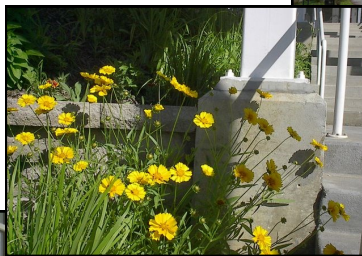
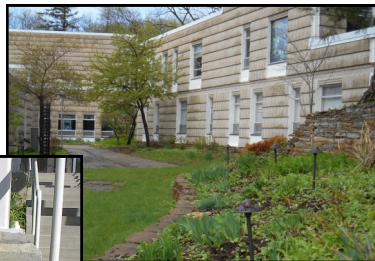


Annual Report 2013-14

First Unitarian Universalist Church

Annual Meeting of the Congregation

Sunday, June 8, 2014 - 11:15 AM



1727 Walden Lane SW • ROCHESTER, MINNESOTA 55902

PHONE: (507) 282-5209

WEBSITE: www.uurochmn.org

E-MAIL: office@uurochmn.org

minister@uurochmn.org



We are a Welcoming Congregation

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

Annual Report 2013-14

First Unitarian Universalist Church – Rochester, MN

Reverend Doctor Carol Hepokoski, Minister

1727 Walden Lane SW • Rochester, MN • (507) 282-5209 • office@uurochmn.org • www.uurochmn.org

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Agenda for the Annual Meeting of the Congregation

**First Unitarian Universalist Church, Rochester, Minnesota
Sunday, June 8, 2014 – 11:15 am**

- 1.1. Call to Order
- 1.2. Minutes of the June 9, 2013 Annual Meeting
- 1.3. Reports on the 2013-2014 Church Year
 - a) Minister's Report
 - b) Officers
 - I) President
 - II) Vice-President
 - III) Treasurer
 - c) Committees and Councils
- 1.4. Old Business
 - Membership, Article III
- 1.5. New Business
 - a) Bylaw Amendments
 - I) Memorial Garden, Article XVII
 - b) 2014-2015 Budget
 - c) Stewardship Awards
 - d) President's Awards
 - e) Recognition of Current Board and Committee Chairs
 - f) Report of the Nominating committee
 - g) Election of Officers, Directors, and Nominations Committee
 - h) Installation of Board
- 1.6. Adjournment

The Next Annual Meeting will be held Sunday, June 7, 2015.

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 9, 2013 Annual Meeting of the First Unitarian Universalist Church of Rochester Minnesota

Call to Order – The meeting was called to order by President Amy Louise Nelson at 11:12 am. A quorum was established by consensus.

Approval of Minutes of June 10, 2012 Annual Meeting; the minutes were approved as submitted – motion by Kim Edson, seconded by Marge Dalen, unanimous consent.

Reports on the Church Year

- Minister: Senior Minister the Reverend Carol Hepokoski reviewed highlights, including Walden Hill Youth trip to Boston, beginning of the “What’s Next” strategic planning sessions, the successful stewardship campaign led by Gail Bishop and Jerry Katzmann, Marriage Equality work, and work on immigration reform. Carol also recognized the staff at length, in addition to Jeff Larson Keller and Amy Nelson. She thanked Consulting Minister Charlotte Cowtan and the congregation for their support over the past and coming year.
- Ramona Barr addressed the congregation on behalf of the Board confirming the Board’s support for the decisions made with regard to our ministry and the Board’s gratitude to President Nelson for her work over the past year.
- President’s Report: Nelson reviewed the President’s Report mentioning two changes, including staff changes – summer RE assistant and Connie Schuelka’s 25th year with the church staff.
- Treasurer’s Report: Treasurer Jeff Snyder thanked the congregation for its generous support of the church, giving the Board and Finance Committee finances to manage. He thanked Connie Schuelka, committee chairs, Finance Committee, and Rev. Hepokoski. He then reviewed the 2012-13 financial report. The church’s income exceeded budgeted income and exceeded expenses by \$29,000. He mentioned that unrealized pledges were lower than anticipated. He explained that part of the excess income has been shifted into the 2013-14 budget, leaving the budgeted surplus going into reserves of \$19,703. He also reviewed the “five pillars” of church finances and the adoption of this approach by the Finance Committee and Board (operating reserve, working capital, major maintenance fund, endowment fund, and emergency fund).

He then reviewed the coming year’s budget, including increases of 2.5% to the staff, an increase for Social Justice, use of the reserve fund for upgrades to the phone system, Memorial Garden plaque structures, parking lot resurfacing, computer equipment for the Congregational Life Coordinator, and elevator maintenance.

- Committee Reports: Amy referred the congregation to the reports printed in the Annual Report.

Old Business:

- There was no old business to be brought before the meeting.

New Business:

- Amy reviewed the proposed Bylaws Amendments, beginning with the changes to the sections on Endowments. Motion to approve changes to 16.2 by Ann Hutton, seconded by Kim Edson. There was no discussion; the motion carried unanimously. Motion to approve changes to 16.3 by Ann

Hutton, seconded by Kim Edson, all in favor. Motion to approve changes to 16.4 by Richard Hutton, seconded by Kim Edson. Myatt Helmers asked for the membership of the Endowment Committee (Dick Rundle, Vikki Wolff, Marge Dalen, Dianna Parks, and Kathe Yoss). No further discussion, motion carried unanimously.

Marge Dalen moved, seconded by Jerry Katzmann, to approve Bylaws amendment 3.1. Joel Reid objected to the proposed amendment because it presents an image inconsistent with inclusivity for lower income members. Gail Bishop mentioned that the Bylaws amendment provides for waiving the requirement. Reid responded that not everyone is comfortable with expressing their financial need. Angela Davey said that as a financially constrained member, she has not felt that the need to explain her financial limitations has not interfered with her feeling of inclusion. Jim Olson explained his aversion to describing his financial circumstances to others. Ramona Barr explained the Board's position that those who are able to support the church ought to do so. Melissa Egger said that she was concerned about the "classism" she read in the amendment. Jerry Katzmann explained the intent of the Stewardship Committee that there should be clear communication to prospective members of the church that the commitment to membership includes commitment to the long term health of the church. He said the Stewardship Committee has been proactive in identifying and reassuring members of their status. Jay Hoecker expressed opposition on the grounds that it is unnecessary. Underbakke expressed opposition; she is of modest means and cherishes the fact that the church does not ask for money. While she appreciates the intent, she thinks the concept is inconsistent with being welcoming. Anne Black-Sinak stated that she thinks requiring a person to explain their financial circumstance is inconsistent with our principles and a mistake. Eric Egger asked why the change is needed given the current language (which says membership is continued by making a financial pledge or by expressing interest in continuing membership). Angela Davey suggested having workshops around classism and stated that this language expresses a classist view. Karen Sandberg said that at one point in her life she was unable to pledge, but pledged as soon as she was able. She thinks this is understood by members generally, and therefore does not need to be stated explicitly. Janine Van Ree said that she would have been scared away from membership had the bylaws expressed this notion explicitly. She thinks the stewardship visit adequately covers this notion and the amendment is not needed. Linda Thompson said that this notion has been around before but has not made it through the Board and to an Annual Meeting before [in fact, it was discussed and rejected at a previous Annual Meeting in 1994]. Mary Amundsen moved, seconded by Melissa Egger, to defer this item until the next annual meeting. Motion carried with four opposed.

- Questions on the 2013-14 Budget:

K. Brutinel raised a question about "working capital" and the place in the budget for expenditures like the parking lot, elevator, phones, and so on. The question was answered by Jeff Snyder, explaining that the operating budget does not cover capital items. Amy said we have a sheet for capital reserves that explains this. Jean Hanson asked where the Consulting Minister's salary is covered; Amy explained that it is included in the minister's line items.

- Stewardship Awards:

Gail Bishop and Jerry Katzmann recognized visiting stewards. Katzmann recognized Patty Trnka for her leadership with others in support of marriage equality, service as a sexton, and leadership of a chalice circle. Katzmann then recognized Amy Nelson for her strong and compassionate leadership.

- President's Awards:

Amy recognized Jeff Larson Keller for his leadership of the Worship Associates, Elena Druktainis for her leadership of the Walden Hill Youth (noting that she is a leader of tomorrow), and to the Clara Barton Guild and the Youth Group for their successful handling of the fall rummage sale and for their productive and growing collaborative relationship.

Nelson thanked departing Board members Frank Druktainis and Jeanne Hoecker 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 to be headed by Patty Trnka and Beth Atkinson. Kim Edson moved, seconded by Jennifer Harveland seconded; all in favor.

- Board:

Nelson mentioned that Peggy Marchesani, Myatt Helmers, and Ramona Barr are continuing their two-year terms. Nelson confessed her willingness to serve another year and introduced Vice-President Nominee David Kallmes. She introduced officer candidates Nelson, Kallmes, Jeff Snyder (Treasurer), and Phil Wheeler (Secretary) and member at large candidates Eric Egger (first term), Jessie Stratton (second term). The candidates were elected by unanimous consent and installed by the congregation through a ritual led by Reverend Hepokoski.

Other Business:

- Joel Reid raised a question about the policy on disruptive behavior and its inconsistency with an atmosphere of inclusion. Nelson responded that the policy is a matter for Board action and is included in the Annual Report for purposes of information. She would be happy to discuss it further outside the meeting.

There being no further business, Rob Harveland moved to adjourn, seconded by Frank Druktainis. All voted in favor.

Submitted by Phil Wheeler, Secretary

President, Board of Directors

Report Prepared and Submitted by Amy Nelson, Board of Directors

Board of Directors

Officers

Amy Nelson, President
David Kallmes, Vice President
Phil Wheeler, Secretary
Jeff Snyder, Treasurer

Members at Large

Ramona Barr
Eric Egger
Myatt Helmers
Peggy Marchesani
Jessie Stratton

Meetings:

The Board of Directors meets the 3rd Wednesday of each month at 7pm.

Staff:

Rev. Carol continued her return-to-work schedule June through November, returning to full-time ministry in December of 2013. During this 6 month period, our Consulting Minister, Charlotte Cowtan, decreased in relationship to Rev. Carol's increase of hours. We appreciate the aid of Rev. Charlotte. We are also pleased to see Rev. Carol make a full recovery from her injury.

The Board approved the hiring of a Student Minister for summer 2014. David Kraemer was hired for this position for June-August of 2014.

These past two years, while Reverend Carol has been recovering from a head injury, have been particularly stressful ones for the congregation as well as for our minister. After careful consideration, the Board and Rev. Carol have agreed that she will retire in June 2015 and that we will spend the coming year working together with you, the congregation, to prepare for as productive and healthy a transition as possible. We know that the Board, minister, the staff and everyone involved in the life of this Church life are doing the best they can for the congregation and our congregation's future.

Strategic Planning:

On Saturday, September 28th, we held a planning session for the congregation. The Board and Minister invited the congregation to attend a session facilitated by Ian Evison, from the UUA Mid-America Region. The session started with a questionnaire that congregants could fill out before the meeting or at the meeting.

About 40 members, staff, and friends of the congregation attended the meeting.

There was small group discussion, following by bringing ideas together in the larger group. The discussion revolved around our mission statement: *To be a compassionate, welcoming community that nurtures spiritual growth and practices justice.* From the questionnaires (there were ultimately about 60 turned in) and the facilitated discussion the Board was able to get recommendations to the proper committee. We were also able to find common themes.

- 1) Personal Connection ~ Congregants like hearing personal stories as well as being greeted by welcoming people. There is also want of more 'small group' time to get to know other congregants better.
- 2) Spiritual Exploration and Development ~ Through exploring the 'messiness' of life, learning about other religions, finding out more about oneself.
- 3) Social Justice Involvement, both at the church level and expanding out into the community.

- 4) Continuation of Multigenerational endeavors ~ involving children and youth in all aspects of church life was also a common theme.

We also took the opportunity to look into what congregants and staff want from the building. The list was long and diverse, but centered on working within the current building.

The Board and other committees have taken a look at all of this information. We found that we are doing many of these things and working toward others. We would like to encourage congregants and friends to keep up-to-date on happenings through the weekly eNews, the monthly eVenture, and the Sunday bulletin and activities reminder. We also have our website and Facebook pages that have information about all sorts of things!

Committees:

In June of 2013, the Board voted to move the status of the Safe Congregations Task Force to a Safe Congregations Committee.

Policies:

Holding equity policy change; Recommended by the Finance Committee;

Approved by the Board 1-15-14

- 1) UU Church will only retain dividend paying stocks. Stocks from companies that do not pay dividend will not be retained and will be sold off promptly.
- 2) The Records Administrator and Treasurer will assess the immediate cash needs of the church and will have the authority to recommend the sale of stocks if needed to manage the cash position/obligations of the church.
- 3) Stock investment should not exceed a total 10% of our total budget for that year. On a quarterly basis, the Finance Committee will do a review of our stock position to ensure we are not “over-exposed” to the stock market.
- 4) If (and when) needed dividend yield will be the criteria used to sell the stocks; i.e. the stocks with lowest dividend will be sold first.
- 5) The policy does not apply to funds held by the Endowment Committee.

UUA Retirement Policy

The UUA has changed its retirement policies and asks congregations to review their policies to confirm compliance with UUA guidelines. We are in compliance (in fact, exceed guidelines). This was approved by the Board on 1-15-14.

Building and Facilities:

Please see Property Report for detailed description of the improvements done over the past year.

The Board is in the process of putting together an ad-hoc committee/team for looking at the future of our building.

Building for the Future Team:

This is a committee of the board, put together to look at long-term building considerations and usage. Board Recommendations for the team;

- * Take into account building suggestions of previously collected information, all previous feasibility studies and renovation history & data
- * Consider the needs of the Congregation considering the building
- * Staff Input both big & small dreams
- * Investigate what it would take to bring building up to current building codes

- * Investigate estimates from architects/engineers or other professionals.
- * Investigate energy efficiency
- * Consultants/Field Trips to several other congregations/churches
- * Time line? Considering growth
- * UUA capital campaign consultation

The Board approved use of the Memorial and Commemorative Fund for the Rain Garden/Erosion Control Project. (5-21-14)

Also, the Board approved use of the Maintenance Fund to update the lighting in the Sanctuary. (5-21-14)

Proposed Bylaw Amendments:

The Board has proposed 2 bylaw amendments.

The first, recommended during the 2012-2013 church year by stewardship co-chairs, Gail Bishop and Jerry Katzmman, is in Section 3 of the bylaws, pertaining to Membership. This was subsequently tabled at the June 2013 Annual Meeting. After reconsideration by the Board, the board voted to rescind the portion of the amendment pertaining to making a donation of record to maintain membership. What remains in the proposed amendment is clarification of language and updating the bylaw to match the procedure continually used.

The second —recommended by the Memorial Garden Committee and approved by the Board for consideration at the Annual Meeting—brings wordage up-to-date and consistent with other materials pertaining to the Memorial Garden.

Expenditures:

\$51.20	“Fulfilling the Call” Book for the Committee on Ministry
\$618.75	Attorney fees (consulted during Rev. Carol’s medical leave)
\$211.75	Food for the September 28th Church Planning Meeting
\$61.65	Food for Spring Retreat held March 1st
\$21.46	Gift for Rev. Charlotte Cowtan
\$59.82	Food for Board Meeting
<u>\$127.41</u>	Banner Supplies for Youth Con
\$1016.04	Total

Other Notable Items:

Our church will be celebrating its 150th Anniversary in 2016. A team has been put together to help plan the year-long celebration. Co-chairing the planning team are; Melissa Egger, Don Hanson, Jean Hanson, & Sue Wheeler. Board liaison will be Ericka Beetcher. The team is well on their way to planning many celebratory events.

In March, an All-Church Retreat was held on the topic of *Living Well*. Turn-out was fantastic, with over 45 members and friends of the congregation participating in the event.

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.

During the 2014-2015 Church Year, the Board and Personnel Committee will be reviewing the structure of the Personnel Committee. The idea is to bring it into accordance with general practices in the UUA. The 2014-2015 Church Year will be a trial year and, if everything goes accordingly, the Board will propose a bylaw change for the 2015-2016 Church Year.

Considerations for the Future:

Continued work toward becoming a Mission Focused congregation.

Celebrate the ministry of Rev. Carol as she nears retirement.

Develop a transitions team to help facilitate the ministerial transitions process.

Next Year's Annual Meeting will be held the Sunday, June 7th, 2015. This is the first Sunday in June.

Respectfully Submitted,

Amy L. Nelson
President ~ Board of Directors

Proposed Bylaw Change: Memorial Garden

Current Wording - By-Law Regarding the Memorial Garden:

ARTICLE XVII. MEMORIAL GARDEN AND PLAQUES

The First Unitarian Universalist Church of Rochester, Minnesota, will maintain the Memorial Garden and the Memorial Plaques as long as the Church exists in its present location. If the Church should move, a sample of soil from the Memorial Garden will also be moved to the new location and the Memorial Plaques will be installed in appropriate places in the new Church. The plaque on the inside of the Church holds the name of anyone who holds a Certificate of Memorial and Burial Rights. The plaque placed on the outside of the building, and therefore always available to guests, holds all those names, plus the names of those interred in the Memorial Garden.

Proposed Amendments - By-Law Regarding the Memorial Garden:

ARTICLE XVII. MEMORIAL GARDEN AND PLAQUES

The First Unitarian Universalist Church of Rochester, Minnesota, will maintain the Memorial Garden, the "In Loving Memory" memorial plaque in the Church lobby, and the Garden Panel of Names as long as the Church exists in its present location. If the Church should move, a sample of soil from the Memorial Garden will also be moved to the new location, a new Memorial Garden will be established and both memorial plaques will be installed in appropriate places in the new Church. The "In Loving Memory" plaque in the Church foyer holds the names of those interred in the Memorial Garden and other names of members/friends and their family members who wish to be memorialized at church. The Panel of Names placed outside in the Memorial Garden includes only the names of those interred in the Memorial Garden.

Rationale & Board Recommendation:

RATIONALE:

The Memorial Garden Committee recommended the changes for the following reasons;

- To bring the policy up to date with current practices, including the new Memorial Panel of Names in the Garden.
- To clarify procedure.

BOARD RECOMMENDATION:

The Board recommends adoption of the proposed amendments to the by-law regarding Memorial Garden and Plaques, to be voted on by our members at the Annual Meeting on June 8, 2014.

Proposed Bylaw Change: Membership

Current Wording - By-Law Regarding Membership:

ARTICLE III. MEMBERSHIP

Section 3.1 Qualifications for Membership

Any natural person who is at least sixteen (16) years of age, may become a member of the Church by signing the register of members, and gains voting privileges sixty (60) days later. The sixty (60) day interval may be abbreviated by the Board at its discretion. The initial period of membership shall extend from the date of signing the register of members until the Annual Meeting of the succeeding Church year. No subscription to any creed, assessment of any dues, or participation in any ceremony shall be required of any member.

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. Only members may be members of the Board of Directors (hereafter referred to as the Board), be Officers of the Church, or vote at any meeting of members or on any action taken by the members without a meeting. Only members are entitled to notice of meetings of members.

The Church shall determine the number of its members as of January each year and report such number to the Unitarian Universalist Association before the end of January.

Section 3.2 Termination of Membership

Any member of the Church may terminate membership by communicating written resignation to the Secretary at any time, who shall thereupon delete such person from the register of members. The Board, by resolution, may terminate the membership of any member if no communication is received from this member indicating continued interest in membership or if the member has moved from the area and discontinued active participation.

Proposed Amendments - By-Law Regarding Membership:

Additions are listed in ***BOLD italic*** and deletions are indicated by the ~~striketrough~~.

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Section 3.1 Qualifications for Membership

Any natural person who is at least sixteen (16) years of age, may become a member of the Church by signing the register of members, and gains voting privileges sixty (60) days later. The sixty (60) day interval may be abbreviated ***at the discretion of the Board of Directors, hereafter referred to as the Board.*** The initial period of membership shall extend from the date of signing the register of members until the Annual Meeting of the succeeding Church year. No subscription to any creed, assessment of any dues, or participation in any ceremony shall be required of any member.

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The Church shall determine the number of its members as of January each year and report such number to the Unitarian Universalist Association before the end of January.

Section 3.2 Termination of Membership

Any member of the Church may terminate membership by communicating written resignation to the **Records Administrator** or Secretary **of the Board** at any time, who shall thereupon delete such person from the register of members. The Board, by resolution, may terminate the membership of any member **as provided for in Section 3:1.** ~~if no communication is received from this member indicating continued interest in membership~~ or if the member has moved from the area and discontinued active participation.

RATIONALE:

In January of 2013, the Board was presented with a proposal from the Stewardship Committee requesting amendments to the Bylaw regarding membership.

Members of the congregation will recall that the Annual Meeting of June 2013 included discussion of a Bylaws amendment. Among other things, the amendment proposed to establish a financial contribution as a qualification for membership, except where waived by the Board for reasons of financial hardship or other exceptional circumstances.

At its February 2014 meeting, the Board of Directors passed a motion rescinding its support for that Bylaws amendment. There are still some minor changes in the membership section of the Bylaws that the Board proposes for consideration.

- Additions are listed in **BOLD italic** and deletions are indicated by the ~~striketrough~~.
- The changes in Section 3.1 are intended to clarify the language.
- The changes in Section 3.2 reflect the duties of the Records Administrator and clarify that it is the Secretary of the Board and the Records Administrator who manage the register of members (in practice, it is the Records Administrator, but the Secretary occasionally receives membership-related correspondence)
- Members of the Board must be (18) years of age, but this is stated elsewhere in the Bylaws, so we felt no need to state it here.

BOARD RECOMMENDATION:

The Board recommends adoption of the proposed amendments to the by-law regarding membership, to be voted on by our members at the Annual Meeting on June 8, 2014.

	2013-14 Budget	2012-13 Budget	Year-to-Year Change		2012-13 Actual
			\$	%	
Income	\$ 497,414	\$ 454,910	\$ 42,504	9.3%	\$ 466,261
1 Donations	\$ 40,854	\$ 38,400	\$ 2,454	6%	\$ 41,734
1.1 Christmas	\$ 2,000	\$ 1,500	\$ 500	33%	\$ 2,193
1.2 Fundraisers	\$ 28,000	\$ 27,900	\$ 100	0%	\$ 28,668
1.3 Plate	\$ 10,854	\$ 9,000	\$ 1,854	21%	\$ 10,873
2 Other income	\$ 66,050	\$ 30,800	\$ 35,250	114%	\$ 30,804
2.1 Interest	\$ 250	\$ 250	\$ -	0%	\$ 298
2.2 Dividends	\$ 600	\$ 500	\$ 100	20%	\$ 673
2.3 Woodworth Trust	\$ 50	\$ 500	\$ (450)	-90%	\$ 421
2.4 Building Usage Fees	\$ 4,500	\$ 4,200	\$ 300	7%	\$ 4,818
2.5 CD's	\$ 150	\$ 150	\$ -	0%	\$ 129
2.6 RE Materials Fee	\$ 1,500	\$ 2,200	\$ (700)	-32%	\$ 1,465
2.7 Transfer from Budget Carryover Fund	\$ 19,000	\$ 23,000	\$ (4,000)	-17%	\$ 23,000
2.8 Transfer from Working Capital	\$ 40,000	\$ -	\$ 40,000	0%	\$ -
3 Pledges	\$ 390,510	\$ 385,710	\$ 4,800	1%	\$ 393,723
3.1 Current pledges	\$ 401,000	\$ 396,000	\$ 5,000	1%	\$ 384,381
3.2 Open Pledges	\$ 550	\$ 550	\$ -	0%	\$ 1,955
3.3 New pledges	\$ 3,500	\$ 3,500	\$ -	0%	\$ 5,947
3.4 Previous year pledges	\$ 1,500	\$ 1,500	\$ -	0%	\$ 1,440
3.5 Unrealized pledges (4%)	\$ (16,040)	\$ (15,840)	\$ (200)	1%	
Expenses	\$ 497,414	\$ 454,891	\$ 42,523	9%	\$ 456,398
4 Administration/Communication	\$ 19,115	\$ 19,390	\$ (275)	-1%	\$ 16,559
4.1 Phone	\$ 1,250	\$ 2,400	\$ (1,150)	-48%	\$ 1,948
4.2 Postage	\$ 1,350	\$ 1,300	\$ 50	4%	\$ 1,139
4.3 Supplies and printing	\$ 4,000	\$ 4,500	\$ (500)	-11%	\$ 3,740
4.4 Copier	\$ 3,000	\$ 3,000	\$ -	0%	\$ 3,022
4.5 Computer Maintenance & Supplies	\$ 3,200	\$ 3,000	\$ 200	7%	\$ 1,824
4.6 Publicity	\$ 3,300	\$ 2,300	\$ 1,000	43%	\$ 2,078
4.7 Internet Access	\$ 915	\$ 1,300	\$ (385)	-30%	\$ 1,113
4.8 Mileage	\$ 100	\$ 100	\$ -	0%	\$ 72
4.9 Bank Charges	\$ 1,000	\$ 650	\$ 350	54%	\$ 708
4.10 Website Management	\$ 1,000	\$ 840	\$ 160	19%	\$ 915
5 Congregational Life Activities	\$ 750	\$ 750	\$ -	0%	\$ 234
5.1 Volunteer Appreciation	\$ 250	\$ 250	\$ -	0%	\$ -
5.2 Pastoral Care Supplies	\$ 200	\$ 200	\$ -	0%	\$ 234
5.3 Caring Crafters	\$ 300	\$ 300	\$ -	0%	\$ -
6 Committees	\$ 9,050	\$ 18,139	\$ (9,089)	-50%	\$ 16,404
6.1 Board	\$ 1,000	\$ 1,350	\$ (350)	-26%	\$ 1,083
6.2 Caring	\$ 250	\$ 200	\$ 50	25%	\$ 187
6.3 Stewardship	\$ 400	\$ 600	\$ (200)	-33%	\$ -
6.4 Stewardship & Strategic Planning Consultant	\$ -	\$ 4,000	\$ (4,000)	-100%	\$ 5,362
6.5 Hospitality & Growth	\$ 1,500	\$ 2,500	\$ (1,000)	-40%	\$ 1,616
6.6 Social Justice Council	\$ 4,000	\$ 3,500	\$ 500	14%	\$ 2,832
6.7 Denominational Connections: PSD/UUA	\$ 1,000	\$ 2,000	\$ (1,000)	-50%	\$ 1,490
6.8 Endowment	\$ 250	\$ -	\$ 250	0%	\$ -
6.9 Communications	\$ -	\$ 3,839	\$ (3,839)	-100%	\$ 3,764
6.10 150th Celebration	\$ 500	\$ -	\$ 500	0%	\$ -
6.11 Safe Congregation Committee	\$ 150	\$ 150	\$ -	0%	\$ 70
7 Minister	\$ 127,500	\$ 125,000	\$ 2,500	2%	\$ 115,938
Benefits & Professional Expenses	\$ 36,500	\$ 34,000	\$ 2,500	7%	\$ 29,994
7.1 Benefits	\$ 28,000	\$ 25,500	\$ 2,500	10%	\$ 26,084
7.2 Professional Expenses	\$ 8,500	\$ 8,500	\$ -	0%	\$ 3,910
Salary & Housing	\$ 91,000	\$ 91,000	\$ -	0%	\$ 85,944
7.3 Housing	\$ 28,360	\$ 28,360	\$ -	0%	\$ 27,899
7.4 Salary	\$ 62,640	\$ 62,640	\$ -	0%	\$ 58,045
8 Property Committee	\$ 6,000	\$ 8,400	\$ (2,400)	-29%	\$ 6,280
8.1 Regular Maintenance & Supplies	\$ 5,000	\$ 7,500	\$ (2,500)	-33%	\$ 5,575
8.2 Landscaping	\$ 500	\$ 400	\$ 100	25%	\$ 205
8.3 Design	\$ 500	\$ 500	\$ -	0%	\$ 500

	2013-14 Budget	2012-13 Budget	Year-to-Year Change		2012-13 Actual
			\$	%	
9 Property Administration	\$ 32,900	\$ 32,000	\$ 900	3%	\$ 31,316
9.1 Garbage	\$ 3,000	\$ 2,100	\$ 900	43%	\$ 2,410
9.2 Insurance	\$ 4,200	\$ 4,200	\$ -	0%	\$ 3,767
9.3 Mow & Snow	\$ 6,000	\$ 6,000	\$ -	0%	\$ 4,822
9.4 Elevator Service	\$ 1,500	\$ 1,000	\$ 500	50%	\$ 1,007
9.5 Boiler Maintenance	\$ 2,700	\$ 2,700	\$ -	0%	\$ 2,700
9.6 Floor Maintenance	\$ -	\$ 1,000	\$ (1,000)	-100%	\$ -
9.7 Minnesota Energy Resources	\$ 8,000	\$ 8,500	\$ (500)	-6%	\$ 9,916
9.8 Rochester Public Utilities	\$ 7,500	\$ 6,500	\$ 1,000	15%	\$ 6,694
10 Lifespan Faith Development	\$ 3,500	\$ 4,100	\$ (600)	-15%	\$ 3,730
10.1 Children & Youth	\$ 3,300	\$ 3,900	\$ (600)	-15%	\$ 3,762
10.2 Adult RE	\$ 200	\$ 200	\$ -	0%	\$ (32)
11 Religious Services	\$ 9,450	\$ 9,450	\$ -	0%	\$ 13,862
11.1 Candles and Flowers	\$ 450	\$ 450	\$ -	0%	\$ 107
11.2 Music	\$ 7,000	\$ 7,000	\$ -	0%	\$ 6,419
11.3 Speakers	\$ 2,000	\$ 2,000	\$ -	0%	\$ 7,336
12 Staff	\$ 189,114	\$ 180,135	\$ 8,979	5.0%	\$ 175,549
12.1 On Call Minister	\$ 200	\$ 200	\$ -	0%	\$ 200
12.2 Child Care	\$ 1,128	\$ 1,100	\$ 28	2.5%	\$ 1,597
12.3 Nursery Care Coordinator	\$ 2,365	\$ 2,307	\$ 58	2.5%	\$ 1,010
12.4 Music Director/Choir	\$ 11,005	\$ 10,737	\$ 268	2.5%	\$ 10,737
12.5 Music Director/Organist	\$ 14,283	\$ 13,935	\$ 348	2.5%	\$ 13,935
12.6 Records Administrator	\$ 29,624	\$ 28,901	\$ 723	2.5%	\$ 28,901
12.7 Records Administrator/Organist Retirement	\$ 4,391	\$ 4,284	\$ 107	2.5%	\$ 4,284
12.8 Office Manager	\$ 34,565	\$ 33,722	\$ 843	2.5%	\$ 32,824
12.9 Office Manager Retirement	\$ 3,456	\$ 3,372	\$ 84	2.5%	\$ 843
12.10 Director of Religious Education	\$ 25,338	\$ 19,570	\$ 5,768	29%	\$ 19,570
12.11 RE Youth Coordinator	\$ -	\$ 5,150	\$ (5,150)	-100%	\$ 5,326
12.12 DRE Retirement	\$ 1,267	\$ -	\$ 1,267	0%	\$ -
12.13 Summer RE Youth Coordinator	\$ 500	\$ -	\$ 500	0%	\$ -
12.14 Coordinator of Congregational Life	\$ 15,039	\$ 14,672	\$ 367	2.5%	\$ 14,672
12.15 Custodian	\$ 12,669	\$ 12,360	\$ 309	2.5%	\$ 12,360
12.16 FICA	\$ 11,122	\$ 10,813	\$ 309	2.9%	\$ 10,599
12.17 Minister - in lieu of FICA	\$ 6,962	\$ 6,962	\$ -	0.0%	\$ 6,575
12.18 Worker's Comp. Insurance	\$ 1,500	\$ 1,500	\$ -	0.0%	\$ 1,437
12.19 Health Insurance	\$ 7,200	\$ 4,850	\$ 2,350	48.5%	\$ 5,859
12.20 Professional Expenses/DRE	\$ 1,700	\$ 1,600	\$ 100	6.3%	\$ 1,600
12.21 Professional Expenses/Choir	\$ 900	\$ 900	\$ -	0.0%	\$ 90
12.22 Professional Expenses/CCL	\$ 1,200	\$ 1,200	\$ -	0.0%	\$ 331
12.23 Professional Expenses/Office Administrator	\$ 1,500	\$ 300	\$ 1,200	400.0%	\$ 343
12.24 Professional Expenses/Records Administrator	\$ 300	\$ 300	\$ -	0.0%	\$ 300
12.25 Professional Expenses/Organist	\$ 900	\$ 900	\$ -	0.0%	\$ 535
12.26 Professional Expenses/Youth Coordinator	\$ -	\$ 300	\$ (300)	-100.0%	\$ 72
12.27 Professional Expenses/Nursery Coordinator	\$ -	\$ 200	\$ (200)	-100.0%	\$ -
12.28 Staff Replacement Costs	\$ -	\$ -	\$ -	-	\$ 1,549
13 Other	\$ 54,535	\$ 54,627	\$ (92)	0%	\$ 54,626
13.1 UUA/PSD Fair Share (359 members)	\$ 29,797	\$ 29,889	\$ (92)	0%	\$ 29,889
13.2 Mortgage	\$ 24,738	\$ 24,738	\$ -	0%	\$ 24,737
14 Cash Reserves	\$ 45,500	\$ 2,900	\$ 42,600	1469%	\$ 21,900
14.1 Major Maintenance and Replacement Fund	\$ 20,000	\$ -	\$ 20,000	0%	\$ -
14.2 Operating Reserve	\$ 20,000	\$ -	\$ 20,000	0%	\$ -
14.3 Computer & Equipment Fund	\$ 5,500	\$ -	\$ 5,500	0%	\$ -
14.4 Intern Fund	\$ -	\$ 900	\$ (900)	-100%	\$ 900
14.5 Sabbatical Fund	\$ -	\$ 2,000	\$ (2,000)	-100%	\$ 2,000
14.6 Budget Carryover Fund	\$ -	\$ -	\$ -	0%	\$ 19,000

	2013-14 Budget	2012-13 Budget	Year-to-Year Change		2012-13 Actual
			\$	%	
Income - Expense	\$ 0	\$ 19	\$ (19)		\$ 9,863

Cash Reserves	Requests	Fund Balance			Priority
		Current	Proposed	Remainder	
Major Maintenance and Replacement Fund	\$ 67,295	\$ 22,186.15	\$ 42,186.15	\$ 24,891	
Parking Lot repair, resurface, painting	\$ 6,552		\$ 6,552		1
Replacement of selected original windows & doors	\$ 20,000		\$ 10,000.00		2
AV System	\$ 40,000				3
Access System Upgrades	\$ 743		\$ 743.00		1
Computer & Equipment Fund	\$ 8,275	\$ 1,170.67	\$ 6,000.00	\$ -	\$ 4,829
Laptop - Sarah Rothwell	\$ 600		\$ 600.00		2
Laptop - Main Office	\$ 1,200				3
Laptop - Congregation	\$ 600				3
Messaging system	\$ 500				3
Telephone	\$ 5,375		\$ 5,400.00		1
Furnishings Fund	\$ 600	\$ 2,228.71	\$ 2,228.71	\$ -	
Lockable cabinet	\$ 400				3
Desk - for use in main office	\$ 200				3
Instrument Fund		\$ 599.72	\$ 599.72	\$ -	
Intern Fund		\$ 2,035.36	\$ 2,035.36	\$ -	
Sabbatical Fund		\$ 3,470.09	\$ 3,470.09	\$ -	

Restricted/Special Funds	\$	Current	Proposed	Remainder	Priority
Memorial & Gift Fund	\$ 3,000	\$ 16,410.52	\$ 16,410.52	\$ 13,411	
Memorial Garden Request (1)	\$ 3,000		\$ 3,000.00		2
Memorial Garden	\$ 1,100	\$ 2,115.20	\$ 2,115.20	\$ 1,015	
Memorial Garden Request(2)	\$ 1,100		\$ 1,100.00		2
Endowment Fund	\$ -	\$ 60,744.68	\$ 60,744.68	\$ 60,745	
Flora Woodworth Trust	\$ -	\$ 25,000.00	\$ 25,000.00	\$ 25,000	

Minister

First Unitarian Universalist Church—Rochester, MN

The Annual Reports give us the opportunity to recall and reflect on the events of the past year.

This year, as always, it has been a privilege to serve as your minister—officiating at weddings, memorial services and child dedications; preaching and teaching; walking with you through difficult life times; working with lay leaders and staff as we go about the business of bringing our values to life—in our congregation and in the world.

It has been good to resume full time ministry. A year ago, I was still on partial medical leave following a concussion in September of 2012. We were fortunate to have the Rev. Charlotte Cowtan as a consulting minister with us on a part time basis from June 2013-November 2013; I resumed full-time ministry in December. As long as I am not overworking, I am able to handle full time ministry. For that, and for the congregation's understanding, I am grateful.

In September of this past year, we held a congregational gathering that identified areas of focus for the coming year. Some of these areas are addressed in the President's Report; my focus this year has been on areas related to Sunday services and adult learning and growth. At the gathering, we learned there was a desire to hear more stories, and to that end, the Worship Committee and I increased the number of Voices of the Congregation services (where members of the congregation share their perspectives on the theme) and I endeavored to incorporate more stories into my sermons. We also heard the desire to learn more about world religions; that topic will be a focus for several services this summer.

At our September gathering, there was also a desire expressed to explore the question of "What is Spirituality?" This is a lively topic for many UU congregations. It is becoming more clear that there is a wide range of perspectives on spirituality within the congregation—from those who want more of it, to those who wonder what spirituality is, to those who don't want to have anything to do with it and wish it would go away. We are a spiritually diverse congregation!

Throughout this year, I have addressed the question of spirituality in the pulpit and in other forums. The Adult Religious Education Committee has also offered numerous courses to address the diverse needs of the congregation. In October, I began a year-long program to be trained as a leader in Group Spiritual Direction. This training program was offered by the MidAmerica Region to UU and UCC clergy and was designed to meet the growing needs of people in our congregations who want to explore their spirituality in more depth. Several members of our congregation are now in training as lay facilitators of spiritual direction: we are the pilot program for what is expected to become an important new development in adult religious education/spiritual growth and learning. Beginning this coming September, we plan to offer several spiritual direction groups at the Church. Let me know if this is something that interests you.

In the fall, I also began discussions with the Board about the timing of my retirement. Over the course

of several months, we looked at the stressful nature of the past 2 years and came to the mutual decision that I would retire in June 2015. Our sense is that this will give sufficient time to allow for the processing that is needed to draw a ministry to a productive and healthy conclusion. It was with mixed feelings that I announced my retirement in April: I will be sad to leave and I am looking forward to the adventure of retirement years.

In the meantime, we have the coming year together. There are two adult religious education classes I want to highlight. One is called *The Haunting Church: Owning Your Religious Past*. This course is especially designed to help people re-examine and retrieve positive aspects of past religious connections. The other course is *Building Your Own Theology*, a classic UU program that helps adults to write their individual statements of what they believe. Both of these will offer opportunities to explore spirituality; and remember, in the coming year, if you'd like to come talk with me about spiritual or other questions, just let me know and we can set up a time to do that.

Once again this year, I want to express my appreciation to the leadership of the congregation. The Board, lay leaders and staff have worked steadfastly in the past year. I have especially appreciated the commitment of the staff to serving the needs of the congregation and I look forward to working together with them to serve you in the coming year.

Bringing a ministry to a close nearly always involves some mixed feelings, for both the minister and the congregation. In the coming year, we'll have opportunities to process, individually and together, some of the strengths, limitations and learnings of the years we've shared. And we'll have an opportunity to express our mutual appreciation. The congregation will have opportunities to begin preparing for the future, as will I. And then, next June, we'll say our final farewells.

Meanwhile, we will do our best together to see that the mission of this beloved Church comes evermore to life: to be a welcoming, compassionate congregation, nurturing spiritual growth and practicing justice.

With appreciation,
Rev. Carol

Coordinator of Congregational Life

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
- Organized and facilitated 2 Pathway to Membership programs with a total of 25 participants
- Coordinated 2 New Member Recognition Sundays giving us 12 new members for the year

Attended to and supported church congregants with concerns

- Worked closely with minister, Caring Congregation Chair and monthly 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 and facilitated 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 5 Chalice Circle facilitators
 - Organized 6 Chalice Circles with 51 participants
- Spiritual Direction – attended training to become a facilitator
- Reinstated and coordinated Caregiver Support Group

Continuing and Future Goals

Goals include but are not limited to:

- Develop volunteer recognition
- Increase visitation with shut-ins at home
- Continue to develop Pastoral Care library and local resource information

Respectfully Submitted,

Sarah Rothwell

Coordinator of Congregational Life

Music Directors

Report Prepared by Joe Mish and Connie Schuelka

This is our fourteenth year of working together and tenth year as Co-Directors of music. Our defined roles did not change: Connie serves as Organist/Pianist and Collaborative Musician, 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 coordinate 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 church website, the monthly church newsletter (the *Venture*), and new this year, the Walden Hill Music eNews.

Budget Overview

This year's budget was set at \$7,000 - the same as last year's budget. We will come in almost exactly on budget. As has been our practice, most of the budget (\$4,500) was designated for guest musicians. Another portion of the budget (\$1,550) was designated to purchase new music for the choir. A smaller portion of the budget (\$800) was designated for the tuning and maintenance of the church's keyboard instruments. The smallest portion of the budget (\$150) was designated for miscellaneous expenses. As per board policy, member musicians were not paid although there were some exceptions.

Music Services

This year we presented three music services. On August 18, the Walden Hill Vocal Ensemble presented *Sing We and Chant It* - a service exploring humanism through music and words of the Renaissance; on January 19, *The Legacy of Nonviolence*, about the legacy of nonviolence in story and song; and on March 16, we collaborated with UU composer Elizabeth Alexander to present a service entitled: *And the Trees of the Field shall Clap their Hands*.

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: Emilie Mish (violin); Kathryn Horntvedt (voice and piano); Ethan Edl (piano); Paul Sust (singer songwriter); Lori Elward (voice); Dianna Parks, Kevin Kleist, Scott Hoag, and Russ Hoag (voices, guitars and percussion); Elinor Niemisto (harp); Leon Littlebird (Native American flute); Claire Folts (viola); Joe Mish (cello, double bass, composer); John Berquist (accordion); Lindsey Hobbs (violin); Polished Brass Quintet: Steve Binger, Martin Peterman, Barry Lehman, Michael Etheridge and Ray Bressel; Hanneke van Deursen (flute); Peter Ostroushko (mandolin and violin); Jane Foote (voice and guitar); Sue Braun (flute); Nodding Wild Onions: Phil Wheeler (guitar), Roger Nelson (guitar), Randy Crawford (guitar), Laurel Podulke (voice), Peter Edl (voice), Mike McMullin (trumpet/harmonica), Stephanie Podulke (washboard) and Julio Vega (drums); Allen Bishop (oboe); Heidi Shriver (voice); John Vettel (viola); Greg Herriges (guitar); Maritza; Youth musicians: Willemijn van Deursen, Evan Harveland, Zibby Trewartha-Weiner, Wesley Proctor, Kristian Kennedy and Sarina Feddersen.

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 (WHVE) who performed on 16 Sundays and Christmas Eve.

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: Mike Anderson, Beth Atkinson, Anne Black-Sinak, Linda Blouin, Diane Closson, Rick Christenson, Charyssa Cobb, Randy Crawford, Peter Edl, Dave Edmonson, Jodi Edmonson, Lori Elward, Jane Foote, Julia Gallagher, Myatt Helmers, Kathryn Horntvedt, Ann Lien, Joe Lobl, Rod Milbrandt, Joe Mish, Rose Mish, Tjalda Nauta, Laurel Phelps-Bowman, Ray Phelps-Bowman, Karen Sandberg, Kim Schaufenbuel, Kathy Shepel, Heidi Shriver, Margo Stich, Michelle Tinetti, Linda Thompson, Patty Trnka, John Vettel, and Phil Wheeler.

June: Tichelli - *Here take this lovely flower*; Coleman/Barnes - *Rhythm of Life* (combined with Children's Choir)

August: Hassler - *Cantate Domino*; Morley - *Sing We and Chant It*; Gibbons - *The Silver Swan*; Lasso - *Matona, mia cara*; Josquin - *El Grillo*

September: Paulus - *The Road Home*; Shelton - *Fire of Commitment*; Sondheim/Huff - *Sunday*; Jim Scott - *Arise! Arise!*

October: Chilcott - *And So It Goes*; Alexander - *Faith is the Bird That Feels the Light* (SSA)

November: Alexander - *Y Comienzo a Bailar*; Alexander - *We Remember Them*; Alexander - *We Lift Up Our Hearts* (combined with Children's Choir); Hayes - *Welcome Table*

December: Sorrells/Mish - *Bright Morning Stars*; Barnwell - *We Are*; Paulus - *Wassail Song*; Flowers - *It Came Upon a Midnight Clear*; Paulus - *Angels We Have Heard on High*; Kantor - *Silent Night/Night of Silence*

January: Barnwell - *Ain't Gonna Let Nobody Turn me Around*; U2/Chilcott - *MLK, We Shall Overcome*; Sontoga/Larentz-Jones - *N'Kosi Sikelel' i Africa*; Shelton - *This Little Light of Mine*

February: Seeger - *Turn, Turn, Turn*; Barnwell - *Prayer*; Graham and Downes/ Purify - *The Blessing*; Kehavi/Mish - *Eli, Eli (Walking to Caesaria)*; Hogan - *Down By the Riverside*

March: Alexander - *As We Sing of Hope and Joy*; Alexander - *Cherish Your Doubt*; Alexander - *Song of the 5000*; Alexander - *Song of Kabir*; Alexander - *Do Not Leave Your Cares at the Door*

April: Ginsberg - *We Sing of Golden Mornings*; Martin - *The Awakening*

May: Sleeth - *Gaudeamus Hodie* (combined with Children's Choir); Halley - *The Maypole*; Belafonte & Freedman/Farrow - *Turn the World Around*; Shelton - *We Dare to Question*

June: Delibes/Nelson - *Call of the Flowers* (women); Shaw and Parker - *Down By the Sally Gardens* (men); Lauridsen - *Dirait-on*

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) although we shortened the year by ending at the beginning of May. This year's Children's Choir was made up of children in Kindergarten through grade 6: David Berrios Peterson, Rebecca Blouin, Suzanne Blouin, Jade Ebbert, Ruby Ebbert, Ani Freimund, Octavia Fuller, Autumn Harff, Katrina Milbrandt, Claire Nelson, Isaac Russi, Alison Shriver, Sophia Spindler-Krage, Ariana Vermilyea, and Anna 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:

June: Mozart/Galina - *Come, Lovely Spring*; Coleman/Barnes - *Rhythm of Life* (combined with WHVE)

October: Vera Fontaine - *Welcome, UU Kids*; Joe Schafer, Shelley Jackson Denham - *Then I May Learn*

November: Alexander - *We Lift Up Our Hearts* (combined with adult choir)

December: Paulus - *Wishes and Candles*; Pierpoint/Mish - *Jingle Bells*

February: Leavitt - *Simple Gifts*; Mish - *Love is Little*

May: Sleeth - *Gaudeamus Hodie* (combined with adult choir); Kallman - *Won't You Sing Along?*

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 and maintain the quality of guest musicians at services throughout the year.
- 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, eNews, Facebook, the church website, and regular meetings of the "music team" with the minister.
- To create a budget plan so that we can begin to regularly commission new compositions which directly reflect our Unitarian Universalist Principles and Sources (not every year).
- And, of course, to continue to show appreciation of the church's history of outstanding music programming.

Director of Religious Education

Reporting for the Religious Education Committee for Children and Youth

Prepared and Submitted by Ryan Shriver, Director of Religious Education

Committee Members

Ramona Barr (Church Board liaison)
Marie Davidiak
Kris DeMattos, Youth Group Advisor
Molly Dennis (Childcare Coord.)
Julie Gilkinson
Judy Jensen
Amy Nelson
Dusty Olson
Samantha Olson
Patty Trnka
Natasha Vermilyea
Ryan Shriver, Director of Religious Education (ex officio)

Meeting Information

The Religious Education Committee for Children and Youth met sporadically from 9:00am-10:00am on the second Sunday of the month, as scheduled by the Director of Religious Education.

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

- Sponsored and organized third annual Chalice Camp day camp for children ages 4-12, held from July 22-26th, 2013 at the Edith Mayo Girl Scout Program Facility in Rochester. 50 children attended (up from 35 the previous year), with 13 youth counselors (up from 10 last year), 2 camp co-directors, and 16 adult volunteers on hand throughout the week.
- Offered considerable assistance to Ryan Shriver as he oversaw planning for the Walden Hill Youth group's Heritage Trip to Boston, MA, which occurred July 1-8th, 2013. 12 youth and 3 adult chaperones travelled to the Boston area and spent three days at Heifer International's Overlook Farm in Rutland, MA and the rest of the time in Boston visiting local historical sites, the UUA headquarters, volunteering at Community Servings (a meal preparation organization serving home bound people with acute, life threatening illnesses) and going on a whale watching excursion.
- Staffed a PrideFest Table advertising our Our Whole Lives program
- Held RE Orientation Fairs September 8th and 15th, 2013.
- 88 registered children and youth (0% increase over last year) in the nursery and RE program, with about 10 or so unregistered children and families attending as new or infrequent guests.
- Offered Junior High Our Whole Lives curriculum. 13 participants completed the class
- Held the Walden Hill Youth Rummage Sale on Oct. 5th, 2013

- Director of Religious Education attended Ministry with Youth Renaissance Module in Naperville, IL October 10-12th, 2013
- Cardboard Box City on October 25, 2013. 14 youth and 3 adults participated.
- Walden Hill Youth group Lock-In: November 9th, with 17 youth and 5 adult chaperones
- Trailblazers (3rd and 4th grades) Room Guides hosted RE Swim Party at the YMCA, November 17, 2013.
- 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.
- Walden Hill Youth attended Def-Con 6 Youth Convention in Des Moines, IA December 7-9th. 6 youth and 1 adult chaperone attended.
- Director of Religious Education prepared and led Holiday Traditions multigenerational service Dec. 15, 2013. A multigenerational holiday party/potluck and cookie exchange was held between services.
- Coming of Age Spirituality retreat Jan 3-4, 7 youth 3 adults
- Hosted CONnections Youth Conference Jan. 31- Feb. 2. 42 youth attended from Rochester, Cedar Rapids, IA and Des Moines, IA.
- Held a special RE Council facilitated discussion Feb. 9th focusing on the future of RE and goals and aspirations for the future.
- Keepers of the Flame Volunteer night at Channel One Food Bank, Feb 12th.
- Our Whole Lives retreat day February 16th, 2014. 13 youth and 2 facilitators attended.
- Coming of Age Rites of Passage retreat April 11-12 7 youth, 5 + adults
- Helped with Walden Hill Youth Coffeehouse event/fundraiser. April 19.
- Coming of Age services April 27
- Maypole Celebration: May 4 between services
- WHY/Mother's Day Pancake Breakfast, May 11 between services
- Added Social Justice Sundays into RE calendar. We helped the women's shelter, and Channel One Food bank, Migrant Health, among others.
- Tackled volunteerism issues within the program, as well as behavioral concerns within the classrooms.
- Director of Religious Education attended UU Identity Renaissance Module on May 15-17, 2014

Major Expenditures

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 \$3,300. Major expenditures are outlined below:

Youth Lock-ins and Conventions.....	\$340.00
Books, Curricula, Supplies	\$1,379.00
Coming of Age	\$518.00

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 Elementary grade level 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 2013-2014

Prepared and submitted by Connie Schuelka, Records Administrator

Births/Adoptions to Members: (0)

Child Dedications: (0)

Weddings for Members (1)

Kari Cahill and Randy Hoffman

Deaths: (5)

Ruth Boie
Ted Deaner
Gordon McKeeman

Mac Lindsay
Gail Adams
Joan Lovrien

New Members: (14)

Mariah Mihm
Tara Freimund
Linda Hardie
Anne Shea
Brendan Shea
Ann Marie Jahn
Simon Fermor

Michele Hansel
Anne Kamin
Elaine Eberhart
Chris Wendt
Nina Wendt
Jennifer O'Connor
Paulette DeMers

Reinstated Members: (1)

Tracy Waters

Resigned Membership: (14)

Carol Rhodes
Marv Mitchell
Jim McMullin
Ryan Shriver
Jeff Lunde
Angela Lunde
Barb McTighe

Joyce Nelson
Amy King
Arvind Sinha
Ron Zins
Linda Kvall-Boynton
Jon Ebbert
Andrea Ebbert

Members Moved: (3)

Kelly Rae Kirkpatrick
Julia Gallagher
Chris Shomonta

Membership:

Membership at the beginning of the year was 360. 15 new members were added, 6 members died, and 17 members were taken off the rolls. Our membership now stands at 352.

DONATIONS MADE BY THE CHURCH IN 2013-14

Prepared and submitted by Connie Schuelka, Records Administrator

The following donations were made on Charitable Contribution Sundays:

Organization	Month	Amount
Land Stewardship Project	June	\$ 570.00
Student Community Gardens	July	\$ 551.00
Community Food Response	August (special collection)	\$ 677.00
The Place	August	\$ 457.00
Pfund	September	\$ 762.00
MN UU Social Justice Alliance (MUUSJA)	October	\$ 404.10
Community Dental Care	November (Service Auction)	\$ 2,420.00
Camp Heartland	December	\$ 514.62
Rochester Students' Health Services	December	\$ 945.86
Cascade Meadow Wetlands & Environmental Science Center	December	\$ 892.58
Unitarian Universalist Service Committee (UUSC)	December	\$ 830.34
Human Needs Fund	December	\$ 1,456.07
Willow Creek Backpack Program	December	\$ 349.35
Crisis Nursery	January	\$ 763.77
Planned Parenthood	February	\$ 734.41
Mission 21	March	\$ 1,298.37
Migrant Health Services	April	\$ 1,042.74
Quarry Hill Nature Center Summer Program	May	\$ 498.42
Total:		\$ 15,167.63

Donations to the Memorial and Gift Fund

Prepared and submitted by Connie Schuelka, Records Administrator

From June 2013 through May 2014, donations were given in memory of church members:

Dorothy Hedgecock

Ted Deaner

Gordon McKeeman

Mac Lindsay

In addition, donations were made in memory of:

Wilson (Bill) Cox – grandfather of Amy Nelson

Ed Lobl – father of Joe Lobl

Anita Wimmer – mother of Greg Wimmer

Robert Bjorgum – father of Bruce Bjorgum

Leora Schuelka – mother of Dave Schuelka

Elsie Ethel Stenman – mother of Dave Stenman

Mary Mars – mother of Sandy MacLaughlin

Memorial and Gift Fund Donors

Paul and Susan Anderson

Don and Jean Hanson

Ann and Richard Hutton

Marie Wynne Miller

Dick and Joyce Rundle

Dillman Baker Sorrells

Linda and Bill Thompson

Glenn and Ella Van Laningham

Phil and Sue Wheeler

Caring Congregation Committee

Prepared and submitted by Jennifer Harveland, Chair

Committee Members who serve as Two-Week Coordinators

Jennifer Harveland (Chair), Phyllis Beery, Diane Closson, Jamie Crawford, Marge Dalen, Ronice Donovan, Kay Eberman, Julie Gilkinson, Jean Hanson, Jennifer Harveland, Paula Horner, Shayna Johnson, Ann Lien, Rhonda Lorenz, Sandy & John MacLaughlin, Jo Payne, Beth Plaetzer, Linda Thompson, Ella & Glenn Van Laningham, Vikki Wolff, Joyce Wood

I want to thank all the committee members for their service this year. This committee has a tremendously important role as the face of the congregation when members and friends are in need. They did a fantastic job of caring and coordinating the care our congregation provided one another in times of concern and celebration! As always, we welcome new volunteers who want to serve in this capacity. Jennifer Harveland will continue in the role of chair.

We also want to thank all of our members/friends who volunteer to be called upon to make a visit, do an errand, provide meals, or provide rides when called upon. Our coordinators know that they have many members to call upon to offer their support.

Meetings and Regular Activities

September 2013 — The coordinators gathered for a pot-luck meeting to begin our year, discuss news and plans for the year; the consensus at this meeting was to concentrate on the support of our congregation and eliminate our appreciation events/activities for staff, Board, sextons & choir, as well as our Valentine card making/writing session and the notes to our recent graduates.

November 2013 — A smaller group met to create and write holiday cards to members and friends with whom we are in regular & occasional contact.

March 30, 2014 — Jennifer led a service entitled, “Caring for the Beloved Community” in which she presented some ideas about how to care for those in need and gave the congregation information on how the committee works and why its work is so important.

June 2014 — An end-of-year potluck is to be held for the coordinators to give time for reflection on the year, in appreciation of their continued efforts, and to establish the coordinator schedule for the next year.

Ongoing Activities

- Coordinators are contacted regularly via e-mail, phone or in person by the Coordinator of Congregational Life, church office, co-chairs or fellow committee members concerning the needs of the church members & friends. We work closely with the Coordinator of Congregational Life on these tasks.
- Coordinate the responses to the needs of the congregation members and friends for support in times of need due to illness, death, family & personal crisis, while also acknowledging their joys and successes. We made calls and visits, sent many cards, and arranged for meals and rides.
- Created a Pinterest account for the congregation with several Caring-specific boards. Topics of these boards include recipes for special diets such as vegan and gluten-free, ideas to help cheer someone up, and resources for congregants. This is primarily maintained by Jennifer at this time.

- Occasional visits to a few people who do not/cannot attend church or need some extra attention.
- Attend quarterly Program Council meetings.

Major Expenditures

Our budget was spent on flowers, cards and card making supplies. Postage is another big expense but that comes out of the church's general administration postage budget.

Goals for Next Year

- Continue to recruit new members to serve as two-week coordinators to adequately cover the year, with the goal of each person coordinating for just 2 weeks each year.
- Continue to work on communication with one another and the Coordinator of Congregational Life & Minister, as well as being sure the members of the congregation know just what we can and can't provide. As the congregation grows we want to be sure we are not overlooking someone's needs.
- Continue to update our list of volunteer "helpers"- those willing to provide a meal, a ride, a visit.
- Continue to evaluate and assess our role in supporting & appreciating one another.

Clara Barton Guild

Prepared and submitted by Jessie Finch and Jean Hanson, Co-Chairs

Guild Members

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

Meeting Information

Clara Barton Guild meets on the second Tuesday of the month except rummage sale months and during the summer.

Regular Activities

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 rummage sales. Decisions are made regarding prioritizing the use of funds earned from the rummage sales. The Clara Barton Guild combines the social, service, and spiritual aspects of the church as women and men come together for their meetings.

Special Activities

There is now a computer list of the e-mail addresses of most people who have or might have an interest in the Clara Barton Guild. This has proved to be useful in sending meeting reminders as well as letting people know that the January meeting was canceled due to snow. Spearheading remodeling of the kitchen had been a goal of the Guild. It has been learned that major changes will not be possible due to major costs in bringing the building into compliance with a new code. There will be ongoing discussions about where funds from the Guild can be used to make a difference. In November eight members met twice to sort, clean, and better organize items in the kitchen. The Youth planned the rummage sale in October. Guild members assisted. Funds went to Youth programming. Sue Wheeler and Melissa Egglers planned the April Rummage sale with help from both members and others. A very successful sale! The Guild voted by e-mail to make contributions to the planned rain garden and to the butterfly garden. Sixteen people responded to the motion made by Jean Hanson and Jessie Finch. Assistance from Guild members for the Willow Creek backpack program will be needed starting in May. Programming included: Ryan Shriver telling about the WHY trip to Boston, Amy Nelson shared information from the September 28 all-church meeting, The Reverend Charlotte Cowtan showed pictures of her trip to Alaska, Char Tarashanti presented a program on mindfulness, and Harriet Hodgson shared ideas about using your Power of One. There was a luncheon in December and one in May.

Major Expenditures

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

Goals for Next Year

Participation in social justice programs will be continued as well as considering the use of Guild funds in church or other projects. There will also be a focus on the role of the Clara Barton Guild through the past and into the future as the church celebrates its 150th anniversary.

Clara Barton Guild
End of Year Financial Report 2013-14
Report prepared by: Ella VanLaningham, Treasurer

Checking Account - April 30, 2013: **\$3,197.69**

Receipts

U.U.Women's Federation	\$0.00	
Spring Luncheon	305.00	
Fall Rummage Sale	0.00	
Christmas Luncheon	301.00	
Spring Rummage Sale	3,735.93	
Interest	2.69	
Individual donation/2013 (Lindsay/bird prints)	400.00	
Total receipts:		\$4,744.62

Disbursements

U.U.Women's Federation Membership	0.00	
Spring Luncheon	279.97	
Fall Rummage Sale	0.00	
Christmas Luncheon	306.82	
Spring Rummage Sale	231.90	
Miscellaneous - supplies, etc	0.00	
Gifts to Nonprofits *	0.00	
	<u>818.69</u>	
<u>Gifts to the Church:</u>		
Hospitality: coffee, cocoa, lemonade, etc.	842.66	
Conference for Office Administrator	500.00	
Youth Boston Trip	1,500.00	
Retreat scholarship	50.00	
	<u>2,892.66</u>	
Total Disbursements:		3,711.35

Checking Account - April 30, 2014 **4,230.96**

* Normally do annual gifts, but voted in '09 to build up reserve towards future kitchen remodel.

Checking Account

Balance - April 30, 2014 \$4,230.96

Clara Barton Guild Leadership Memorial Fund

Balance - April 30, 2013	\$20,869.43	
Interest earned	214.31	
Transferred from checking		
Balance - April 30, 2013		\$21,083.74
- CD #1702 maturing 12/01/2014: \$1,722.54		
- CD #1705 maturing 05/21/2014: \$4,099.25		
- CD #17041708 maturing 05/03/2018: \$5,139.47		
- CD #1706 maturing 5/21/15: \$5,047.49		
- CD #1707 maturing 5/21/17: \$5,074.99		
- CD #1707 maturing 5/21/17: \$5,000.00		
		<u></u>

Total Assets on Hand - April 30, 2014 **\$25,314.70**

Communications Committee

Prepared and submitted by Kathy Brutinel, Committee Chair

Committee Members

Anne Black-Sinak, Kathy Brutinel, Anna Lovrien, Sue Wheeler, and Jody Tharp, Office Administrator (ex officio)

Activities

Website: Following its re-launch on the WordPress platform last year, our website has been operating without any pesky disruptions. It continues to be managed by the website team of Communications Committee members Kathy Brutinel and Sue Wheeler and Office Administrator Jody Tharp. This spring, once we became convinced that we would not need our budget for maintenance issues, we asked Joe Lessard, our “tech guy” at Zeunic, Inc., to create a mobile site using responsive design so our site is more accessible on mobile devices. We hope the project will be complete by the time you read this report.

Pinterest: In January, the Committee introduced Pinterest as a new type of communication. It is not another way to share information about upcoming activities and events, but rather a way to collect and organize information pertinent to the church’s mission and activities. It serves as a resource depository. On a Pinterest site, each bit of information is a “pin” and pins are grouped together on subject-specific “boards.”

For example, we have a board for easy vegetarian recipes. This section can serve as a resource for people the Caring Committee calls on to provide meals for vegetarian congregants. We also have a board for each of our seven principles. These boards serve two purposes: to give members of the public a better idea of what we are about and to provide members of the church easy access to resources they can use in their own lives. Our UU Parenting board has resources for raising a UU child. To see all our Pinterest boards, go to <http://www.pinterest.com/firstu/>.

Jennifer Harveland single-handedly set up our site and our boards and continues to manage it with Amy Nelson and Jody Tharp.

Facebook: Our public page continues to be managed by our Facebook management team: Communications Committee member Anna Lovrien, President Amy Nelson and Office Administrator Jody Tharp. It is our “public face,” which we use to disseminate information on our services and events, as well as broader issues and themes that would give a visitor a general sense of what UU’s care about.

Our group page is a closed page and access is limited to people who are eligible to be listed in our directory. It is monitored, but unmanaged, and continues to be a place where our Facebook users can share information.

Ryan Shriver manages a closed group page for religious education. He and others connected to the religious education program post information of interest to the RE community.

Weekly eNews, Venture, Sunday Bulletin: The Committee worked on the best way to re-imagine these three publications with three principles in mind:

1. Make sure we are meeting people “where they are.” Increasingly, we need to serve people who live

easily and eagerly in the world of burgeoning communication technology, while remaining accessible to those who don't have access to or are not comfortable with technology;

2. Minimize the number of places that the same information must be entered in slightly different formats; and
3. Produce publications with unique purposes and focus. Jody Tharp has done an excellent job redesigning these publications over the last year.

The *Weekly eNews* focuses on the highlights of the coming week. To avoid undue repetition, details about recurring activities are often provided via a link to the website. The Special Activities page of the website was repurposed as a '*Happening at First UU*' page and contains a list of all upcoming activities.

The *Venture* has become more mission and message-focused. Each issue emphasizes the worship theme for the month. It is now produced in Constant Contact, distributed by email, and posted on our website. Copies are mailed to people who have requested paper copies and printed for guests to pick up on Sunday morning. The *Venture* sets the stage and overall context for activities, but details about the activities are mostly on the website.

The Sunday bulletin supports the Sunday service, with the order of service, names of participants, and appropriate links and quotations when they are available. A print-out of the '*Happening at First UU*' webpage is available as an insert for people who want a printed copy.

Major Expenses

Our only expense this year has been for the responsive design project.

Finance: Stewardship Committee

Prepared and submitted by Gail Bishop and Phil Wheeler, Co-Chairs

Committee Members

Co-chairs: Gail Bishop & Phil Wheeler

Members: Jerry Katzmman & Pat Siljenberg

[See Stewardship Team members listed below.]

Regular Activities

1. Maintain and update the Stewardship Plan annually; present to the Finance Committee.
2. Review volunteer and giving trends within the congregation.
3. Evaluate congregational attitudes towards contributing time and money to the church.
4. Conduct the Pledge Drive and maintain a record of canvass activities.
5. Recruit and train volunteer Stewards as needed and supply pledge materials.
6. Communicate to the congregation throughout the year and pledge campaign the needs of the church and the financial implications.
7. Evaluate pledge activities at the end of each year.
8. Canvass new members in conjunction with the Membership Committee.
9. Participate in new membership orientation concerning stewardship expectations.
10. Select congregants for the Stewardship Awards presented at the Annual Meeting in June.

Special Activities

1. We reviewed the membership roster for current and inactive members. When appropriate, we assigned a Steward to make only a social visit with members facing financial hardships or circumstances preventing them from pledging.
2. We distributed a congregational letter to all members and friends of the church in March.
3. Stewards conducted a face-to-face canvass of all Annual Givers, non-givers, and new members during the months of March and April. Previously-trained Stewards participated in the Annual Giver visits. We thank this year's Stewardship Team for their efforts:

Mary Amundsen
Gail Bishop
Kathy Brutinel
Don Hanson
Rob Harveland
Jeanne Hoecker

Jerry Katzmman
John MacLaughlin
Amy Nelson
Leslie Redinger
Dave Siljenberg
Pat Siljenberg

Jeff Snyder
Bill Thompson
Linda Thompson
Patty Trnka
Ella VanLaningham
Phil Wheeler

4. We wrote weekly e-news Stewardship articles during March and April as well as providing updates during Matters of the Congregation at Sunday services.
5. We prepared and presented an analysis of giving patterns for the Board of Directors at its April meeting. The analysis revealed:
 - a. A top-heavy distribution of pledging, with 10 out of 185 completed pledges (at that time) contributing 30% of the pledge total.
 - b. Many of those pledging are not taking account of inflation: 131 pledging units have stable year-to-year pledge levels, many of these for several years.
 - c. Some pledgers increased their pledge levels (35 - including 7 new pledges since the start of the stewardship drive).
 - d. Some pledgers (31) dropped membership or decreased their pledges, most for reasons

related to changes in employment or life circumstances (health, retirement, death, transfer, and so on). Nine (9) expressed declining interest in or dissatisfaction with aspects of the church.

6. We provided progress updates to the Finance Committee and Program Council.
7. We sent a supplemental appeal letter to all members of the congregation in mid-April to address concerns about a possible revenue shortfall.

Budget

Beginning Budget \$400 and after expense of \$20 for the Stewardship plaque, \$380 remained.

Goals for 2014

1. Develop and implement new campaign strategies for the 2014-15 church year.
2. Develop strategies to spread the financial support of the church more broadly.
3. Continue to address the issue of members who choose not to pledge for reasons other than financial circumstances.
4. Expand the Stewardship Committee and team, reflecting a broader range of income.

Pat Siljenberg and Phil Wheeler have agreed to serve as Co-Chairs for the 2014-2015 Stewardship Campaign.

History Committee

Prepared and Submitted by Leslie S. Redinger, Chair

Committee Members

Beth Atkinson
Margaret Dalen
Jean Hanson
Darrel K. Waters
Sue Wheeler
Kathe Yoss

Meeting Information

The regular monthly meeting is the first Saturday of the month at 10am to noon in the Commons. We require a quorum for decision-making.

Regular Activities

- Completed indexing the scrapbooks in the Hearth Room bookcase. Members can search an Excel spreadsheet by year or month to find items in one of 15 scrapbooks dated from 19xx to 2012.
- Finished inventorying items and created a simple subject heading index.
- Items are now located archival boxes that are labeled and shelved in locked Archives cabinet.
- Work has started to locate a professional archivist for consulting expertise on preserving/storing the collection.
- Maintain scrapbooks with items about the church in the community

Major Expenditures

\$200 – archival boxes and supplies

Goals for the Next Year

- Identify items that need preservation in a timely manner
- Participate in outreach activities so the congregation knows more about the committee
- Support 150th anniversary activities
- Collaborate with Office Administrator RE: items that move from *Records Retention* to *History/Archives* cabinet

Hospitality and Growth Council

Prepared and submitted by Ann Lien, Chair, and HGC members

Council Members

Kathy Brutinel (Member-at-Large: Communications), Mary Duerson (Greeter Coordinator), Jean Hanson (Guest Table Coordinator), Angela Davey (Usher Coordinator), Rob Harveland (Audio Tech Coordinator), Judy Jensen (Fellowship Chair), Ann Lien (Hospitality and Growth Council Chair, Get Acquainted Sunday Host), Sarah Rothwell (Membership Chair, Coordinator of Congregational Life), and Linda Thompson (Coffee Host Coordinator).

Meeting Information

The Hospitality and Growth Council met seven times this year. The Fellowship and Membership Committees met as needed to carry out their responsibilities using formal and/or informal formats. Members of the Hospitality Committee attend the Hospitality and Growth Council meetings.

Regular Activities

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 hardworking committee members who create a welcoming church to visitors and members. This year our Council focused our efforts on Hospitality services.

Special Activities

Under the leadership of Judy Jensen, we organized and coordinated a wide range of Fellowship activities including picnics, themed potlucks and talent show/potluck, nature walks, the Christmas Eve reception, Valentine's tea, St. Pat's party, movie and concerts. Members loved the small group dinners held at member's homes and the lunches at Rochester restaurants run by immigrants or their families.

Under the leadership of Sarah Rothwell, we participated in three Pathway and New Member Sunday events.

Kathy Brutinel coordinated our publicity efforts to make the church more visible in the community. We placed six ads in the *Post Bulletin*, one ad each in *Rochester Women* and *Rochester Magazine*, one ad each for the Symphony Orchestra, Repertory Theatre, and Civic Theatre programs and an ad in the People's Food Co-op newsletter. We also continued our enhanced listing in the Dex phone book.

The Hospitality coordinators, Jean Hanson, Mary Duerson, Angela Davey, Linda Thompson, and Rob Harveland tried various ways of increasing volunteer participation in Hospitality activities. Pathways participants were encouraged to volunteer. Council members called new members, created publicity in the weekly E-news and in flyers listing upcoming events, and used the SignUpGenius site to make volunteer sign up more convenient. Although we used online sign-up throughout the year, there were often open slots each Sunday. We had hoped to attract additional younger and/or occasional volunteers by not requiring a commitment to a regular Sunday.

Because we continued to struggle to find volunteers, Sarah Rothwell researched ways another UU church lined up hospitality volunteers and presented their video and materials. After lengthy discussion, we modified their plans and made the following recommendations.

- Hospitality teams were organized for the 1st, 2nd, 3rd, 4th, and 5th Sundays for a three-month trial run of single services this summer.

- Each team has a team leader who is responsible for recruitment of volunteers and establishing the volunteer schedule for their Sunday.
- Each team should have enough members so that volunteers do not need to commit to every Sunday their team is scheduled.
- In late July, we will evaluate the system and decide if we should continue having hospitality teams when we start with two services per Sunday for the school year. To continue this model for two services, the number of team members would need to double to around 25.

The hospitality team concept will be given extensive exposure as part of Matters of the Congregation and through all of our publicity venues, with sign-up continued using SignUpGenius.

Major Expenditures

The Fellowship budget continues to be used to support special events such as the potlucks and luncheons. Generous donations of food and money have continued to cut the overall expenses for Fellowship with treats provided on Sundays by the Daubes and by money collected at the Thanksgiving potluck.

Membership's budget provided UUA pamphlets and food for Pathway to Membership Programs, food for New Member Sundays, gifts for new members including engraved votives, lights, cards, and books for adults and their children.

The Hospitality budget was used to provide food for the annual meeting. In addition, Fellowship and Hospitality shared the cost for food and supplies used for the Christmas Eve reception. Funds were used to update kitchen and Commons supplies. A limited number of UUA brochures and cards used at the Guest Table and on Get Acquainted Sundays came out of this budget.

Goals for the 2014-2015 Year

The Council wishes to follow our mission to facilitate development of a congregation which welcomes guests, radiates a mood of warmth and caring and has a clear and enthusiastic understanding of how church membership promotes spiritual development and brings positive changes to our community.

We will continue to use the church's website, E-news, the Venture and Facebook to get information to guests and members about Fellowship, Membership, and Hospitality needs and activities.

Depending on available funding, we will continue to place ads in the *Post Bulletin*, *Rochester Magazine*, *Rochester Women*, and *Experience Rochester*, the Peoples Food Co-op newsletter, and the DEX phone book and expand our outreach to the RCTC newspaper, *The Echo*, and the *Radish*. We also plan to evaluate the effectiveness of this advertising by collecting data from guests as to whether these ads influenced their decision to visit our church.

We will evaluate the effectiveness of the Hospitality team model, which we are trying out for the summer, and will decide if we wish to expand the model for the rest of the church year.

Memorial Garden

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 four meetings: 6/16/13, 9/7/13, 10/7/13 and 12/3/13. We also had several meetings that involved two to three members to plant annuals and ferns, move 3 rose plants, and prepare the garden for the Day of the Dead service when the new Panel of Names was announced to the congregation to view between services.

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

There were no interments this year. On 6/9/13 we learned that we had received Board approval for funding of \$4115 from the Memorial and Commemorative fund for creation of the Panel of Names. Gary Donovan volunteered his time and labor to install these. The project was accomplished in time for the November 3rd Day of the Dead/All Soul's service. We updated the LET US REMEMBER brochure to clarify ways individuals can be memorialized.

Major Expenditures

The Memorial Garden fund has a balance of \$1034.25

Goals for New Year

Continue to maintain the plantings and try to enhance the beauty of the space. We plan to share the new brochure with the congregation after it is completed.

Respectfully submitted,

Margaret Brandl

Committee on Ministry

Prepared and submitted by Allen Bishop, Chair

Committee Members

Allen Bishop
Peter Edl
Mary Amundsen
Rod Milbrandt

Committee Charge

The primary purpose of the Committee on Ministry is to strengthen the quality of shared ministry within the congregation. In this role it will monitor the vitality and health of congregational life, with special attention to the components of shared ministry and the Minister-Congregation relationship. The Committee will establish an annual plan to review various aspects of shared ministry.

The Committee will also support and counsel the Minister and facilitate an open dialogue between Congregants and the Minister. Additional responsibilities are to submit an annual compensation recommendation for the Minister to the Board, work with the Minister on sabbatical planning and other professional development and to advocate such plans to the Board and Congregation.

Committee Activities

During the past year, the Committee on Ministry (COM) has continued to focus on the status of the Minister in close cooperation with the Board of Directors. During the summer and throughout the remainder of 2013, we participated with members of the Executive Board, together with the Rev. Dr. Carol Hepokoski, and UUA representatives in an ad hoc Discernment Committee. The work of this group was to meet the needs of the Church in all aspects of the professional Minister's responsibilities, to assist the Rev. Dr. Carol Hepokoski in return to full-time ministry, and to assess her capability to do so on a regular basis following her injury. This included the appointment of Charlotte Cowtan as a Consulting Minister to assist in meeting our needs for a six-month period, as well as regular monitoring the progress of Rev. Dr. Hepokoski's return. All aspects of the Minister's responsibilities were considered. Ultimately, Rev. Dr. Hepokoski returned to full-time ministry on December 1, 2013 with the approval of the Discernment Committee and the Board.

In the last few months, the COM has been developing a plan for an assessment of the Ministry. Such a process would be designed to be performed at regular intervals (bi-annually, for example) with the goal of assessing how well the Ministry of the church (both Minister and congregational activities) is meeting the mission and goals of the 1st UU. The purpose generally is to define both strengths and weaknesses, with the goal of an ongoing 'continuous improvement' effort on the part of the Minister, staff, lay leaders, committees and congregants. Focus group discussion of targeted questions addressing the various components of the Ministry is the method most appealing to COM members, with a report to the Board and Minister summarizing the findings. The makeup of focus groups and the questions to be addressed is the subject of ongoing study.

The recent decision of the Rev. Dr. Carol Hepokoski to retire next year will certainly add another element to the activity of the COM next year. The Minister and Board will also need to appoint new members to the committee, due to the expiration of the terms of the 2 of us. During this time of preparation for Carol's retirement and welcoming an Interim Minister, the COM will continue to focus on meeting its Bylaw charges and assist the Board as needed in planning for the transition.

Nominating

Prepared and submitted by Beth Atkinson

Committee Members

Beth Atkinson and Patty Trnka

Meeting Information

The committee met several times in the fall with Rev. Charlotte Cowtan and Amy Nelson to establish the leadership training series. Starting in January the committee met periodically with Rev. Dr. Carol Hepokoski to identify new members for the church board.

Regular Activities

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

Special Activities

This year the committee was tasked with starting the process of transitioning from a traditional Nominating committee to a Leadership Development committee. As such, we held leadership classes using material from the Harvest the Power curriculum on November 18th (led by Charlotte Cowtan, workshop 3), January 13th (led by Beth and Patty, workshop 7), March 17th (led by Carol Hepokoski, workshop 11), and May 19th (led by Jeff Larson-Keller, leading in a time of change). The committee has also started sorting through the various UUA resources on the topic of “Transforming your Nominating Committee.”

Goals for Next Year

A larger committee will be needed to focus on:

- Continuing to recruit new Board members
- Update descriptions of Board member responsibilities
- Review UUA/other resources on transforming nominating committees and develop a transition plan
- Continue to develop and conduct leadership training, including publicity of training resources available through the MidAmerica Region and the UUA.

Board Membership for 2014-2015

Board Members finishing current Board positions:

Amy Nelson, President
David Kallmes, Vice-President
Phil Wheeler, Secretary
Jeff Snyder, Treasurer
Myatt Helmers, At-large
Jessie Stratton, At-large
Peggy Marchesani, At-large

Mid-Term Board Members continuing on:

Ramona Barr, 2nd year of 2nd term *
Eric Egger, 2nd year of 1st term

Nominees:

David Kallmes, President
Jerry Katzmman, Vice-President
Amy Nelson, Secretary
Rob Harveland, Treasurer
At-Large Members:

Erika Beetcher
Ann Hutton
[still need to finalize]

* Term Lengths for Board of Directors:

Officers are elected for 1-year terms, with a maximum of 4 consecutive terms
At-Large Directors are elected for 2-year terms, with a maximum of 2 consecutive terms

Nominating Committee Nominees:

Mid-term Members:

Beth Atkinson, 2nd year of 1st term
Patty Trnka, 2nd year of 1st term

Nominees:

[still to finalize]

Property Committee

Prepared and submitted by Jay Hoecker, Chair

Committee Members

Jay Hoecker (chair), Rick Devine, Barb Foss, Bill Thompson, John Trnka, Greg Turosak, Darrel Waters

Meeting Information

The Committee meets approximately quarterly. Meetings since last annual report were held in October 2013, January 2014 and April 2014. Next meeting will be July 2014

Regular Activities

- Monthly outdoor property work days to maintain church grounds from April through November 2013, and resuming again in April 2014
- 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 need to be assigned to the custodian
- Work with the Design Committee on any major projects or expenses
- Sextons report to Property Committee with any concerns
- Prepare budget for Finance Committee: most recently in January 2013
- Take recycling to Rochester waste facility
- Sign contracts for lawn care, snow removal, elevator maintenance, plumbing and heating service agreement and trash removal
- Attend monthly Program Council meeting and represent Property Committee issues and developments to that group

Special Activities

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 issues at most times 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 chairs the committee, writes the minutes and reports, and news updates following each quarterly meeting in order to inform congregants of the work and money needed to support the facility.
- (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.

Projects completed by the Committee since the previous annual report includes:

- (1) Darrel Waters held an indoor property work day in February 2014 to clean radiator baseboard fins;
- (2) Installation of 2 new exterior doors;
- (3) Improvements to the front entrance safety
- (4) Major work in the fall of 2013 and spring of 2014 to cut down and remove buckthorn from the wild parts of the church hillside;
- (5) 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;
- (6) Replaced a gas line that was leaking in the boiler room;
- (7) Bill Thompson directed the contracting of a proposal to build a roof drainage basin in front of the church to control rain water.
- (8) Jay organized a discussion regarding kitchen modifications the result of which was to halt such planning until the church has more need and resources for such a large project.
- (9) John Trnka and Darrel Waters conducted a study of lighting issues in the Sanctuary in preparation for writing a proposal to update lighting in that room, yet to be presented to the Board.
- (10) The parking lot was resealed, and repainted with parking lines
- (11) Modifications were made to asphalt beside the front entrance to the Commons area in order to control flooding of the stairwell at that location.

Major Expenditures

- 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
- Service contract for plumbing/heating (which ended this year)
- Entrance door locking switches upgrade
- Resurfacing of parking lots
- Installation of 2 new exterior doors

Goals for Next Year

- Lighting upgrade in Sanctuary: See attached 2 documents from John Trnka's lighting study
- 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 2014 and he will not seek another term
- Upgrade sound system in Sanctuary
- Roof rain drainage basin in front of church (aka rain garden)

Reports on file in the Church office:

- 1) Sanctuary Lamp Study Results/Conclusions
- 2) Lighting Report – UU Church Sanctuary – March 29, 2014

Property Committee - Design

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

Meeting Information

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

Regular Activities

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

This year's projects included:

1. Continued to work to maintain accessibility in Sanctuary, Commons and elevator lobby 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.
2. Worked with Jody Tharp, Office Administrator, to purchase a sign to use for the Hearth Room on Sundays.
3. Darrel filled the planters on the stairs last summer & tended them; Jean Hanson prepared them for the holidays.
4. Anne Black-Sinak was liaison with the WHY Con organizers in creating the chalice banner.
5. Working on increasing welcoming atmosphere in lobby; coordinating with the Hospitality and Growth Council.
6. Installed exhibits in display case, including Sue Jansen's art, Mike Tinetti and Nancy Berkman's sewing machine collection, tea items (for the February Kerry Nolte tea), and Jennifer Harveland's china.
7. The policy on length of time to display art or items has been changed from one to two months.
8. Coordinated exhibits on wall above Commons stairs, including exhibits from Karin Lindsay and Sue Jansen
9. Pulpit replacement is still on hold.
10. Work to make the west storage closet as useful as possible continues, mostly through the efforts of Ronice Donovan.
11. Requested and got the Hearth Room piano unlocked for general use.
12. Discussions & study under way for replacement of tables in Commons - on hold due to need for lighting replacement in Sanctuary.
13. Approved the lighting study & proposed Sanctuary lighting purchase presented to us by John Trnka

and Bill Thompson.

14. Committee description reviewed and updated again. See end of report.

Major Expenditures

Holiday decorations, miscellaneous table decorations, silk & paints for 150th anniversary banner project.

Goals for Next Year

- * Continue the discussions/preparations begun this year for the upcoming sesquicentennial of the church (2016), including a plan for the design and fabrication of banners stating the seven principles to be hung in the Sanctuary. Complete a prototype of the proposed banner.
- * Complete the welcoming entry project (held over from last year)
- * Successfully execute committee responsibilities, including review of previous discussion items with an eye toward resolution.

New 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.”

Adult Religious Education (RE)

Report Prepared and Submitted by Peggy Marchesani & Melissa Egger, Co-Chairs

Committee Members

Adult RE – UU Principle 4 Study Group

Prepared and submitted by Anne Black-Sinak, group coordinator

Attendees

Jim Olson, Pat Calvert, Nathan Harff, Jim McMullin, Anne Black-Sinak, Ray Phelps-Bowman, Laurel Phelps-Bowman, Frank Druktainis, George Huston, Kieran, Melissa Egger, Laurie Nelson, Tami Stephenson

Meeting Information

Meetings are held at 7pm on the fourth (or fifth) Sunday of the month.

Purpose and Structure of the Study Group

The Principle 4 Study Group was formed in October 2011 by the Adult Religious Education Committee. This Study Group is centered around a free and responsible search for truth and meaning. We meet once a month for a discerning discussion of the meaning and role of spirituality, language, beliefs and faith in our lives as UUs.

We choose our topic via a cookie jar - we have each placed words/ topics on slips of paper which are kept in the cookie jar. At the end of each meeting, our next topic is a slip randomly chosen from the jar. Between sessions, each individual examines/ studies/ lives with the word for a month; we come together at the end of the month to discuss our findings/ experiences.

Topics Covered

06/23/13 ... Breath
07/28/13 ... Knowledge
8/25/13 ... Free Will
9/22/13 ... Creed
10/27/13 ... Evil
11/24/13 ... Satan
02/02/14 ... Elitism
02/23/14 ... Religion
03/23/14 ... Ethics
04/27/14 ... Metaphysical
05/18/14 ... Moral Authority

Budget

This Study Group has no budget.

Goals for Next Year

Continue to meet monthly to further our spiritual search.

Adult RE – UU Chosen Faith Study Group

Prepared and submitted by Anne Black-Sinak, group coordinator

Attendees

Jim Olson, Nathan Harff, Anne Black-Sinak, Frank Druktainis

Meeting Information

Meetings are held at 7pm on the second Monday of the month.

Purpose and Structure of the Study Group

The Chosen Faith Study Group started some years ago under the guidance of Carol Ann Wallace. Its purpose has been to read materials directly pertinent and related to or deriving from Unitarian Universalism.

Topics Covered

- | | |
|--------------------|--|
| June '13 | Book: <u>Religious Experience and Scientific Method</u> , by Henry Nelson Wieman |
| Nov. '13-April '14 | Book: <u>Stages of Faith: The Psychology of Human Development and the Quest for Meaning</u> , by James Fowler (after a sermon on the subject by Rev. Charlotte Cowtan) |
| May '14 | Book: <u>Acts of Faith: The Story of an American Muslim, in the Struggle for the Soul of a Generation</u> , by Eboo Patel (a UUA Common Read) |

Budget

This Study Group has no budget.

Goals for Next Year

Continue to meet monthly to increase our understanding of Unitarian Universalism.

Social Justice Council

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.

Chair	Gail Bishop (through December 31, 2013)
Disabilities	Paula Horner
Ecologically Minded UUs (EMUUS)	Anne Black-Sinak
GLBT Allies	Kim Edson through 12/31/2013
Migrant 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
Community Food Response	Ella VanLaningham
Interfaith Hospitality Network Coordinators	Sandy MacLaughlin Lynne Kirklin, Joyce Wood, Phyllis Berry and Julie Gilkinson
Saturday Noon Meals Coordinators	Julie Gilkinson, Roxanne Schlasner
Racial Justice	Open
Social Justice Discussion	Sandy Ramage and Jim Olson
Standing on the Side of Love	Jeff & Julie LarsonKeller
Members at Large	Angela Davey and Mike McMullin
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
 - The Diversity Council
 - Olmsted Community Services
 - The Rochester Public Library
 - The Rochester Franciscan Sisters
 - Rochester Public Transit

- HyVee South
 - School District 535
 - The School District 535 Students in Transition Coordinator at Mayo High School
 - Channel One
 - Land Stewardship
 - Centro Campesino
 - Latino Development Center
- 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 recipients for the shared offering on “Contribution Sundays”. ***We are grateful for the generosity of an Anonymous Donor from the congregation, who matches the recipient's share of the collection.***

The following donations were made on Charitable Contribution Sundays

June 16 Land Stewardship Total gift: \$570.00

Land Stewardship Project (LSP) is a private, nonprofit organization founded in 1982 to foster an ethic of stewardship for farmland, to promote sustainable agriculture and to develop sustainable communities.

July 21 Golden Hill Gardens Total gift: \$551.00

The Golden Hill community started a garden 4 years ago in order to provide a hands-on experience for students. The garden provides nutritious low cost food for the families within our school community. The garden allows students the ability to work off community service hours and earn extra credit towards graduation.

August 18 The Place Total gift: \$457.00

The Place serves client families (ages birth to 18 yrs.) from Child Care Resource & Referral Head Start and the Boys and Girls Club in one space.

Special collection CFR Total gift: \$677.00

Both commercial freezers quit working and to help defray the costs and to keep the program running a special collection was warranted.

September 15 P-Fund SE MN Scholarship Fund Total gift: \$762.00

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.

October 20 MUUSJA Total gift: \$404.10

MN UU Social Justice Alliance (MUUSJA) organizes Minnesota UUs who seek to change the world—and themselves—by acting on Unitarian Universalist values. MUUSJA is a statewide social advocacy network.

November 23 UU Annual Service Auction Total gift: \$2420.00
Community Dental Care

Community Dental Care provides equal access to quality dental care and preventive education for all. They fulfill their mission through clinical services, preventive education programs, training of

professionals, and advocacy.

December 1**Camp Heartland****Total gift: \$514.62**

Camp Heartland is a non-profit organization (501c3) that improves the lives of children, youth and families facing significant health challenges or social isolation

December 8**Rochester Student's Health Services Total Gift: \$945.86**

Rochester Student's Health Services is the new clinic being organized in the Alternative Learning Center, helping students in need get medical attention without having to disrupt their studies.

December 15**Cascade Meadow Wetlands Total gift: \$892.58
& Environmental Science Center**

Cascade Meadow offers engaging, hands-on learning experiences in these content areas: wetlands watershed protection and storm water management, energy conservation and alternative energy technology, sustainable building design and scientific observation.

December 22**Unitarian Universalist Total gift: \$830.34
Service Committee (UUSC)**

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.

December 24**Human Needs Fund Total gift: \$1456.07**

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.

December 29**Willow Creek Backpack Program & Total Gift: \$349.35
Mayo High School Food Shelf**

Our church alternates monthly with Peace United Church of Christ and B'nai Israel Synagogue to serve children at Willow Creek Middle School who are at high risk for food deprivation on non-school days.

The Mayo High School Food Shelf, serving homeless and food-deprived students, is part of our social action outreach. In partnership with the School District 535 Students in Transition Coordinator, Mayo High School staff, student volunteers, and Channel One, we deliver food for the shelf as needed as well as individual student emergency needs such as toothbrushes and paste, warm jackets, shoes, or school supplies requested by staff.

January 19**Crisis Nursery Total gift: \$763.77**

Crisis Nursery is a family support program that may provide temporary, short-term care for children while families address the crisis situation.

February 16**Planned Parenthood Total gift: \$734.41**

For nearly 100 years Planned Parenthood of Rochester has worked to improve women's health and safety, prevent unintended pregnancies, and advance the right and ability of individuals and families to make informed and responsible choices.

March 16**Mission 21 Total gift: \$1298.37**

To provide resource and restoration services to victims of human trafficking in Rochester. \$272.37 of the total gift was from a bake sale and \$1026 raised from the plate.

April 20**Migrant Health Total gift: \$1032.74**

Migrant Health serves targeted populations living in Minnesota and North Dakota in an effective, dignified and culturally sensitive manner regardless of: ability to pay, race, color, creed, religion,

national origin, sex, disability, age, marital status, sexual orientation, or status with regard to public assistance.

May 18**Quarry Hill Summer Program****Total gift: \$498.63**

During the summer months, the Summer Nature Day Camp program serves over 2300 campers ages 4 – 9th grade. The summer camp experience is powerful in connecting kids to Quarry Hill and nature. Once engaged, many campers continue their relationship with Quarry Hill by attending programs throughout the year, volunteering, Eagle Scout and Girl Scout Award projects and participating in their independent study high school summer assistant program and/or go on to become environmental educators or nature enthusiasts.

Special Activities

- To spark congregational interest, the Social Justice Council hosted a Social Justice Fair to promote our work. This was held on October 20, 2013
- First UU was the main site for the Fall Meeting of MUUSJA held from 1-3 PM on October 20, 2013.
- The Willow Creek Backpack Food Program continued with the B'nai Synagogue and Peace UCC as our program partners.
- Congregant Ray Phelps-Bowman and the SE MN Peacemakers and their coalition groups took a definitive stand on the targeted use of drones. An op-ed piece was published in the Post Bulletin newspaper.
- A small refrigerator was purchased for the SOS room (Support Our Spartans) at Mayo High School as part of the Mayo H.S. Food shelf program.
- We received the ***NAMI SE MN Faith Community of the Year Award*** given on November 14, 2013.
 - According to the nominator, "the UU Church has been a long-time ally of NAMI Southeast Minnesota, partnering on educational presentations in the church setting and providing financial support. This past year, NAMI was invited address both services on a Sunday morning, reaching more than 400 congregants. In addition, the Church donated the proceeds of their offering that day, with a generous benefactor matching the gift. NAMI was also invited to have a booth for the social hour between services to allow for questions in a more intimate setting."
 - Rev. Carol was in attendance to receive this award.
- The RE students did a service project decorating Thanksgiving gifts bags for Saturday Noon Meal guests.
- Encouraged participation with the MLK March in January.
- Promoted the UUA Common Read selection: "Behind the Kitchen Door", by Saru Jayaraman.
- Supporting the Disability Task Group as they work through the Disability Accreditation program. We are one of 11 churches nation-wide field-testing this program.
- Forum: by Stephanie Holt from Mission 21 about Human Trafficking On Sunday March 16. This was sponsored through us but hosted by a Chalice Circle.
- Support the Migrant Justice Task Group's plan to create a Responsible Restaurant Owner Certification process.
- Our church was a satellite site for the spring MUUSJA meeting, but the broadcast connection was difficult to follow and we adjourned early.
- Conducted a letter writing campaign between services on April 6 to prevent Enbridge Energy from increasing the volume of tar sands crude oil through pipeline 67 across northern Minnesota. Twenty-three letters were sent to the Honorable Eric Lipman at the Office of Administrative Hearings in St. Paul.
- The major event this year was a free program entitled "Addressing Privilege, Poverty and Possibility in Olmsted County", developed by Angela Davey and Gail Bishop with support from Olmsted

Community Services. The event was held on Monday May 19 from 10AM-5 PM. At the Rochester Public Library auditorium.

- This was an educational and experiential event designed to promote inclusive community through solution seeking conversation about poverty in Rochester facilitated by Julia Dinsmore. Through her stories, reflections, and interactive conversations Julia put a face on poverty and engaged and challenged participants to respond to poverty and its effects.
- This event was designed for service providers, recipients of services and Rochester community members.
- The cost of the speaker was \$1500 paid from 1st UU SJ Council. \$500 was donated from Peace UCC to cover the cost of the lunch.
- The State Board of Social Work approved CEUs for 6 educational hours.
- The goals of the event were:
 - To work together and learn from one another to deliver service with mutual dignity.
 - To have participants discuss current service delivery methods of community programming and think of ways to evolve toward mutually dignified approaches, and
 - To come up with solutions that evolves in mindfulness when serving each other.
- We had several community sponsors:
 - Olmsted County Community Services –staff time and planning. We gratefully acknowledge the time and talents from the two staff members –Shayne Olson and Oyewole Dosumu - assigned to guide us through the planning.
 - The Rochester Public Library: provided space, graphic artist for creating the flyer, coffee, on-line registration, printing CEUs.
 - The Diversity Council of Rochester Minnesota –advertising
 - Peace UCC Church -\$500 for lunch
 - Rochester Public Transit – free bus transportation to and from the event
 - Rochester Franciscan Sisters –putting together our poverty information cards
 - Fred Regal Catering – for working with us to provide an affordable, tasty lunch.
 - *Randy Chapman Publisher of the Rochester Post Bulletin Newspaper for his Master of Ceremonies services.
 - In addition Rabbi Werner sent out the flyer to all RAIL (Rochester Area Interfaith Leadership) members.
 - HyVee South donated water and cookies for the event.

Major Expenditures (see next page)

Major Expenditures

2013-14 Budget		\$4,000
Speaker fee for Julia Dinsmore	\$1,500.00	
Honorarium for Project Legacy	250.00	
MUUSJA memberships	75 .00	
Ability Building Center	90.45	
Food for Fall MUUSJA meeting	49.33	
All-Church Read	126.98	
Mini frig for Mayo H.S. SOS room	294.22	
Standing on Side of Love	193.45	
SOSL t-shirts	270.00	
IHN Card Board Box City	250.00	
May 19th Event (estimate)	[\$500.00]	\$ x.xx
Total expenditures:	\$3,099.43	\$ x.xx
Plus deposits of:	\$ 267.00	\$ x.xx
Remaining balance		\$ x.xx

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.
- Support the EMUUs group as they grow into a vibrant environmental task group.
- Review and evaluate the suggestions and comments from the goal-setting meeting of September 2013 and apply this to the council's activities.
- Continually strive to improve communication and our website page.
- Plan a church/community social justice event in conjunction with the 150th Anniversary Celebration of church.
- Act as a satellite site for the 2015 spring meeting of MUUSJA.
- Transition in 2 co-chairs.

People with Disabilities

A Social Justice Council Task Group

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

Regular Activities

- 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.

Special Activities

- It was announced at General Assembly, June 2013 that our Church would be one of 8 churches within the UUA to field test the Disability/Ability Action Program Handbook. A significant amount of the activity of the committee this year was spent on doing the required surveys; the first step in this process. The original survey was completed in our congregation, by 87 participants. This was later replaced by two additional surveys which were completed by the committee. These were submitted in April, 2014. Paula Horner and Gail Bishop participated in two conference calls regarding this process.
- Lori Elward provided a lay lead service on "Labor Day for Those Who Can't." How does one cope with the stigma of not being part of the labor force?
- The May 2013 Share the Plate recipient was the National Association for the Mentally Ill, Se Minnesota Chapter. NAMI was invited to address the congregation during both services and have a display and answer questions during the coffee hour.
- An article regarding credentialing was included in the September, 2013 *Venture*.
- Our congregation was awarded the Faith Community of the Year Award by NAMI. The award was presented at the NAMI Award and Walk Recognition Program on November 14, 2014. Rev Carol Hepokoski accepted the award and Paula Horner and Ann Lien were present.

Goals for Next Year

The decision by our committee to proceed with the credentialing process was the opportunity to continue our goal of building an inclusive community for all at our Church. We will be engaging all members of the congregation in this process in the coming years. We envision developing 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.

- Proceed with the Disability credentialing Field Test. A plan needs to be submitted to the UUA by June 20, 2014.
- Sponsor a Church-wide social event to the Realability Film Festival in St Paul this fall.

- 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 back Maggie Nolte to the committee.

Social Justice Discussion Group

A Social Justice Council Task Group

Prepared and submitted by Sandy Ramage

The Social Justice Discussion Group continues to meet every first and third Monday at 7 PM, welcoming congregants and friends of the church. We did not have an issue of focus for the year, but read books on a variety of subjects suggested by readers within and outside the group. (Thank you, Angela, for the titles on poverty.)

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:

June 2013	<u>The last policeman</u> , by Ben H. Winters
July 2013	<u>Looking backward 2000-1887</u> , by Edward Bellamy
August 2013	<u>Looking backward 2162-2012</u> , by Beth Cody
September/October 2013	<u>The end of power</u> by Moises Naim
October/November 2013	<u>The truth about Syria</u> , by Barry Rubin
December 2013	<u>A child's Christmas in Wales</u> , by Dylan Thomas
January 2014	<u>A woman in the crossfire: diaries of the Syrian revolution</u> , by Samar Yazbek
February/March 2014	<u>The working poor: invisible in America</u> , by David K. Shipler
March/April 2014	<u>Rachel and her children: homeless families in America</u> , by Jonathan Kozol
May 2014	<u>All quiet on the Western Front</u> , by Erich Maria Remarque

All members and friends are most welcome to join us and to suggest books or topics they would like to discuss.

EMUUs: Ecologically Minded UUs

A Social Justice Council Task Group

Prepared and Submitted by Anne Black-Sinak, Chair

Task Group Members

Anne Black-Sinak (chair), EMUUs: Aleta Borrud, Audrey Weymiller, Bonita Underbakke, Dave Kallmes, Jessie Hoffman, Julie Larson Keller, Kathy Lohr, Marty Aleman, Paula Horner, Peter Edl, Sandy Ramage, Sheryl Chapman, Simon Fermor

Meeting Information

We have not had formal meetings.

Regular Activities

We currently have no specified regular activities.

Special Activities

- Oct 20, 2013 ... participated in the Social Justice Fair
- April 6, 2014 ... staffed a table in the commons between services with letters to sign in opposition to a pipeline in northern MN and with materials available on fracking.
- I have begun discussions with the Social Justice Discussion Group on potential readings.
- I have been in contact with a church in Illinois that has an ongoing environmental film series to see how it's done.

Major Expenditures

None

Goals for Next Year

- We are still formative, with only a few activities. I could use a co-chair.
- Complete a committee description.
- Establish working budget.
- Establish regular meetings on focus issue, both task group meetings and larger groups on specific topics.
- Begin a film series with an environmental focus.
- Work with Ed Cohen to investigate possibility of interfaith work on climate change.
- Find and participate in community/interfaith programs on our focus issue(s).
- Investigate Green Sanctuary program with an eye to what we would have to do to become certified.
- Get involved in the building futures group to ensure environmental sustainability of any new projects.
- Persuade the Social Justice Discussion Group or UU Book Club to read books on environmental justice.
- Participate in the Social Justice Fair in the fall to recruit both task group members and to find areas of interest in the congregation.

Migrant Justice

A Social Justice Council Task Group

Prepared and submitted by Jessie Stratton, Chair

Task Group Attendees

Jessie Stratton (Chair), Bob Beery, Julie Gilkinson, Judy Kalass, Julie Larson Keller, Sandy MacLaughlin, Mike McMullin, Dick and Joyce Rundle, Pat Siljeborg, Patricio and Marty Aleman

Meeting Information

The Migrant Justice Task Group meets the second Tuesday of the month at 7:00 p.m. The Task Group has not met with the consistency it has in the past due to a need to re-group and decreased attendance.

Regular Activities

- Magazine and Book Donations – The Task Group has been collecting an average of 100 magazines and 20 books per month for donations to the Olmsted County Jail Library, continuing to receive a nice variety of reading materials, which continues to be appreciated by detainees. Some UU's have subscribed to magazines that they think the Detainees would like. Because we receive many duplicates, duplications are used in the lobbies at the jail, probation and social services departments.
- Share the Plate and December Red Envelope offerings - assistance with identification of community programs that assist with migrant issues in the community
- The Task Group continues to support and manage the purchase and use of Café Justo coffee within the Church, a shift that occurred in the church last year after learning more about the Mexican Co-op in the book *Death of Josseline*.

Special Activities

- The Task Group had a table display at the Fall 2013 Social Justice Fair. Members were there to recruit volunteers to the Task Group and subgroups and gather ideas for future events.
- On December 2nd, 2013 the Migrant Task Group partnered with Land Stewardship to offer some clarity on proposed legislation and give current updates on pressing immigration issues in our community. Our past successes have been when we have joined in group actions, therefore, we offered suggestions on what could be done, and offered an opportunity for all guests to take action that night and join with us in calling legislators or writing.
- We have continued to build on our relationships with other groups with a similar interest and have consistent turn out from our friends at: Land Stewardship, Centro Campesino, Sisters of St. Francis, B'nai Israel Synagogue and the Latino Development Center. As these partnerships and forums continue, we build further awareness and are moving to collective action as our group continues to expand. We are proud to have involved our elected officials in these meetings, letter campaigns and our requests to continue to support the issues of immigrants in our community.
- The Migrant Justice group hosted a Workshop offering at this year's Mid-Winter Retreat in regards to the All Church Read, *Behind the Kitchen Door*. This workshop explored the world of immigrant employees who work behind closed doors in our nation's restaurants. Two short videos offered some basic information and we experienced some worker scenarios through role playing and a skit. We were also able to discuss what next steps could be taken to address this issue further.
- Behind the Kitchen door was this year's UUA book pick. Following the Retreat, the Migrant Justice Group sold/offered books to congregants and facilitated two other book discussions on the following Sunday's.

- In May 2014 Mike McMullin, Jessie Stratton and Bob Beery attended the first Interfaith Justice meeting held at a local church to discuss joint efforts in the area of Worker Justice and the idea of restaurant certifications in the Rochester area. This group will be on-going and meeting monthly. While this effort is getting off the ground, we will be holding on further Migrant Justice meetings at the church in hopes that we will re-group once clear projects and tasks are delineated at the Interfaith meetings that our UU team can assist with.

Major Expenditures

- Money spent on snacks for Migrant community meeting December 2013
- Money spent on printing of flyers, poster, and books for the All-Church Read Winter 2014

Goals for Next Year

- As aforementioned, the Migrant Justice Task group will not meet regularly in the near future as we integrate with the Interfaith Justice group and determine our future project and next steps. We will recruit from our Migrant Justice base and the larger UU community, as there are projects, tasks and events to work on that will assist the larger focus of the Interfaith group of Worker Justice issues.
- The Migrant Justice Task Group would be willing to continue a focus on immigration issues complimenting other UU Social Justice Task Group's ideas on this topic as they arise.
- The Task Group would also like to support UU youth in taking part in social justice activities and will continue to communicate regarding opportunities for inter-generational participation as they seem fitting.

Poverty Task Group – AARP Tax-Aide Program for Lower Income Families

A Social Justice Council Task Group

Prepared and submitted by Ella VanLaningham

Task Group Members

There are no regular 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.

Regular Activities

The AARP Tax-Aide Program 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. 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 4,189 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, calls are taken at the United Way.

Goals for Next Year

We advertise the free tax program within the church community and hope to continue to expand congregational awareness. 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.

Poverty Task Group – Community Food Response (CFR)

A Social Justice Council Task Group

Prepared and submitted by Ella VanLaningham

Task Group Members

There are no regular members. Many thanks to the thirty-plus church families and friends who have helped with this project. Special thanks to Daube's Bakery, Maggie and Roger Nolte who generally oversee the opening process, Ella and Glenn VanLaningham who oversee the closing process, and Jeremy Coylewright, Misty Hathaway, Jeanne Hoecker, Dave Kallmes and Cathy Stroebel, who served on the Board, Dave as a recent President. Former Board member Anne Black-Sinak and has also continued to be very active.

Regular Activities

Since September 2001, our congregation has been a cooperating church among 20 other 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 hosted by Bethel Lutheran Church.

In 2013, CFR collected 109½ tons of food from 32 donor sites, and provided 34,669 meals, plus extras for breakfast or lunch the next day. 77 families, on average, were served every Monday, Wednesday and Friday.

Our church continues to provide adequate volunteers for the 5th week collection and distribution of foods. This year, we also began doing the food pickup for one of the routes on the day we serve.

Special Activities

In addition, we had a special fund-raising project this year to replace our freezers and many of our members contributed generously to that effort for which we were so grateful. Thank you, wonderful UUs.

Poverty Task Group – Interfaith Hospitality Network (IHN)

A Social Justice Council Task Group

Prepared and submitted by Sandy MacLaughlin and Julie Gilkinson, UU IHN Coordinators

IHN of Greater Rochester, through a network of 49 churches, offers food and shelter 365 days a year to homeless families. First UU Church commits to provide volunteers for 4 or 5 weeks each year in partnership with UCC-Congregational and St. Pius.

Task Group Members

Phyllis Beery, Julie Gilkinson, Lynne Kirklin, Sandy MacLaughlin and Joyce Wood serve as coordinators for the UU-Interfaith Hospitality Network Partnership. We thank Jeanne Hoecker for her many years of service.

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

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

- October 2013 staffed an IHN educate & recruit table at UU Social Justice Fair.
- October 2013 15 youth, two youth advisers and one IHN coordinator participated in the Cardboard Box City fundraiser for homeless programs - IHN, Salvation Army and LINK.
- Congregants responded to needs for towels and sheets as well as requests for dolls and books representing diversity.
- On a Service Sunday, RE children put together art kits for IHN families.

Major Expenditures

The Task Group receives no funding. IHN asks that churches our size contribute \$1,000 annually.

Goals for Next Year

- Recruit new volunteers. Our numbers have dropped below forty. HELP!
- Encourage UU support of IHN annual community events (Box City & Concert).
- Meet the 2014 UU IHN \$1000 contribution goal through a December 2014 Share the Plate.

Poverty Task Group – Mayo High School SOS (Support Our Students) Program

A Social Justice Council Task Group

Prepared and submitted by Sandy MacLaughlin & Sandy Ramage

Task Group Members

Sandy Ramage and Sandy MacLaughlin energize First 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.
- Maintained contact with partners as needed.

Regular Activities

- Purchased a small refrigerator for SOS to accommodate products requiring refrigeration
- Managed the CH One Barrel, sorting and delivering First UU donations to Willow Creek Backpack Program (WCBP), Mayo High School SOS and Channel One Food Shelf
- Purchased fresh produce, dairy products and additional protein to improve food quality
- Shared updates at Clara Barton Guild, contacting members willing to help as needed
- Secured requested clothing items from both Fall and Spring church rummage sales
- Spoke December 29, 2013 for Share the Plate. \$349.35 was collected to enrich and supplement the backpack foods and fund Mayo High School's SOS program
- RE students collected food and our congregation responded generously to keep the CH 1 barrel well stocked with food, toiletries and personal items
- Supplied emergency needs as requested including underwear, socks and personal products

Major Expenditures

Committee received no direct First UU funding. Volunteer hours translate to money. The Shared Plate donations and our generous benefactor who matches the Plate make the program possible. The program received \$349.35 through the Shared Plate.

Goals for Next Year

- Continue our partnerships to provide needed products for SOS
- Expand our partnership to include LINK, a non-profit serving at-risk/homeless youth, ages 16-21
- Maintain Channel One barrel focus on student needs
- Educate members and recruit new volunteers at the October Social Justice Fair

Poverty Task Group – Saturday Noon Meals

A Social Justice Council Task Group

Prepared and submitted by Roxanne Schlasner, Chair

Saturday Noon Meals (SNM) is a Rochester soup kitchen for those who need a warm free meal. A noon meal is served every Saturday at Christ United Methodist Church, 400 5th Ave. SW, in Rochester. Linda Curtis is the coordinator for this mission project. The mission statement is: To provide an attractively served nutritious meal in a warm safe atmosphere for persons in need (social or financial).

Task Group Members

There are no regular members. Thank you to Linda Thompson, Mary Duerson, Judy Kalass, Jeanne Hoecker, Jane Townsend, Julie Larson-Keller, Jesse Finch, and Julie Gilkinson for their participation.

Regular Activities

Every Saturday morning volunteers prepare a meal to serve around 100 guests starting at 9:00 am. From 11:00 am to noon appetizers are served buffet style. At noon the meal is served family style. The cleanup time includes cleaning the dining and kitchen areas, which ends around 1:30. The cooking, meal preparation time, 9:00 to 11:30, works well with three to six volunteers. The meal service and cleanup time, 11:00 to 1:30, works best with eight to twelve volunteers.

In 2013 we assisted on May 18, July 27 and August 17. We came up short on volunteers this year but Linda, the coordinator, called other volunteers to assist.

Special Activities

SNM has many special programs within its program. A member of the SNM group does monthly birthday celebration. Another special program is to give the guests a special “treat bag” at holidays. Julie Gilkinson arranged for the church school children to decorate paper lunch bags for the Thanksgiving treat bags.

Goals for Next Year

- The Social Justice goal is to assist the volunteer program three to four times per year.
- SNM is supported by donations from the community so one goal for next year is to have SNM be a recipient of one our Share-The Plate Sundays. Another goal is to involve more congregants in this social justice activity.

Poverty Task Group – Channel One Willow Creek Middle School Backpack Program

A Social Justice Council Task Group

Prepared and submitted by Sandy MacLaughlin & Sandy Ramage

Task Group Members

Sandy Ramage and Sandy MacLaughlin facilitate the WCBP project. Channel One (CH One), with Feeding America and in partnership with local faith communities, serves over 1200 students identified as food deprived on weekends and school breaks. Peace UCC and B'nai Israel Synagogue continue to partner with us.

Meeting Information

- Attended UU Social Justice Council meetings when able.
- Attended Channel One's annual September meeting with all faith communities.
- Maintained contact with WCBP Social Worker, CH One Staff and Faith Partners as needed.
- Organized meeting in May 2014 with Faith Partners to review our program delivery.

Regular Activities

- Managed the CH One Barrel, sorting and delivering UU donations to WCBP, Mayo High School SOS and Channel One Food Shelf.
- Picked up CH One food, delivered to Willow Creek and packed bags for distribution.
- Purchased fresh produce, dairy products and additional protein to improve food quality.
- Shared updates at Clara Barton Guild, contacting members willing to help as needed.
- Spoke December 29, 2013 for Share the Plate. \$349.35 was collected to enrich and supplement the backpack foods and fund Mayo High School's SOS program.
- RE students collected food and our congregation responded generously to keep the CH 1 barrel well stocked.
- Gathered information from District 535 middle schools and faith partners about their Backpack programs to assist us in improving our WCBP partnership.

Major Expenditures

Committee received no direct UU funding. Volunteer hours translate to money. Share the Plate donations and our generous benefactor who matches the Plate make the program possible.

Goals for Next Year

- Set up a meeting with WCMS, CH 1 and our partners to address our concerns about decline in student participation
- Clarify Willow Creek commitment for 2014-15
- Pack monthly summer food boxes for delivery by WCBP staff to current students
- Maintain Channel One barrel focus on student food needs
- Educate members and recruit new volunteers at the October Social Justice Fair

Worship Committee

Prepared and submitted by Jeff LarsonKeller, Chair

Committee Members (list names in alphabetical order)

Anne Black-Sinak, Linda Blouin, Mark Brutinel, Melissa Egger, Ann Hutton, Jeff Larson Keller, and Greg Wimmer with Rev. Dr. Carol Hepokoski (ex-officio) and Joe Mish, Co-Director of Music (ex-officio)

Meeting Information

The Worship Committee (WC) gathered at ten monthly meetings on the second Wednesday, August 2013 through May 2014. Each meeting included time to review and reflect on the past month's services, plan for future services, as well as focus on the spiritual themes.

Regular Activities

Members of the Worship Committee served as Worship Associates each Sunday. Members worked closely with the minister, Rev. Dr. Carol Hepokoski, and the Co-Directors of Music, Joe Mish and Connie Schuelka to offer a diverse selection of worship topics. Monthly themes offered a framework for each service.

September – What's Next?

October – Spiritual Hospitality

November – Gratitude

December – Family

January – Mindful Living

February – Prayer

March – UU Theology

April – Resiliency

May – Fun

During the summer 2013 (Memorial Day - Labor Day), WC offered 15 services at 10:00 am with the theme "Journeys of Faith."

Special Activities

The Reverend Charlotte Cowtan served as Consulting Minister through November and partnered with the Reverend Doctor Carroll Hepokoski leading three services as well as leading another six services herself. Worship Associates organized four services with Voices of the Congregation which continue to be very well received.

The Worship Committee regularly reviews previous and upcoming services to identify positive aspects of individual services and those areas needing refinement in the future.

Major Expenditures

Speaker honorariums and travel expenses for guests consumed the majority of the committee budget. WC was also responsible for supplying the large Sanctuary candles and chalice oil. The Co-Directors of Music, Joe Mish and Connie Schuelka, managed the budget line for guest musicians.

Goals for Next Year

- Offer high quality Sunday services on a wide range of topics.
- Continue developing of the Worship Associate program and provide training for lay service leaders.

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.