, M.Div., the Executive Director of MUUSJA, the Minnesota Unitarian Universalist Social Justice Alliance was our guest speaker to the pulpit on March 22, 2015
- April 30, 2015 - Sponsored "Habitat off the Hill" with Habitat for Humanity Rochester Area that invited community members of all ages to learn about housing legislation, and to learn how to voice their opinions to legislators.

#### **Budget**

Film License fees	\$200
Honorariums	\$250
Pridefest table:	\$ 62
Scarf material	\$21.57
Project Legacy	\$100
Selma March sponsorship with United Theological Seminary	\$150
SOSL t-shirts	\$ 15
Stipend for Paula Horner as Guest speaker at GA	\$300

#### **Council Goals for Next Year**

- To coordinate and support the congregation's effort to advocate, educate, organize, serve and witness for social action, establishing our church as a beacon of hope and social justice in our community.
- Encourage our work as shared ministry.
- Continually work to increase the Social Justice budget in order to advance congregational social action.
- Determine liaisons to community groups and interfaith organizations.
- Engage and cultivate leadership to take on the challenges of racial injustice, the environment and ongoing LGBTQ issues.
- Continually strive to improve communication and our website page.
- Fulfill a social justice project as part of the 150th Anniversary Celebration of church.
- Act as a satellite site for future meetings of MUUSJA.
- Secure a new Social Justice Council leader.

Respectfully Submitted,  
Gail Bishop  
Outgoing Chair

## People With Disabilities — Annual Report 2014-15

### *A Social Justice Council Task Group*

First Unitarian Universalist Church - Rochester, Minnesota

Report Prepared and Submitted by Paula Horner, Chair

#### Task Group Members

Paula Horner (Chair), Gail Bishop, Ronice Donovan, Mary Lambert, Ann Lien, Lyn Smith, Steve Smith, Kathe Yoss, Maggie Nolte; Shelly Maciujec (note Jennifer O'Connor was a member during the 2014-2015 year but needed to leave due to other commitments)

#### Regular Activities of the Task Group

- The Task Group's goal is to enable our congregation to become engaged, educated and informed advocates for members and their families and for others within our county living with disabilities.
- The Task Group focuses on projects that help our congregants to support and be more sensitive to issues of inclusiveness and hospitality toward our members and their families who are living with disabilities.
- The Task Group's efforts are built upon UU principles, to be carried out over a long time. It will take time to create a change in attitude, assimilate these changes and provide hands-on experiences that will enrich the lives of congregants and help them to understand and appreciate the needs of people living with disabilities.
- The task group is actively engaged in becoming a certified congregation through the Accessible and Inclusion Ministries (AIM) program of EqUUal Access, part of the UUA.

#### Special Activities of the Task Group

It was announced at General Assembly, June 2013 that our Church would be one of 10 churches within the UUA to field test the Disability/Ability Action Program Handbook. On June 18, 2014 our plan was submitted to the UUA for review. It was approved in August 2014. The review team wrote: "Overall, the committee was very impressed and satisfied with your plan. It was very thorough and showed how you will be tying in your congregation's needs based on your needs assessment to the activities you have chosen. It is very well done".

Most of the activities for the rest of the year reflected on fulfilling the requirements of the plan:

- First Project completed: *It's in Every One of Us to be Welcoming*. We worked with the hospitality team leaders and created a handout: **Tips and Reminders for Providing a Welcoming Environment for People with Disabilities**.
- A poster board outlining our plan was created for the Social Justice Fair Oct 26, 2014. This is featured in the Commons area and was used for presentations with the Program Council and the Board.
- Announcements were made at both services November 16, 2014 regarding the plan. Additional presentations were made at Church Board on November 19<sup>th</sup> and Program Council Dec 3, 2014.
- After the Program Council a trial of valet parking was offered during the winter months.
- At the mid-winter retreat, January 31, 2015 we offered a workshop: *Language Matters*, presented by Beth Honecker and Melissa Evans from The ARC Southeastern Minnesota
- The UU book club selected **Good Kings/Bad Kings** for its February Read. One of our goals was to encourage a book club discussion of a disability-related book.
- Rich Noll, a local author who wrote **Nick Meets the Man in the Wheel Chair**, did an RE presentation Feb 22, 2015. Paula Horner participated in these presentations.
- A survey: What do you Need to Fully Participate in Congregational Life was written and distributed to

the congregation. Results of the Survey were shared at the board meeting April 15, 2015.

- A video clip was submitted to the UUA/EquUal Access committee, per their request, talking about our project.

#### **Task Group Goals for Next Year**

The decision by our task group to proceed with the credentialing process was the opportunity to continue our goal of building an inclusive community for all at our Church. Last year we wrote that we will be engaging all members of the congregation in this process in the coming years. We created a tool to determine what accommodations are needed by our members to make our building and congregational life more inclusive. We plan to work with RE, Church leadership and various committees toward this goal.

- Continue with the Disability credentialing Field Test. The plan needs to be completed by August, 2017. The goal however, is that the congregation will continue with inclusion activities, educational and service opportunities as well as advocacy and community partnering to have an ongoing appreciation and understanding about the needs of people living with disabilities long after certification is received.
- Will be presenting a Worship Service Nov. 8, 2015 celebrating members of our church who were champions in the Disability community. This is part of our 150<sup>th</sup> celebration year.
- Sponsor a Church-wide social event to the “Realability Film Festival” in St Paul this summer.
- Evaluate valet parking to encourage it to be used more.
- Continue our maintenance goals of reviewing disability resources, updating our website as needed and forwarding any legislative issues impacting the Disability Community to congregants.
- Look for opportunities to partner with other Social Justice initiatives at Church, advocating for people with disabilities.
- Continue to recruit new members. We welcome Shelly Maciujec to the committee.

Respectfully Submitted,

Pula Horner, Chair

## **Community Food Response — Annual Report 2014-15**

### ***A Social Justice Council Poverty Task Group***

First Unitarian Universalist Church - Rochester, Minnesota

Report Prepared and Submitted by Ella VanLaningham

#### **Coordinators and Lead Participants**

Special thanks to Daube's Bakery, Maggie and Roger Nolte who generally oversee the opening process, Anne Black-Sinak, Ronice Donovan and Ella VanLaningham who oversee the closing process, Linda and Bill Thompson who do food pick-up, and Jeanne Hoecker and Dave Kallmes (returning to the Board after a little hiatus, having served previously as President). Thank you, wonderful UUs.

#### **Purpose of Community Food Response (CFR)**

Since September 2001, our congregation has been a cooperating church among 17+ groups that assist at least one day a month with sorting and distribution of excess food from hospitals, restaurants, businesses and grocery stores for the Community Food Response (CFR) program located in the lower level of Bethel Lutheran Church.

#### **Volunteer Commitment**

Our church continues to provide adequate volunteers for the 5<sup>th</sup> week collection, sorting and distribution of foods.

In 2014, CFR collected 87.6 tons of food from 33 donor sites, and provided more than 33,088 meals, plus extras for breakfast and/or lunch the next day. An average of 73 families was served every Monday, Wednesday and Friday.

Many thanks to the over 40 church families and friends who have helped with this project.

Respectfully submitted,  
Ella VanLaningham

## Interfaith Hospitality Network — Annual Report 2014-15

### *A Social Justice Council Poverty Task Group*

First Unitarian Universalist Church - Rochester, Minnesota

Report Prepared and Submitted by Julie Gilkinson

#### **Committee Members**

Phyllis Beery, Julie Gilkinson, Lynne Kirklin, Sandy MacLaughlin and Joyce Wood serve as coordinators for the UU-Interfaith Hospitality Network Partnership. Sandy MacLaughlin resigned as a coordinator the end of November 2014. We thank Sandy for her many years of service. Her dedication, passion and leadership will be missed.

IHN of Greater Rochester, through a network of 40 churches, offers food and shelter 365 days a year to homeless families. The Interfaith Network is the foundation but just a part of what this organization does, so this year saw the transition to a new name, **Family Promise Rochester**. Family Promise has been the national affiliate and this brings Rochester into conformance with the other 181 IHN affiliates. We commit to provide volunteers for 4 weeks each year (July & November 2014, March & May 2015) in partnership with our neighboring UCC-Congregational Church and St. Pius X Catholic Church.

#### **Meeting Information**

- Coordinators attend quarterly meetings led by the IHN Director concerning program issues.
- UU, UCC and St. Pius meet as needed to review concerns & improve service delivery.
- All new IHN volunteers are required to attend an informational and sensitivity training. Continuing volunteers attend re-orientation every three years. Volunteers must complete a Criminal Background Check, read the IHN Behavior Policy and sign off on that policy.

#### **Regular Activities of Sub Committee**

The primary focus is ongoing recruitment of volunteers to staff Buddy Weeks and education of our church community about homelessness in the Greater Rochester Area. Recruitment occurs through Venture, web site, E news, Guest/Member Volunteer Forms and Social Justice Fair.

#### **Special Activities of Sub Committee**

- October 2014 staffed an IHN educate & recruit table at UU Social Justice Fair.
- October 2014 15 youth plus two youth advisers participated in the Cardboard Box City fundraiser for homeless programs - IHN, Salvation Army and LINK. They raised \$2,063.25!!
- Have succeeded in getting a couple of newly trained volunteers, and, a few who have agreed to just help with meals, there now are a total of 40 volunteers.
- Our choir again did not participate in the IHN Concert fundraiser due to a conflict on the part of our director.

#### **Major Expenditures for Sub Committee**

Committee receives no funding. IHN asks that churches our size contribute \$1,000 annually. There was a shared plate collection for Family Promise on December 21<sup>st</sup> and thanks to having the donations matched by an anonymous church member, \$1,699.47 was donated.

#### **Goals for Next Year**

- Continue to recruit new volunteers. Our numbers are still lower than we'd like though the volunteers we have are fantastic in helping to staff our scheduled weeks!
- Encourage UU support of IHN annual community events (Box City & Concert).
- Adjust to a new partnering relationship in 2016 when UCC will not be available.

Respectfully Submitted, Julie Gilkinson

## **Mayo High School SOS (Support Our Spartans) Program Annual Report 2014-15**

### ***A Social Justice Council Poverty Task Group***

First Unitarian Universalist Church - Rochester, Minnesota

Report Prepared and Submitted by Sandy MacLaughlin & Sandy Ramage

#### **Committee Members**

Sandy Ramage and Sandy MacLaughlin energize UU involvement in supplementing food, clothing, personal products and emergency needs for homeless and food deprived students at Mayo High School in partnership with Channel One, Mayo High School Social Worker and teen Key Club members.

#### **Meeting Information**

- Attended UU Social Justice Council meetings when able.
- Attended September 2014 meeting called by District 535 Students in Transition Coordinator for staff and faith partners city wide to review, expand and improve services to students.
- Met with Mayo High School's new Social Worker, Juan Vazquez, regarding our partnership.

#### **Activities of Committee**

- Stocked refrigerator and staffed SOS Room with UU volunteers on six designated summer school dates. Turnout was extremely disappointing.
- August Share the Plate: \$1,151 was collected to support SOS and WC Backpack programs.
- Provided Savers coupons for emergency clothing needs.
- Collected Mayo spirit clothing donations from UUs for SOS.
- Filled request for emergency winter clothing and outerwear for Mayo student.
- Reached out to youth programs below also:
  - Purchased bus passes and gas cards for LINK, a non-profit serving at risk/homeless youth, ages 16-21, after a robbery at their office site. Shared UU donations with LINK also.
  - Shared donations of personal care products & foods items with Project Legacy, a nonprofit dedicated to providing a support system for youth of color, over 18, many of whom are homeless or under-housed.

#### **Major Expenditures for Committee**

Committee received no direct UU funding. Volunteer hours translate to money. Share the Plate donations and our generous benefactor who matches the Plate made our contributions to SOS and LINK possible.

#### **Committee Goals for Next Year**

- Request August meeting to review needs and our role in 2015-16 school year.
- Check in monthly during school year for update on needs.
- Share information about SOS at Social Justice Fair in October.

Respectfully Submitted,  
Sandy MacLaughlin & Sandy Ramage

## **Saturday Noon Meals (SNM) — Annual Report 2014-15**

### ***A Social Justice Council Task Group***

First Unitarian Universalist Church - Rochester, Minnesota

Report Prepared and Submitted by Roxanne Schlasner

#### **Purpose**

A Saturday Noon meal is the Channel One Agency that feeds those in need. The mission is: To serve an attractively nutritious meal in warm safe atmosphere for persons in need.

#### **Yearly Summary**

##### **July 12, 2014**

Five members volunteered at Sat. Noon Meals on July 12. Julie Gilkinson, Corey Dunker, and Roxanne Schlasner prepared a large amount of farmed trout. It is the chosen source of protein for the meal and for the next SNM meal. Other menu items were: scalloped potatoes, peas, romaine lettuce salad, tomato slices, pickle beets and bread slices. We baked some corn dogs for an alternative meat for the guests who are allergic to fish. For the 11:00 appetizers we cleaned veggies for veggie tray. At 11:00 Julie Larson Keller and Paulette DeMers arrived to join Corey and Roxanne for the serving and clean up. Linda Curtis, the volunteer coordinator, gave the orientation, history presentation from 11: 10 to 11:45. Roxanne read the blessing from the book "Bless This Food". We served 68 guests. Many of the guests took food home.

##### **August 23, 2014**

Seven members volunteered at Sat. Noon Meals on August 23. Corey Dunker, Julie Gilkinson, Jeanne Hoecker and Roxanne Schlasner prepared the meal. Julie, Jeanne and Roxanne hand shredded zucchini to make 8 loaves of zucchini bread. Corey help with preparations of other menu items, orange chicken with rice, green beans, coleslaw, and few snack items for appetizers. Jeanne help the SNM crew member clean food storage shelves while the meal was cooking. At 11:00 Paulette DeMers, Linda and Bill Thompson arrive to join Jeanne and Roxanne for the serving and clean up. Roxanne gave the orientation information session at 10:50. Roxanne read the blessing before the meal using a blessing from the book "Bless This Food". We served 65 guests. Many of the guests took food home.

##### **Nov. 8, 2014**

Ten members volunteered at Sat. Noon Meals on November 8. Julie Gilkinson, Roxanne Schlasner, Margo Switch, and Joyce Woods prepared the meal. The menu included spaghetti with pizza flavored mini brats added so ended up being like a hot dish, cabbage, green beans, lettuce salad, milk, garlic bread and for dessert vanilla pudding with cookies. At 11:00 Aleta Borrud, Nancy Berkman, Paulette DeMers, Mike Tinetti, Patty Trnka, Nancy Slocomb, arrive to join Roxanne for the serving and clean up. Linda gave the orientation from 11:05 to 12:50. Roxanne read blessing of the food from "Bless This Food". We had 60 guests sitting at the tables at 12 noon and many of the guests took home servings of spaghetti.

#### **Special Activity**

##### **January 25, 2015**

As a Social Justice Sunday activity, Julie Gilkinson led the church children and youth in decorating 80 lunch bags with valentine decorations. Julie delivered the holiday bags to SNM, that morning the Boy Scouts were volunteering with the meal, she help the group fill the bags. This helps the SNM mission of



giving the guest holiday bags – paper lunch bags are decorated and filled with holiday goodies to give out to the guest for a particular holiday. This year Valentine’s Day is on a Saturday.

**May 30<sup>th</sup> is the next volunteer day for helping with SNM**

**Future Goals**

\*Continue with this program at Christ United Methodist Church

\*To continue to recruit volunteers to serve

Respectfully Submitted,  
Roxanne Schlasner

## **Tax Program for Lower Income Families — Annual Report 2014-15**

### ***A Social Justice Council Task Group***

First Unitarian Universalist Church - Rochester, Minnesota

Report Prepared and Submitted by Ella VanLaningham

#### **The Program**

The Tax Program for Lower Income Families is the AARP Tax-Aide Program which helps lower income individuals and families fill out their tax returns – enabling them to meet their tax obligations and obtain the maximum refund for which they are eligible. The program is operated by volunteers and promoted through our congregation's Social Justice Council.

#### **Volunteer members**

Special thanks to Bruce Bjorgum, Paula Horner, Joyce Lewis, John MacLaughlin, Sandy Ramage, James Rentz, Bill Thompson and Ella VanLaningham who contributed many hours this year.

#### **How it works**

Tax preparation and electronic filing is free. Help is provided at three major sites in Rochester, one in Stewartville and one in Dodge County, and volunteers travel to various senior facilities in Rochester and surrounding communities. Overall this season, assistance was provided to over 4088 taxpayers and volunteers donated over 10,000 hours (including training). Individuals and families can still get help during some limited summer sessions at the Rochester sites (Salvation Army, Senior Center and Hawthorne Education Center) by calling for an appointment in early summer; a special rent/property tax refund is available for lower income individuals/families for which a return can still be filed with the Minnesota Department of Revenue. Appointments are made by calling the sites; for Hawthorne and the Salvation Army, calls are answered by the United Way at 287-1958. We advertise the free tax program within the church community and hope to continue to expand congregational awareness.

#### **Future Goals**

The group hopes that more taxpayers in the congregation might take advantage of the program and there might be more participation by members and friends as volunteer counselors.

Respectfully Submitted,  
Ella VanLaningham

## **Channel One / Willow Creek Middle School Backpack Program Annual Report 2014-15**

### ***A Social Justice Council Task Group***

First Unitarian Universalist Church - Rochester, Minnesota

Report Prepared and Submitted by Sandy MacLaughlin & Sandy Ramage

#### **Committee Members**

Sandy Ramage and Sandy MacLaughlin attempted to maintain our UU WC Backpack partnership. Channel One, with local faith communities, serves over 1200 students identified as food deprived on weekends and school breaks in Rochester. Peace UCC was unable to secure coordinator so had to drop out. B'nai Israel Synagogue continued.

#### **Meeting Information**

- Attended UU Social Justice Council meetings as able.
- Met May 2014 w/CH One to discuss mutual concern about declining Backpack numbers.
- Attended September 2014 meeting called by District 535 Students in Transition Coordinator for staff and faith partners city wide to review, expand and improve services to students.

#### **Activities of Committee**

- Presented August 17, 2014 for Share the Plate. \$ 1151.00 was collected to enrich and supplement backpack food and fund Mayo High School SOS Shelf.
- Packed summer food boxes for 15 Newcomer students 3 times with help from over 40 UUs. Our members donated fresh produce, dairy products, food items and personal care products. District Newcomer Staff delivered the boxes.
- Informed September 2014 that WC committed to starting a Help Shelf similar to Mayo SOS and continuing Backpacks. IBM provided Backpack food for all schools Sept. & Oct.
- Assisted with setting up & stocking Help Shelf November 2014. No Backpacks were ordered by WC for UU pick up in either November or December.
- Learned that our Synagogue Partners who expected to work with WC in January and February 2015 were having problems at WC. Volunteers were stood up for a meeting and no return of calls. No Backpacks were ordered either month.
- Contacted SJC Chair Gail Bishop February 2014 for help with WC and CH One communication.
- Notified by CH One in late February 2015 that Willow Creek had decided to terminate Backpack services to students and needed no assistance with Help Shelf.

#### **Major Expenditures for Committee**

Committee received no direct UU funding. Volunteer hours translate to money. Share the Plate donations made possible the purchase of produce, dairy products and additional protein to improve food quality for summer boxes and WC help shelf.

#### **Committee Goals for Next Year - Discontinued Program**

Respectfully Submitted,  
Sandy MacLaughlin & Sandy Ramage

## Social Justice Discussion Group — Annual Report 2014-15

First Unitarian Universalist Church, Rochester, Minnesota  
Report Prepared and Submitted by Sandy Ramage, Chair

### **Meetings**

The Social Justice Discussion Group continues to meet every first and third Monday at 7 PM, welcoming congregants and friends of the church, youth and adults.

### **Membership**

Chairs: First Jim Olson and Anne Black-Sinak, and then Jim Olson and Sandy Ramage. Attendance averages 4-5 with over a dozen different attendees throughout the year. The mailings go, by request, to several former congregants who have moved away so they know what we are reading.

### **Yearly focus**

We spent some time this year on income inequality, the UUA congregational study topic, and are now discussing environmental issues. We are talking of moving on to readings that combine both issues in the fall. As is our practice, we chose science fiction/fantasy books with social justice content for our summer reading. Here is our reading list for the past year:

### **Books discussed this church year**

- June - Countdown City, by Ben H. Winters
- July - Alif the Unseen, by G. Willow Wilson
- August /September - On Such a Full Sea, by Chang Rae Lee
- September - film "Inequality for all"
- October/November - The Price of Inequality, by Joseph Stiglitz
- December - A Child's Christmas in Wales, by Dylan Thomas
- January - The Collapse of Western Civilization: A View from the Future, by Naomi Oreskes and Erik M. Conway
- February/May - Merchants of Doubt: How a handful of scientists obscured the truth on issues from tobacco smoke to global warming, by Naomi Oreskes and Erik M. Conway

**All members and friends are most welcome to join us and to suggest books or topics they would like to discuss. Come for one book that interests you or come to stay!**

### **2015 Summer Reading**

Upcoming reading for those who peruse the annual report with attention:

- June - we plan to read Contact, by Carl Sagan.
- July - we will finish the *Last Policeman* trilogy by discussing the third book, World of Trouble, by Ben H. Winters.
- August - still open, so share your great ideas!

Respectfully Submitted,  
Sandy Ramage

## **Clara Barton Guild — Annual Report 2014-15**

First Unitarian Universalist Church – Rochester, Minnesota

Report Prepared and Submitted by Jessie Finch and Laura Lukes, Co-Chairs

### **Committee Members**

Co-chairs: Jessie Finch and Laura Lukes. Any church member or friend is eligible to attend meetings.

### **Meeting Information**

Clara Barton Guild meets on the second Tuesday of the month except during the summer.

### **Regular Activities of the Committee**

Regular activities include furnishing Sunday morning coffee and assisting with community activities such as the Willow Creek backpack program when assistance is requested. Time is used to plan and assist with the rummage sales. The Clara Barton Guild combines the social, service and spiritual aspects of the church as men and women come together for the meetings.

### **Special Activities of the Committee**

- The computer list of email addresses continues to be useful.
- This year the February meeting was canceled due to snow and ice.
- There has been no progress on the kitchen remodeling. It seems to be on hold and unlikely the project will move forward.
- In September in addition to the scheduled meeting a group of members met to discuss how decisions should be made regarding donations to church projects and charitable donations to community groups. They reported back to the Guild and decisions were voted on at the next meeting.
- The goals and purpose of the Guild were discussed and a new and improved statement and list of purposes were accepted by the group. The newly worded mission statement and purposes are listed below. A brochure was made to reflect the new information.
- In the September meeting Kay Eberman spoke and showed a slide show on the development of the rain garden. \$500 of Guild money was given towards that project.
- The youth again planned the October 2014 rummage sale. Guild members assisted. Funds again went for Youth programs.
- In November Char Tarashanti gave a program on Soul Collage and we each had a chance to make our own picture card.
- In January Bob Beery talked about Jane Franklin Mecom, sister of Benjamin Franklin. He touched on the life of women at that time and how strong she was and what she did to take care of the people in her life.
- In March Jamie Mahlberg spoke about Mission 21 which is an anti-trafficking service provider for child victims. The Guild made a donation to them this year.
- In April there was another successful rummage sale with the help of many people from the congregation. Karen Edmonds spoke about Project Legacy at our regular scheduled meeting time. Karen is one of the founders of the grassroots organization set up to help young, usually African American young adults get off the street and into school.
- There was a luncheon in December and one in May.

**Mission Statement of Clara Barton Guild**

The Clara Barton Guild promotes and advances justice for women, children and families through service to the Church and the greater community. The activities of the Guild combine the spiritual, service, and social missions of the church.

**The Purposes**

Support, with personal service and financial resources, church projects which will enhance the worship experience;

Support, with service and financial contributions, organizations that improve the lives of women, children, and families;

Honor the legacy of this Clara Barton Guild as we adapt to the future.

**Major Expenditures for the committee**

Guild money is separate from the church budget so the committee makes its own financial decisions. Ella VanLaningham will submit a Treasurer's Report.

**Committee Goals for Next Year**

Continue donations to non-profits that serve women and children. Considerations will be made for use of funds in church projects that fit the Guild's goal and purpose. There will be a focus again on the role of Clara Barton Guild through the past and into the future as the church celebrates its 150<sup>th</sup> anniversary.

Respectively submitted

Jessie Finch and Laura Lukes

Clara Barton Guild Co-Chairs

**Clara Barton Guild — End of Year Financial Report 2014-15**

First Unitarian Universalist Church - Rochester, Minnesota

Report prepared by: Ella VanLaningham, Treasurer

**Checking Account - April 30, 2014: \$4,230.96****Receipts**

Spring Luncheon	276.00	
Fall Rummage Sale	0.00	
Christmas Luncheon	277.00	
Spring Rummage Sale	4,115.44	
Interest	6.80	
<b>Total receipts:</b>		<b>\$4,675.24</b>

**Disbursements**

Spring Luncheon	258.82	
Fall Rummage Sale	0.00	
Christmas Luncheon	302.46	
Spring Rummage Sale	186.82	
Miscellaneous - supplies, etc	0.00	
Gifts to Nonprofits (1500)		
- Planned Parenthood	300.00	
- Women's Shelter	300.00	
- Family Promise	300.00	
- Mission 21	300.00	
- Project Legacy	300.00	
	<u>2,248.10</u>	
<u>Gifts to the Church:</u>		
Hospitality: coffee, cocoa, lemonade, etc	1,113.31	
Rain Garden	500.00	
Coffee pot	51.65	
OWL Training	600.00	
	<u>2,264.96</u>	
<b>Total Disbursements:</b>		<b>4,513.06</b>

**Checking Account - April 30, 2014 4,393.14****Checking Account**

Balance - April 30, 2015 \$4,393.14

**Clara Barton Guild Leadership Memorial Fund**

Balance - April 30, 2014	\$21,083.74	
Interest earned	156.21	
Transferred from checking	0.00	
Balance - April 30, 2015		\$21,239.95
- CD #1702 maturing 12/01/2015:	\$1,725.98	
- CD #1705 maturing 05/21/2016:	\$4,127.94	
- CD #1708 maturing 05/03/2018:	\$5,139.47	
- CD #1706 maturing 5/21/15:	\$5,095.44	
- CD #1707 maturing 5/21/17:	\$5,151.12	
		<u></u>

**Total Assets on Hand - April 30, 2015 \$25,633.09**

## Adult Religious Education—Annual Report 2014-15

First Unitarian Universalist Church – Rochester, MN  
Report Prepared and Submitted by Peggy Marchesani, Chair

### Committee Members:

Chair: Peggy Marchesani

Members: Anne Black-Sinak, Frank Druktainis, Rev. Dr. Carol Hepokoski, Jim Olson

### Regular Activities of the Committee:

1. Review adult education offerings, receive and solicit input from congregation.
2. Identify desired programs, classes, groups, etc. to be offered.
3. Obtain presenters/facilitators for each program to be offered.
4. Organize logistics, including childcare and coordinate with staff as necessary.
5. Recruit and train volunteers and obtain supplies as needed for each offering.
6. Communicate the offerings to the congregation periodically, and publicize.
7. Evaluate programs and make adjustments as needed.

### Activities for 2014-15

- Chalice Circle Groups, coordinated by Sarah Rothwell
- Pathway to Membership, coordinated by Sarah Rothwell
- UU Book Club, meeting monthly, coordinated by Julie Gilkinson
- Great Books Club, coordinated by Sandy Ramage
- Social Justice Discussion Groups, meeting twice monthly, coordinated by Sandy Rampage
- *Principle 4* Discussion Group, facilitated by Anne Black-Sinak, Frank Druktainis, Jim Olson, monthly
- *Spiritual Direction* Groups, coordinated by Rev. Dr. Carol Hepokoski, 4 facilitators trained and 3 groups ongoing
- *The Haunting Church: Owning Your Religious Past*, facilitated by Rev. Dr. Carol Hepokoski
- *Our Chosen Faith* Discussion Group, facilitated by Anne Black-Sinak, monthly
- *Origin of the Species -or How UUism Evolved -The Three Prophets of Religious Liberalism: Channing, Emerson & Parker*, facilitated by Frank Druktainis and Jim Olson
- *The Bible as an Historical Document*, facilitated by Jim Olson and Frank Druktainis, monthly
- *UU Buddhist Interest Group*, facilitated by Frank Druktainis, monthly
- *Course in Miracles* Study Group, facilitated by Peggy Marchesani, weekly
- *Leadership Development Series*, led by Patty Trnka and Beth Atkinson
- *The Artists' Way: A Spiritual Path to Higher Creativity* was held twice each month June-Dec 2014, organized by Anne Black-Sinak. The group that participated has evolved into a conversation group that meets once each month to support "the artist within."
- Mah Jongg lessons and groups, led by Darrel Waters

### Budget:

Beginning Budget \$200, of which we have spent nothing, so \$200 remains.

### Goals for 2015-16:

- The committee plans to continue seeking input from congregants, staff, the UUA, and monitoring other congregations with dynamic programs to continually improve our offerings and engage the members and friends.
- Work with the Interim Minister, Rev. Fritz Hudson, to identify and implement new programs to stimulate our liberal religious community.
- We seek a new committee chair and the active involvement from current and new committee members, transitioning leadership as needed and appropriate.
- Investigate ways to publicize offerings
- Consider renaming the committee to better reflect the scope of the offerings.



- Develop monthly or semi-monthly programs to engage the congregation in an exchange of ideas on topics of relevance and interest. Possibilities could include the use of social media along topics such as
  - ♦ Our richness of diversity, what that means, and how to leverage it
  - ♦ Forgiveness as a quality of life component,
  - ♦ Our Financial Lives and ethical living
  - ♦ How does the concept of class play out at UU?
  - ♦ Recording my personal history

Respectfully submitted,  
Peggy Marchesani  
2014-15 Chair, Adult Religious Education Committee

## Worship Committee — Annual Report 2014-15

First Unitarian Universalist Church, Rochester, Minnesota

Report Prepared & Submitted by Joe Mish

### Committee Members

Jeff LarsonKeller (chair), Anne Black-Sinak, Linda Blouin, Mark Brutinel, Melissa Eggler, Ann Hutton, Amy Nelson, Anne Shea, Brendan Shea, Greg Wimmer, Rev. Dr. Carol Hepokoski (ex-officio), Joe Mish (ex-officio), and Ryan Shriver (ex-officio)

### Meeting Information

The Worship Committee gathered at ten monthly meetings on the second Wednesday, August 2014 through May 2015. Each meeting included time to reflect and share readings on the coming month's theme, a review of the past month's services, coordinate plans for future services and discuss issues that influence the ongoing worship experience at church. The committee has been actively discussing plans including children in the services for more than just on the first Sunday of each month.

### Regular Activities

Besides identifying positive aspects of individual services and those areas needing refinement, members of the Worship Committee serve as Worship Associates each Sunday. Besides working closely with the minister, Rev. Dr. Carol Hepokoski, and the Co-Directors of Music, Joe Mish and Connie Schuelka, they also coordinate services with guest presenters (when the minister is not in the pulpit) to provide weekly Sunday worship services.

Monthly themes offer a framework for the diversity of worship topics. We offer two identical services at 9 AM and 11 AM through the majority of the year. During the summer months (Memorial Day to Labor Day), we offer a single service at 10 AM. There are also two services on Christmas Eve and a lay-led service on Maundy Thursday. This year's monthly themes were:

June-August	Wisdom from the World's Religions
September	Shared Ministry
October	Forgiveness and Atonement
November	Imagination
December	Giving and Receiving/Gifts
January	Continuity Amidst Change
February	Watchwords
March	Sense of Place
April	Life Lessons
May	Celebrating Our Heritage

### Special Activities

Members of the committee offered a workshop on worship at the All-Church Mid-Winter Retreat, and assisted with the Ordination Service for Rev. David Kraemer held on Sunday, April 12. We would like to extend a special thank you to those who stepped in to help with services after March 15 when minister was unable to fill the pulpit on her regular basis due to her injury and subsequent surgery. It is a testament to the vitality of the committee that all the open services were filled relatively quickly after it became apparent what would be needed.

**Major Expenditures**

Speaker honorariums and travel expenses consume the majority of the committee budget. A smaller portion of the budget is used for large candles in the Sanctuary, chalice oil and other supplies. The Co-Directors of Music manage the budget line for music.

**Next year's goals:**

- Work with the interim minister to offer high quality Sunday worship services on a wide range of topics.
- To continue developing the vitality of the Worship Associate program, provide training for lay service leaders and new committee members.
- To acknowledge and celebrate the church's sesquicentennial in worship services.

Respectfully submitted,  
Joe Mish