

Annual Report 2015-16

First Unitarian Universalist Church – Rochester, MN

Reverend Fritz Hudson, Minister

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ANNUAL MEETING

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

Agenda for the Annual Meeting of the Congregation June 12, 2016
First Unitarian Universalist Church, Rochester, Minnesota
Sunday, June 12, 2016 – 11:15 am

- 1.1. Call to Order
- 1.2. Minutes of the June 7, 2015 Annual Meeting
- 1.3. Reports on the 2015-16 Church Year
 - a) Officers
 - I) President
 - II) Vice-President
 - III) Treasurer
 - b) Committees and Councils
- 1.4. Old Business
- 1.5. New Business
 - a) 2016-17 Budget
 - b) Recognition of Continuing Board and Committee Chairs
 - c) Report of the Nominating Committee
 - d) Election of Officers, Directors, and Nominating Committee
 - e) Minister's Report
 - f) Installation of Board
- 1.6. Adjournment

The Next Annual Meeting is tentatively scheduled for Sunday, June 11, 2017.

Minutes - Annual Meeting of the Congregation June 7, 2015
First Unitarian Universalist Church, Rochester, MN

David Kallmes calls the meeting to order.

Chalice Lighting

Quorum by consensus

Ann Hutton moves to approve the minutes from June 2014 Annual Meeting.

Marge Dalen 2nds. Motion carries.

Reports

President's Report:

David Kallmes is grateful for the help of Amy Nelson, the patience of the staff, and the work of the Board.

Board goals:

- * Thanks to the Interim Search Team, Randy Crawford, Ann Hutton, Jerry Katzmann, and Amy Nelson. The Board has officially hired Rev. Fritz Hudson as our new interim minister.
- * Special recognition of Rev. Dr. Carol Hepokoski's ministry and retirement throughout the year.
- * President Kallmes urges congregants to fill out their pledge cards.

Vice-President:

No report from Program Council.

Treasurer:

Rob Harveland is unable to be here today. He is available for questions via email or in person after he returns from taking his son to college.

Update from Disability Task Force: Paula Horner

Paula has been invited to participate at General Assembly on behalf of the Equal Access Project.

Update from Communications Committee: Paulette DeMers

Subscriptions are available for paper copies of the UU Revue. It is still available as a free download from our website.

Budget:

Patty Trnka- is there money for the Search Team? Yes

Phil Wheeler- if we were to increase money for the Search Team and for UUA Dues, where would the money come from? Good Question- it would come from, most likely, staff salaries.

Ramona Barr expanded on this saying that we did everything we could to not cut staff, and the only way to do that at this time was to keep our Fair Share dues down.

Jerry Katzmann addresses that our pledges did increase this year by 5%, which he feels is a remarkable achievement in this time of transition.

Patty Trnka- has there been anything about refinancing the mortgage? Gail Bishop spoke on behalf of the Finance Committee- there was discussion at Finance about refinancing, but the bottom-line is really, pledging needs to increase.

David Kallmes adds that it is not an either/or, it should be both.

Stewardship Awards:

Phil Wheeler- 7 members of the Stewardship Committee, co-chaired by Pat Siljenberg. Phil thanks the Committee members for their work. No awards given.

President's Awards:

Cynthia and Jasper Daube- Thank you so much for everything you have done for our church community and the wider Rochester community. You are present every Sunday in body or spirit.

While this is a President's Award, it was clear from the Board meeting, who this would go to. Thank you to the Staff for their dedicated work over the past 3 years. While this is a group award, no one person's achievements and dedication should be overshadowed.

Thank you to all of those Committee Chairs. Your service is what makes our congregation wonderful.

Two departing board members: Amy Nelson and Ramona Barr- The dynamic duo of the board. Thank you to both for your work and drive over the past years of service to the Board and beyond.

Thanks to Jerry Katzmann for stepping in for David on a number of occasions.

Nominating Committee

Motion to approve Nominating Committee of Beth Atkinson, Joel Reid, and Patty Trnka.
2nd and approved.

Amy Nelson moves to nominate Charyssa Cobb and Angela Davey as Board Members-at-Large and Ann Hutton as Secretary.

Randy Crawford 2nds. Motion carries.

Installation of the Board Members

Additional item of note: Rev. Char Tarashanti has been made an Affiliated Minister by the Board.

Extinguishing of chalice.

Phil Wheeler makes a motion to adjourn.

Jeff Larson Keller seconds.

Meeting adjourned 12-noon.

Nominating/Leadership Development 2015-16

Prepared and submitted by Patty Trnka

Committee Members

Beth Atkinson and Patty Trnka, co-chairs; Joel Reid and Richard Hutton.
Rev. Fritz Hudson, interim minister, attended many of our meetings.
Rob Harveland, Board liaison

Meeting Information

Monthly from August until May.

Regular Activities of the Committee

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

Special Activities of the Committee

In October, the Board requested that this committee lead the effort to select the Ministerial Search Committee by utilizing the new process recommended by the UUA. Extra committee members, Randy McKeeman and Peter Edl were recruited with Charyssa Cobb serving as Board liaison.

- **February 10** – Conference call with Rev. Janne Eller-Isaacs, Mid America Region Ministerial Settlement Representative
- **February 17 – March 13**: Publicize process.
- **March 13** – Sunday Service led by Rev. Eller-Isaacs who described search process.
- **March 14 – April 15**: Contact Church Households/Members
- **April 16 – 18**: Tally votes
- **April 18 – May 6**: Contact top candidates.
- **May 8**: Announce candidates
- **May 8 – 22**: Publish/Print/Post Biographies
- **May 22**: Single service at 10:00AM then Congregational Meeting/Election.
- **May 22 – 31** Voting by Absentee/ Electronic Ballots
- **May 31**: Meet with Board to review and complete selection.
- **June 12**: Announcement of Ministerial Search Committee at the Congregational Meeting

The planned Leadership Development classes were postponed due to leading the process for selection of the Search committee.

Committee Goals for Next Year

1. Leadership Development workshop on Saturday, Sept. 17, 2016 with four evening classes to follow.
2. Determine Board composition for 2017-2018 and start recruitment early.
3. Rewrite committee's job description.

Candidates for Board of Directors 2016 – 2017

Board Officers:

Jerry Katzmann, President
Gail Bishop, Vice-President
Ann Hutton, Secretary
Rob Harveland, Treasurer

Term Will End

June 2017
June 2017
June 2017 (2nd year)
June 2017 (3rd year)

At-Large Members who need to be elected:

_____ – 1st year of 1st term
Randy Crawford – 1st year of 2nd term

June 2018
June 2018

At-Large Members who are continuing their term:

Charyssa Cobb – 2 nd year of 1 st term	June 2017
Angela Davey – 2 nd year of 1 st term	June 2017
Eric Egger – 2 nd year of 2 nd term	June 2017

Nominating/Leadership Development Committee

Beth Atkinson, final year of 2 nd term	June 2017
Patty Trnka, final year of 2 nd term	June 2017
Joel Reid, 2 nd year of 1 st term	June 2017

Candidate: Richard Hutton joined committee in November 2015, term ends June 2016. He is willing to serve a full 2-year term that ends June 2018.

_____	June 2018
_____	June 2018

Respectfully submitted,
Patty Trnka

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 wellbeing 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.

OFFICERS

Vice-President / Program Council

Prepared and submitted by Jerry Katzmann, Vice-President

The Program Council is convened by the Board Vice-President and is composed of committee chairs.

The Program Council met 5 times during the 2015/16 church year:

1. Wed., Sept. 2, 2015. The entire church leadership list was invited to the first council meeting:
 - a. Discussion of the format of meetings regarding content, frequency, communication tools. No consensus.
 - b. Social Justice Council needs a new chair. Suggestion made to Council to consider rotating quarterly chair among the 8 subcommittee chairs.
 - c. Discussion of the JumpStarter Campaign format and communications. There were lots of helpful suggestions including recruitment of the property chair to join the JumpStarter team.
2. Wed., Oct. 7, 2015. The entire leadership list was invited for a leader orientation session that was prepared for new committee chairs and Board members by Jody Tharp, Co-Congregational Administrator.
3. Wed., Dec. 2, 2015. Committee chair attendees
 - a. Julie Gilkinson will be Social Justice Council chair for 2015/16 church year.
 - b. Committees were asked to identify new strategies focused on our mission statement.
 - c. Discussion of Program Council function and decision making: In a policy governance model Program Council would be led by a management team of the minister and probably 2 congregants, and the Program Council would have responsibilities for managing church operations. The Board would have responsibilities to set visions, assess progress, connect with membership, and foster stewardship of the church.
4. Wed., Feb. 3, 2016. Committee chairs. Program Council chaired by Ann Hutton & Rob Harveland.
 - a. Discussion of each committee's new strategies addressing our mission.
 - b. Discussion of preliminary 2016/17 draft budget from Finance Committee. The Council indicated their general support for the budget and indicated areas for changes.
5. Wed., April 6, 2016.
 - a. Vision strategies: Update on Racial Justice Committee- Service, education, witness, & advocacy.
 - b. Vision strategies: Discussion of ideas of programming for young families.
 - c. Pledge drive update and discussion of what line items might be decreased to balance the budget.
 - d. Discussion of search process for new DRE

The Program Council has struggled with how to best manage and coordinate church programming. In the 2016/17 church year we look forward to experimenting with a new management system of policy governance.

Respectfully submitted,
Jerry Katzmann

Treasurer

Prepared and Submitted by Robert Harveland, Treasurer

The Treasurer worked closely with the Board, Records Administrator and the Finance Committee throughout the year. Visionary goals were set for the church which then led to a visionary budget created in early 2016. Committees provided input towards a visionary budget that they needed to work toward those visionary goals.

With the conclusion of our Stewardship & JumpStarter campaigns, the Board has approved a 2016/2017 balanced budget as discussed at Program Council and recommended by the Finance Committee.

We had a \$36,000 CD that matured in April. Rather than re-investing it into a CD at 0.50% for 58 months, Finance and the Board decided that it would be better to use \$23,000 of that money to pay off the mortgage, which had an interest rate of 5%. The remaining \$13,000 is in the checking account to help with cash flow throughout the year. Overall, this saved about \$2,000 in interest payments in the budget.

Without a mortgage payment (budgeted this past year at \$24,738 for principal and interest), Finance and the Board decided to put a portion of that money into the reserved funds for future major improvements like a roof, boiler, etc. To that end, we've put \$9,000 into major maintenance, \$5,000 into an insurance fund, and \$1,800 into the computer and equipment fund.

We put \$10,000 in the ministerial search committee budget. In the 2017-18 budget, the \$10,000 will no longer be needed for the ministerial search, but some amount of it may be needed to move the settled minister to Rochester, depending on distance. The goal is to have that \$10,000 also going into the reserves by the 2018-19 budget.

We've made great strides toward the things that the congregation highlighted as priorities at the start of this year's budget planning, thanks to the congregation's generosity. We have been able to return to being a UUA Fair Share congregation, increase hours for the DRE position and change the roles of office and records administrators to co-congregational administrators. The change in titles for the latter more accurately reflects their work in the church and allows us to leverage UUA guidelines to analyze how we're doing in regard to roles, responsibilities, and salary.

While we were able to accomplish much of what was requested at the start of the budgeting cycle, there were some areas, like staff professional expenses and committee budgets, which we were not able to fully fund. These areas will be included in our discussion of priorities in the 2017-18 budget cycle.

Attachments:

- 2015-16 final balance sheet
- 2015-16 final income and expenses spreadsheet
- 2016-17 final budget

The work of Connie Schuelka, John Helmers, the Finance Committee, the Board, Rev. Hudson, the staff, and all the members and friends who are part of budgeting are very much appreciated.

Respectfully submitted,
Robert Harveland, Treasurer

2015-16 Balance Sheet

ASSETS	5/31/2015		5/31/2016		Delta	
CDs	Rate	\$ 35,522.29	\$ -	\$ (35,522.29)	-100%	
Wells Fargo: CD - 58 month (due 4/6/16)	1.88%	\$ 35,522.29	\$ -	\$ (35,522.29)	-100.0%	
Cash/Money Market		\$ 14,574.59	\$138,818.29	\$ 124,243.70	852.5%	
Bremer: ACH Account		\$ 5,127.42	\$ 149.82	\$ (4,977.60)	-97.1%	
Wells Fargo: Checking		\$ 6,019.80	\$125,160.58	\$ 119,140.78	1979.1%	
Wells Fargo: Cash Sweep Account		\$ 3,427.37	\$ 13,507.89	\$ 10,080.52	294.1%	
UU Common Endowment Fund		\$ 75,557.71	\$ 70,969.52	\$ (4,588.19)	-6.1%	
Flora Woodworth Trust		\$ 25,000.00	\$ 25,000.00	\$ (25,000.00)	0.0%	
Bremer: CD - 26 month (due 8/14/16)	0.95%	\$ 25,000.00	\$ -	\$ (25,000.00)	-100.0%	
Bremer: CD - 24 month (due 4/14/18)	0.80%	\$ -	\$ 25,000.00	\$ 25,000.00	0.0%	
Stock Donations (pledges)		Shares \$ 42,645.32	Shares \$ 20,865.77	\$ (17,657.63)	-51.1%	
Amgen AMGN		16 \$ 2,500.16	23 \$ 3,632.85	\$ 1,132.69	45.3%	
Apple AAPL		48 \$ 6,253.44	15 \$ 1,497.90	\$ (4,755.54)	-76.0%	
AT&T I		99 \$ 3,419.46	114 \$ 4,463.10	\$ 1,043.64	30.5%	
Caterpillar CAT			52 \$ 3,770.52	\$ 3,770.52	0.0%	
Deere & Co. DE		44 \$ 4,121.92		\$ -	-100.0%	
Enbridge Energy EEP		65 \$ 2,410.85	65 \$ 1,413.10	\$ (997.75)	-41.4%	
GE GE		69 \$ 1,881.63		\$ (1,881.63)	-100.0%	
IBM IBM		50 \$ 8,482.50	30 \$ 4,612.20	\$ (3,870.30)	-45.6%	
IShares IVW		6 \$ 699.24		\$ (699.24)	-100.0%	
Kemper Corp KMPR		260 \$ 9,305.40		\$ (9,305.40)	-100.0%	
Medtronic MDT		28 \$ 2,136.96		\$ (2,136.96)	-100.0%	
Verizon VZ		29 \$ 1,433.76	29 \$ 1,476.10	\$ 42.34	3.0%	
Percentage of budget		9.8%	4.8%			
TOTAL ASSETS		\$ 193,299.91	\$ 255,653.58	\$ 41,475.59		
LIABILITIES	5/31/2015		5/31/2016		Delta	
Restricted Funds						
Endowment Fund		\$ 75,557.71	\$ 70,969.52	\$ (4,588.19)	-6.1%	
Flora Woodworth Trust		\$ 25,000.00	\$ 25,000.00	\$ -	0.0%	
Memorial & Gift Fund		\$ 8,390.51	\$ 9,980.51	\$ 1,590.00	18.9%	
Memorial Garden		\$ 1,338.53	\$ 2,126.85	\$ 788.32	58.9%	
Prepaid Pledges		\$ 11,205.00	\$ 29,058.69	\$ 17,853.69	159.3%	
Special Funds						
Library Fund		\$ 994.67	\$ 764.23	\$ (230.44)	-23.2%	
Chalice Camp		\$ 3,557.33	\$ 2,449.28	\$ (1,108.05)	-31.1%	
Hawthorne Helps		\$ 1,059.02	\$ 2,018.62	\$ 959.60	90.6%	

Mayo High SOS		\$ -	\$ 250.00	\$ 250.00	0.0%
Human Needs Fund		\$ 4,941.15	\$ 3,106.11	\$ (1,835.04)	-37.1%
Key Deposits		\$ 798.00	\$ 828.00	\$ 30.00	3.8%
Leadership Development		\$ -	\$ 637.50	\$ 637.50	0.0%
Matching Plate Donation Fund		\$ 3,471.93	\$ (136.26)	\$ (3,608.19)	-103.9%
OWL Fund		\$ (183.40)	\$ 93.73	\$ 277.13	-151.1%
Revue Subscriptions		\$ -	\$ 876.08	\$ 876.08	0.0%
Women's Retreat		\$ 482.70	\$ -	\$ (482.70)	-100.0%
Youth Fund		\$ 3,581.65	\$ 2,372.18	\$ (1,209.47)	-33.8%
<u>Cash Reserves</u>					
Major Maintenance & Replacement Fund		\$ (578.83)	\$ 50,052.11	\$ 50,630.94	8747.1%
Equipment & Computer Fund		\$ 189.17	\$ 255.40	\$ 66.23	35.0%
Instrument Fund		\$ 599.72	\$ 599.72	\$ -	0.0%
Intern Fund		\$ 35.36	\$ -	\$ (35.36)	-100.0%
Operating Reserves		\$ 23,340.80	\$ 23,340.80	\$ -	0.0%
<i>TOTAL Liabilities & Cash Reserves</i>		\$ 163,781.02	\$ 224,643.07	\$ 60,862.05	
<i>Working Capital</i>		\$ 29,518.89	\$ 31,010.51	\$ 1,491.62	
<u>Mortgage Loan - 5% (loan due 11/20/17)</u>					
Balance		\$ 45,918.60	\$ 22,990.17		

2015-16 Budget Actual vs. Projected

		2015-2016 Actual	2015-2016 Budget	Delta	
				\$	%
Income		\$ 442,047.80	\$ 445,675	\$ (4,100)	99%
1	Donations	\$ 42,640.26	\$ 45,000	\$ (2,360)	95%
1.1	Christmas	\$ 2,594.70	\$ 3,000	\$ (405)	86%
1.2	Fundraisers	\$ 27,145.93	\$ 31,000	\$ (3,854)	88%
1.3	Plate	\$ 12,899.63	\$ 11,000	\$ 1,900	117%
2	Other income	\$ 6,628.22	\$ 7,600	\$ (972)	87%
2.1	Interest	\$ 620.92	\$ 400	\$ 221	155%
2.2	Dividends	\$ 875.23	\$ 850	\$ 25	103%
2.3	Woodworth Trust	\$ 312.07	\$ 100	\$ 212	312%
2.4	Building Usage Fees	\$ 4,135.00	\$ 5,500	\$ (1,365)	75%
2.5	RE Materials Fee	\$ 685.00	\$ 750	\$ (65)	91%
3	Pledges	\$ 392,779.32	\$ 393,075	\$ (12,134)	100%
3.1	Current pledges	\$ 381,650.67	\$ 394,613	\$ (12,962)	97%
3.2	Open Pledges	\$ 1,371.22	\$ 1,000	\$ 371	137%
3.3	New pledges	\$ 4,282.43	\$ 5,300	\$ (1,018)	81%
3.4	Previous year pledges	\$ 5,475.00	\$ 4,000	\$ 1,475	137%
3.5	Unrealized pledges (3%)	\$ -	\$ (11,838)		0%

Expenses		\$ 437,594.83	\$ 444,537	\$ (6,942)	98%
4	Administration/Communication	\$ 14,888.15	\$ 13,890	\$ 998	107%
4.1	Phone	\$ 1,384.98	\$ 1,500	\$ (115)	92%
4.2	Postage	\$ 967.99	\$ 500	\$ 468	194%
4.3	Supplies and printing	\$ 2,575.77	\$ 2,500	\$ 76	103%
4.4	Copier	\$ 2,459.90	\$ 2,800	\$ (340)	88%
4.5	Computer Maintenance & Supplies	\$ 2,831.11	\$ 2,000	\$ 831	142%
4.6	Publicity	\$ 804.55	\$ 1,500	\$ (695)	54%
4.7	Internet Access	\$ 1,055.88	\$ 1,000	\$ 56	106%
4.8	Mileage	\$ 152.74	\$ 120	\$ 33	127%
4.9	Bank Charges	\$ 750.83	\$ 750	\$ 1	100%
4.10	Website Management	\$ 1,679.40	\$ 1,000	\$ 679	168%
4.11	Licensing Fees	\$ 225.00	\$ 220	\$ 5	102%
5	Congregational Life Activities	\$ 111.03	\$ 550	\$ (439)	20%
5.1	Volunteer Appreciation	\$ 100.00	\$ 100	\$ -	100%
5.2	Pastoral Care Supplies	\$ 11.03	\$ 200	\$ (189)	6%
5.3	Caring Crafters	\$ -	\$ 250	\$ (250)	0%

6	Committees	\$	7,015.39	\$	9,400	\$	(2,385)	75%
6.1	Board	\$	396.61	\$	100	\$	297	397%
6.2	Caring	\$	160.23	\$	200	\$	(40)	80%
6.3	Stewardship	\$	106.27	\$	400	\$	(294)	27%
6.4	Hospitality & Growth	\$	1,380.73	\$	2,500	\$	(1,119)	55%
6.5	Social Justice Council	\$	2,000.00	\$	2,000	\$	0	100%
6.6	History	\$	185.37	\$	400	\$	(215)	46%
6.7	Safe Congregation Committee	\$	299.00	\$	300	\$	(1)	100%
6.8	150th Anniversary Celebration	\$	1,814.90	\$	3,000	\$	(1,185)	60%
6.9	Ministerial Search	\$	672.28	\$	500	\$	172	134%
7	Minister	\$	123,389.90	\$	129,000	\$	(5,610)	96%
	Benefits & Professional Expenses	\$	33,056.20	\$	39,000	\$	(5,944)	85%
7.1	Benefits	\$	17,707.08	\$	25,500	\$	(7,793)	69%
7.2	Professional Expenses	\$	7,056.52	\$	9,000	\$	(1,943)	78%
7.3	Moving Expenses	\$	8,292.60	\$	4,500	\$	3,793	184%
	Salary & Housing	\$	90,333.70	\$	90,000	\$	334	100%
7.4	Housing	\$	34,726.66	\$	26,358	\$	8,369	132%
7.5	Salary	\$	55,607.04	\$	63,642	\$	(8,035)	87%
8	Property Committee	\$	6,588.54	\$	5,500	\$	1,089	120%
8.1	Maintenance & Supplies	\$	6,220.46	\$	5,000	\$	1,220	124%
8.2	Landscaping	\$	149.03	\$	250	\$	(101)	60%
8.3	Design	\$	219.05	\$	250	\$	(31)	88%
9	Property Administration	\$	27,307.67	\$	31,784	\$	(4,476)	86%
9.1	Garbage	\$	2,059.15	\$	2,028	\$	31	102%
9.2	Insurance	\$	4,431.00	\$	4,431	\$	(0)	100%
9.3	Mow & Snow	\$	5,435.00	\$	6,200	\$	(765)	88%
9.4	Elevator Service	\$	1,199.05	\$	1,100	\$	99	109%
9.5	Minnesota Energy Resources	\$	7,465.39	\$	10,300	\$	(2,835)	72%
9.6	Rochester Public Utilities	\$	6,718.08	\$	7,725	\$	(1,007)	87%
10	Lifespan Faith Development	\$	3,102.58	\$	3,500	\$	(397)	89%
10.1	Children & Youth	\$	3,102.58	\$	3,400	\$	(297)	91%
10.2	Adult RE	\$	-	\$	100	\$	(100)	0%
11	Religious Services	\$	9,177.50	\$	7,850	\$	1,328	117%
11.1	Candles and Flowers	\$	266.57	\$	450	\$	(183)	59%
11.2	Music	\$	6,535.01	\$	6,000	\$	535	109%
11.3	Speakers	\$	2,375.92	\$	1,400	\$	976	170%
12	Staff	\$	204,776.91	\$	201,825	\$	2,952	101%
12.1	Child Care	\$	2,204.00	\$	1,500	\$	704	147%
12.2	Nursery Care Coordinator	\$	906.98	\$	1,100	\$	(193)	82%

12.3	Music Director/Choir	\$	12,963.00	\$	12,863	\$	100	101%
12.4	Music Director/Organist	\$	14,714.00	\$	14,714	\$	-	100%
12.5	Congregational Administrator (Connie)	\$	30,418.00	\$	30,068	\$	350	101%
12.6	Congregational Administrator/Organist Retirement	\$	4,478.04	\$	4,478	\$	0	100%
12.7	Congregational Administrator (Jody)	\$	36,855.97	\$	36,058	\$	798	102%
12.8	Congregational Administrator Retirement (Jody)	\$	3,645.75	\$	3,606	\$	40	101%
12.9	Director of Religious Education	\$	32,829.34	\$	32,296	\$	533	102%
12.10	DRE Retirement	\$	3,230.04	\$	3,230	\$	0	100%
12.11	Summer RE Youth Coordinator	\$	-	\$	500	\$	(500)	0%
12.12	Coordinator of Congregational Life	\$	16,976.00	\$	16,826	\$	150	101%
12.13	Custodian	\$	13,271.00	\$	13,271	\$	-	100%
12.14	FICA	\$	12,029.62	\$	12,112	\$	(82)	99%
12.15	Minister - in lieu of FICA	\$	6,897.84	\$	6,885	\$	13	100%
12.16	Worker's Comp. Insurance	\$	1,594.00	\$	1,568	\$	26	102%
12.17	Health Insurance	\$	9,688.18	\$	8,500	\$	1,188	114%
12.18	Professional Expenses/DRE	\$	925.15	\$	800	\$	125	116%
12.19	Professional Expenses/Choir	\$	110.00	\$	300	\$	(190)	37%
12.20	Professional Expenses/Coor. Cong. Life	\$	225.00	\$	350	\$	(125)	64%
12.21	Professional Expenses/Cong. Adm. (Jody)	\$	65.00	\$	250	\$	(185)	26%
12.22	Professional Expenses/Cong. Adm. (Connie)	\$	65.00	\$	200	\$	(135)	33%
12.23	Professional Expenses/Organist	\$	685.00	\$	300	\$	385	228%
12.24	Staff Retreat	\$	-	\$	50	\$	(50)	0%
13 Other		\$	41,237.16	\$	41,238	\$	(1)	100%
13.1	UUA/MA Dues (351 members)	\$	16,500.00	\$	16,500	\$	-	100%
13.2	Mortgage	\$	24,737.16	\$	24,738	\$	(1)	100%
Income-Expense		\$	4,452.97	\$	1,138	\$	2,842	
Unrealized Gain/Loss on Investments		\$	(4,976.21)					
Realized Gain/Loss on Investments		\$	2,096.02					
Sales Commissions & Fees		\$	(81.16)					
TOTAL EQUITY CHANGE		\$	1,491.62					

Budget 2016-17

		2016-2017 Proposal	2015-2016 Budget	Year-to-Year Change	
				\$	%
Income		\$ 470,023	\$ 445,675	\$ 25,099	5%
1	Donations	\$ 41,200	\$ 45,000	\$ (3,800)	-8%
1.1	Christmas	\$ -	\$ 3,000	\$ (3,000)	-100%
1.2	Fundraisers	\$ 27,000	\$ 31,000	\$ (4,000)	-13%
1.3	Plate	\$ 14,200	\$ 11,000	\$ 3,200	29%
2	Other income	\$ 7,000	\$ 7,600	\$ 150	-8%
2.1	Interest	\$ 600	\$ 400	\$ 200	50%
2.2	Dividends	\$ 850	\$ 850	\$ -	0%
2.3	Woodworth Trust	\$ 50	\$ 100	\$ (50)	-50%
2.4	Building Usage Fees	\$ 5,500	\$ 5,500	\$ -	0%
2.5	RE Materials Fee	\$ -	\$ 750	\$ (750)	-100%
3	Pledges	\$ 421,823	\$ 393,075	\$ 28,749	7%
3.1	Current pledges	\$ 424,251	\$ 394,613	\$ 29,638	8%
3.2	Mid-year renewal	\$ 1,000	\$ 1,000	\$ -	0%
3.3	New pledges	\$ 5,300	\$ 5,300	\$ -	0%
3.4	Previous year pledges	\$ 4,000	\$ 4,000	\$ -	0%
3.5	Unrealized pledges (3%)	\$ (12,728)	\$ (11,838)	\$ (889)	8%
Expenses		\$ 470,023	\$ 444,537	\$ 24,187	6%
4	Administration/Communication	\$ 15,375	\$ 13,890	\$ 185	11%
4.1	Phone	\$ 1,500	\$ 1,500	\$ -	0%
4.2	Postage	\$ 900	\$ 500	\$ 400	80%
4.3	Supplies and printing	\$ 3,000	\$ 2,500	\$ 500	20%
4.4	Copier	\$ 2,500	\$ 2,800	\$ (300)	-11%
4.5	Computer Maintenance & Supplies	\$ 2,750	\$ 2,000	\$ 750	38%
4.6	Publicity	\$ -	\$ 1,500	\$ (1,500)	-100%
4.7	Internet Access	\$ 800	\$ 1,000	\$ (200)	-20%
4.8	Mileage	\$ 200	\$ 120	\$ 80	67%
4.9	Bank Charges	\$ 900	\$ 750	\$ 150	20%
4.10	Website Management	\$ 1,300	\$ 1,000	\$ 300	30%
4.11	Licensing Fees	\$ 225	\$ 220	\$ 5	2%
4.12	Software Licensing	\$ 1,300			
5	Congregational Life Activities	\$ 550	\$ 550	\$ -	0%
5.1	Volunteer Appreciation	\$ 150	\$ 100	\$ 50	50%
5.2	Pastoral Care Supplies	\$ 200	\$ 200	\$ -	0%
5.3	Caring Crafters	\$ 200	\$ 250	\$ (50)	-20%
5.4	Hospitality Team Supplies	\$ -	\$ -	\$ -	0%

6 Committees	\$ 18,100	\$ 9,400	\$ 8,700	93%
6.1 Board	\$ 500	\$ 100	\$ 400	400%
6.2 Caring	\$ 200	\$ 200	\$ -	0%
6.3 Stewardship	\$ 400	\$ 400	\$ -	0%
6.4 Hospitality & Growth	\$ 1,000	\$ 2,500	\$ (1,500)	-60%
6.5 Social Justice Council	\$ 3,500	\$ 2,000	\$ 1,500	75%
6.6 History	\$ 400	\$ 400	\$ -	0%
6.7 Safe Congregation Committee	\$ 300	\$ 300	\$ -	0%
6.8 150 th Anniversary Celebration	\$ -	\$ 3,000	\$ (3,000)	-100%
6.9 Ministerial Search Committee	\$ 10,000	\$ 500	\$ 9,500	1900%
6.11 Communications	\$ 1,500	\$ -	\$ 1,500	0%
6.12 Church copies of UU Revue	\$ 300			
7 Minister	\$ 113,661	\$ 129,000	\$ (15,339)	-12%
Benefits & Professional Expenses	\$ 23,661	\$ 39,000	\$ (15,339)	-39%
7.1 Benefits	\$ 14,661	\$ 25,500	\$ (10,839)	-43%
7.2 Professional Expenses	\$ 9,000	\$ 9,000	\$ -	0%
7.3 Moving	\$ -	\$ 4,500	\$ (4,500)	-100%
Salary & Housing	\$ 90,000	\$ 90,000	\$ -	0%
7.3 Housing	\$ 26,358	\$ 26,358	\$ -	0%
7.4 Salary	\$ 63,642	\$ 63,642	\$ -	0%
8 Property Committee	\$ 8,050	\$ 5,500	\$ 2,550	46%
8.1 Regular Maintenance & Supplies	\$ 7,000	\$ 5,000	\$ 2,000	40%
8.2 Landscaping	\$ 300	\$ 250	\$ 50	20%
8.3 Design	\$ 750	\$ 250	\$ 500	200%
9 Property Administration	\$ 31,062	\$ 31,784	\$ (722)	-2%
9.1 Garbage	\$ 2,196	\$ 2,028	\$ 168	8%
9.2 Insurance	\$ 4,431	\$ 4,431	\$ -	0%
9.3 Mow & Snow	\$ 6,200	\$ 6,200	\$ -	0%
9.4 Elevator Service	\$ 1,235	\$ 1,100	\$ 135	12%
9.5 Minnesota Energy Resources	\$ 9,500	\$ 10,300	\$ (800)	-8%
9.6 Rochester Public Utilities	\$ 7,500	\$ 7,725	\$ (225)	-3%
10 Lifespan Faith Development	\$ 3,500	\$ 3,500	\$ -	0%
10.1 Children & Youth	\$ 3,400	\$ 3,400	\$ -	0%
10.2 Adult RE	\$ 100	\$ 100	\$ -	0%
11 Religious Services	\$ 9,850	\$ 7,850	\$ 2,000	25%
11.1 Candles and Flowers	\$ 450	\$ 450	\$ -	0%
11.2 Music	\$ 7,000	\$ 6,000	\$ 1,000	17%
11.3 Speakers	\$ 2,400	\$ 1,400	\$ 1,000	71%

12 Staff	\$ 224,155	\$ 201,825	\$ 22,331	11%
12.1 Child Care	\$ 2,500	\$ 1,500	\$ 1,000	67%
12.2 Nursery Care Coordinator	\$ 1,100	\$ 1,100	\$ -	0%
Staff Salaries	\$ 167,826	\$ 156,096	\$ 11,730	8%
12.3 Music Director/Choir	\$ 12,863	\$ 12,863	\$ -	0%
12.4 Music Director/Organist	\$ 14,714	\$ 14,714	\$ -	0%
12.5 Co-Congregational Administrator (Records)	\$ 30,068	\$ 30,068	\$ -	0%
12.6 Co-Congregational Administrator	\$ 44,200	\$ 36,058	\$ 8,142	23%
12.7 Director of Religious Education	\$ 35,884	\$ 32,296	\$ 3,588	11%
12.8 Coordinator of Congregational Life	\$ 16,826	\$ 16,826	\$ -	0%
12.9 Custodian	\$ 13,271	\$ 13,271	\$ -	0%
12.10 Summer Student Minister	\$ -	\$ -	\$ -	0%
Staff Retirement	\$ 12,487	\$ 11,314	\$ 1,173	10%
12.12 Co-Congregational Administrator (Records) / Organist Retirement	\$ 4,478	\$ 4,478	\$ -	0%
12.13 Co-Congregational Administrator Retirement	\$ 4,420	\$ 3,606	\$ 814	23%
12.14 DRE Retirement	\$ 3,588	\$ 3,230	\$ 359	11%
12.15 Summer RE Youth Coordinator	\$ 500	\$ 500	\$ -	0%
12.16 FICA	\$ 14,097	\$ 12,112	\$ 1,985	16%
12.17 Minister - in lieu of FICA	\$ 6,885	\$ 6,885	\$ -	0%
12.18 Worker's Comp. Insurance	\$ 1,615	\$ 1,568	\$ 47	3%
12.19 Health Insurance	\$ 10,700	\$ 8,500	\$ 2,200	26%
12.20 Dental Insurance	\$ 672			
12.21 Disability Insurance	\$ 1,249			
12.22 Life Insurance	\$ 1,375			
12.23 Unelected Insurance	\$ -	\$ -		
12.24 Professional Expenses/DRE	\$ 1,050	\$ 800	\$ 250	31%
12.25 Professional Expenses/Choir Dir (Joe)	\$ 400	\$ 300	\$ 100	33%
12.26 Professional Expenses/Coord Cong Life (Sarah)	\$ 600	\$ 350	\$ 250	71%
12.27 Professional Expenses/Co-Cong Admin (Jody)	\$ 300	\$ 250	\$ 50	20%
12.28 Professional Expenses/Co-Cong Admin (Connie)	\$ 300	\$ 200	\$ 100	50%
12.29 Professional Expenses/Organist (Connie)	\$ 400	\$ 300	\$ 100	33%
12.30 Staff Retreat	\$ 100	\$ 50	\$ 50	100%
13 Other	\$ 29,920	\$ 41,238	\$ (11,318)	-27%
13.1 UUA/PSD Fair Share (352 members)	\$ 29,920	\$ 16,500	\$ 13,420	81%
13.2 Mortgage	\$ -	\$ 24,738	\$ (24,738)	-100%
14 Transfer to Cash Reserves	\$ 15,800	\$ -	\$ 15,800	0%
14.1 Major Maintenance and Replacement Fund	\$ 9,000	\$ -	\$ 9,000	0%
14.2 Operating Reserve	\$ -	\$ -	\$ -	0%
14.3 Furnishings Fund	\$ -	\$ -	\$ -	0%
14.4 Computer & Equipment Fund	\$ 1,800	\$ -	\$ 1,800	0%
14.5 Insurance Fund	\$ 5,000	\$ -	\$ 5,000	0%
14.6 Intern Fund	\$ -	\$ -	\$ -	0%
14.7 Sabbatical Fund	\$ -	\$ -	\$ -	0%
Income - Expense	\$ 0	\$ 1,138	\$ 912	

STAFF

Minister

Rev. Fritz Hudson

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

Here are some of my efforts to help us fulfill this image of ourselves over the past year (August 1, 2015 through May 31, 2016+).

Worship

The services I have coordinated have included:

- Multi-generational ritual and celebrations: *Water Ingathering* (August); *Times of Turning* (November); *In the Bleak Midwinter* (December); *A Maypole on Merry Mount* (May); + *Flower Communion* (June)
- Reflections on Congregational or Cultural Observances: *Come Together?* (Ingathering-September); *What Matters, Here & Now* (MLK-January); *Lost & Found* (Easter-March); *Mother Jones: Maternal Models?* (Mother's Day-May)
- Support for our Church's 150th Anniversary Celebrations: *Having History* (September); *Now, Let Us Sing* (November); *The Big Picture* (April); *Our Spiritual Challenge* (April)
- Reflections on our Ministerial Transition: *Present* (September); *Contemplating Change* (October); *How Minds Change* (October); *When Hearts Change* (October); *Change in Our Spirit* (November); *We Are, Evolving* (November)
- Support for Congregational Vision-Setting & Stewardship: *Do You See What I See?* (January); *What They Dreamed* (February); *To Transmit the Passwords* (March)
- Support for moral & spiritual practices: *Would You Harbor Me?* (December); *Busy Being Born* (January); *Alone & Together* (February); *Head Above the Water* (February); *Heart Help* (May); *To Die Well* (May)
- Explorations of UU Identity: *Gnostics & Agnostics* (December); *An Inheritable Faith?* (January)
- Church Passage Ceremonies: *CYRE Teacher Installation*

From January-May, we have experimented with beginning each Sunday's worship as a community of all ages.

My worship leadership partners have included:

- Music Co-Directors **Connie Schuelka & Josh Mish**, in planning, arranging, leading & accompanying musical dimensions of all services;
- Our Director of Religious Education: **Ryan Shriver**
 - * In co-leading multi-generational services
 - * In co-leading Sunday Ceremonies: *CYRE Teacher Installation*, *Child Naming*
 - * In presenting "Introductions for All-Ages" for several services
 - * In co-leading the Christmas Eve service
- Worship Associates **Jeff-LarsonKeller, Anne Black-Sinak, Mark Brutinel, Ann Hutton, Linda Blouin, Melissa Egger, Greg Wimmer, Amy Nelson, Erin Froud**
- Minister Colleagues: **Rev. Dillman Baker Sorrells, Rev. Ashley Horan, Rev. Jan Eller-Isaacs, Rev. Peter Morales**, in providing inspirational sermons for special occasions.
- Church Directors: **David Kallmes, Jerry Katzmman, Ann Hutton, Rob Harveland, Eric Egger, Randy Crawford, Erika Beetcher, Angela Davies, Charyssa Cobb**
- Transition Team Members: **Ramona Barr, Kathy Brutinel, Ronice Donovan, Frank Druktainis, Brian Lind**

Personal Ministry

I have conducted these personal rites of passage:

- * Namings: **Audrey Katherine Hoffman, Cora Mae Hoffman, Juliet Elizabeth Hoffman** (May)
- * Memorial Services: **Joseph Mayo** (October)
- * Interment Services: **Hugh Brown** (September); **Steve Rolstad** (November)

I have led the Caring Tea Program (December)

I have:

- * Provided several pastoral counseling sessions and made many personal support visits & phone calls.
- * Coordinated personal support efforts with our Sarah Rothwell, Congregational Life Coordinator.

Public & Community Ministry

I participated in monthly meetings of the Rochester Area Interfaith Leaders

I attended a Community Forum of *In the City for Good*

I have attended a training program for Family Promised (Rochester Interfaith Housing Network)

I participated in Martin King, Jr. Day March & Program at the Rochester Civic Center & attended the Interfaith MLK Worship at Community Baptist Church

I partnered with **Amy Nelson** in representing UUism in a televised Community Interfaith Dialogue on Islam program at the Rochester Public Library

Educational Ministry

In partnership with the Sarah Rothwell, I co-led Pathway to Membership programs (January, April)

I made two presentations to the Clara Barton Guild (September & February)

UU Association Ministry

I have completed my 3-year service as UU Ministers Association Continental Good Offices Trustee

I participated in the Prairie Star Chapter of the UU Ministers Association (October, April)

I participated in the Mid-America Regional Assembly in St. Paul MN (April)

Church Governance

I have worked with the Board of Directors to clarify leadership roles in the Church, most specifically the Board's role, Program Council's role, & Minister's role

I have worked with the Board & Nominating Committee to structure the selection of the Ministerial Search Committee

I have advised the Finance & Stewardship Committees on their JumpStarter Pledge Campaign & Annual Fund Pledge Campaign

Interim Ministry

In collaboration with the Transition Team

- * I have led two Saturday "History Seeking" Workshops (October, November)
- * I have led two Saturday "Vision Seeking" Workshops (January)

From this work has followed direct efforts to pursue two visions:

- to strengthen the church's programming and support for its younger constituents
- to support the work of the Racial Justice Task Force & the Refugee Resettlement Task Force

My specific efforts to fulfill my role as Interim Minister have been reported in the Mid-Term Progress Appraisal discussed with the Board of Trustees on May 18, 2016 and made public thereafter.

Act I of our "Ministry for Now" has been a joy! I look forward to our Act II.

Rev. Fritz Hudson

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 and small group ministry.

Communicated with minister and staff members

- Communicated with minister about church congregants with concerns
- Communicated with staff, as appropriate, about church congregants with concerns
- 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
- Participated in most Sunday Services

Membership Committee Chair

- Organized and managed committee and bi-monthly meetings
- Coordinated and facilitated 3 Pathway to Membership programs with a total of 17 participants
- Developed and facilitated Visitor Chat Program scheduled between services to acquaint visitors with our faith and our church
- Developed system to monitor visitor attendance
- Developed "Getting Involved in the Church" tri-fold to help visitors and new members identify easy ways they can get involved in the church
- Coordinated celebration of members honoring their 30-year anniversary with the church
- Welcomed 12 congregants to membership in the church

Attended to and supported church congregants with concerns

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

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
- Organized Silver and Gold Fellowship Dinners with 89 congregant participants in 12 dinner groups with 47 alternates
- Organized and guided the Chalice Circle Program by recruiting and coordinating the training of 2 new Chalice Circle facilitators and establishing 5 Chalice Circles with 41 participants

Continuing and Future Goals

Goals include but are not limited to:

- Clarify role as staff member with Caring Community, Membership, Hospitality and Growth and Chalice Circles
- Work with minister, chairs of Caring Congregation and Membership Committee, and others to develop programs for evaluation and feedback
- Develop Secret Friend Program to connect youth with adults
- Coordinate "My Gift of Grace" get-togethers to participate in a conversation game for living and dying well
- Develop a homebound/hospital visitor program
- Rewrite Pathway to Membership curriculum
- Determine what to send visitor after 2nd visit to make them feel welcome

Respectfully Submitted,

Sarah Rothwell
Coordinator of Congregational Life

Director of Religious Education

Report Prepared by Ryan Shriver, Director of Religious Education

Please refer to the report of the **Religious Education Council for Children and Youth (RECCY)**, found in the **Councils & Committees** section for a full report of the activities of RE for 2015-16.

Music Directors

Report Prepared by Joe Mish and Connie Schuelka

This is our sixteenth year of working together and twelfth year as co-directors of music. Our defined roles did not change: Connie serves as organist/pianist and coordinator of music, and Joe serves as the choir director. Connie performs at more than three-quarters of the Sunday Services throughout the year. We communicate with each other on a regular basis to plan and co-ordinate music activities and services. Joe generally attends the Worship Committee Meetings. We also have regular weekly 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 Weekly eNews, and the Venture.

Music Services

This year we presented five services that featured music:

- Sunday, August 16 - Mostly Music - Larry McDonough Quartet
- Sunday, October 25 - The Power of Yes: Sermon in Song - David Roth
- Sunday, November 22 - All Church Sing – Walden Hill Vocal Ensemble
- Sunday, February 21 - 30th Anniversary of the Organ – Walden Hill Vocal Ensemble
- Sunday, March 20 - Our Musical Heritage: Orvis Ross' Gift – Barbara Clagett

Music also played a large part in the 150th Celebration service on April 10 when the adult choir and John Vettel performed the premiere of Joe's piece, *The Larger Circle*, which was commissioned for the occasion. We also honored our past music directors, Laurie Helmers, on April 3rd, and Merrill N. Davis III on February 21st.

Guest Musicians

We welcomed a number of guest and member musicians to our church services this year. We hired Kathryn Horntvedt to cover the majority of the piano duties for the Summer services.

This year's guest and member musicians included: Emilie Mish (violin), Bob Ortiz (voice), Suzanne and Rebecca Blouin (voice), Autumn Harff (voice), Ethan Edl (piano), Julio Vega (drums), Peter Edl (voice), Larry McDonough Quartet (jazz), Laurel Podulke-Smith (voice), Joe Mish (double bass), Lori Elward (voice), Michal Sinak (accordion and guitar), Rosa Wells (violin), David Roth (voice and guitar), Heidi Shriver (voice), Nodding Wild Onions, Winston Vermilyea (saxophone), Allen Bishop (oboe), Tom Hinniker (oboe), Jan Matson (piano), Jane Foote (guitar and voice), John Vettel (violin), Rose Mish (violin and voice), Kim and Reggie Harris (voice and guitar), Barb Clagett (piano), Laurie Helmers (voice and piano), Maritza, Theresa Kallmes (piano), Evan Maraganore (cello), and Linn Kezer (flute).

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

Walden Hill Vocal Ensemble

We would also like to extend a hearty thank you to the Walden Hill Vocal Ensemble or (WHVE) who performed on 17 Sundays, Christmas Eve, at the memorial service for Chris Shomonta, and at the Boar's Head Feast in October, for a total of 20 times this year. Last year the choir sang 17 times. Thanks to Mike Anderson for leading the group at the Boar's Head Feast.

The choir continues to rehearse on Wednesday evenings from 6:00-7:00 PM. The choir attendance has stayed consistent. We continue to maintain a high level of performance quality and repertoire. A number of choir members meet and eat in the Commons before choir rehearsal each week. This simple activity has enhanced the fellowship element of the choir experience.

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

August - Rose Mish: *All Rivers Run to the Sea*; Jason Shelton: *Good Old Way*

September - Clif Hardin: *Welcome, Welcome*; Stephen Paulus: *The Road Home*; Jim Scott: *For This We Stand*; Stephen Hatfield: *Holy City*

October - Elizabeth Alexander: *As We Sing of Hope and Joy*; Josquin: *El Grillo*

November - Jones and Schmidt/Althouse: *Try to Remember*; Rene Clausen: *Set Me as a Seal*; Fleming: *Here in the Silence*; Andy Beck: *How Can I Keep From Singing*; Craig Courtney: *Simple Praise*

December - Jason Shelton: *The Dawning of Our Dreams*; Ysaye Barnwell: *Would You Harbor Me?*; Sydney Suddendorf: *In the Bleak Mid-Winter*; Lloyd Larson: *Go Tell It on the Mountain*; Orvis Ross: *Away in a Manger*; Daniel Kantor: *Night of Silence*

January - Ysaye Barnwell: *Prayer*; Ysaye Barnwell: *Spiritual*; Elizabeth Alexander: *If You Can Walk You Can Dance*; Nick Page: *Be Lifted*

February - Handel/Cramer: *Music Let Thy Voice*; Handel/Leavitt: *Swell the Full Chorus*; Stanford/Ziegenthals: *When in Our Music*

March - Duke Ellington/Parker: *Come Sunday*; Tom Benjamin: *Together*; Mark Hayes: *Amazing Grace*; John Leavitt: *Festival Sanctus*

April - Kevin Dobbe: *Chalice Anthem*; Mark Miller: *Draw the Circle Wide*; Joseph Mish: *The Larger Circle* (work commissioned for the 150th celebration)

May - Ruth Moody: *One Voice* (women); Harry Belafonte: *Turn the World Around* (women); Jason Shelton: *Guide My Feet*; Elizabeth Alexander: *Trust the Seeds*

June - Ottorino Respighi/Sieving: *L'Ultimo di Maggio*; Weiss and Thiele/Brymer: *What A Wonderful World*; barbershop (men)

Walden Hill Children's Choir

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

November - Naplan: *Al Shlosha D'Varim*; Sherman and Sherman/Miller: *Supercalifragilisticexpialidocious*

December - Brownsey and Lantz: *Old Man Winter*; Bartel: *Moonlight Whispers*

February - McDade/Mish: *Come Sing A Song With Me*; Dilworth: *Everlasting Melody*

April - Kevin Dobbe: *Chalice Anthem*; Mark Miller: *Draw the Circle Wide*

May - Mish: *The Piper*; *De Colores*

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 while still staying within the allotted budget.
- 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, Weekly eNews, e-mail, 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 (not every year) commission new compositions which directly reflect our Unitarian Universalist Principles and Sources.

Respectfully submitted,
Joe Mish and Connie Schuelka

Transitions

Prepared and Submitted by Connie Schuelka, Co-Congregational Administrator

Births/Adoptions to Members: (2)

Luka Smith Tryggstad (12/15/15) - son of Angela Smith and Erik Tryggstad
 Juliette Elizabeth Hoffman (1/31/16) - daughter of Adam and Jessica Hoffman

Child Dedications (3)

Audrey Hoffman	Cora Hoffman	Juliette Hoffman
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Coming of Age Students (8)

Suzanne Blouin	Chantelle Feddersen	Aonghus Kirkpatrick Gillespie
Autumn Harff	Theresa Kallmes	Evan Maraganore
Lilly-Aurora Medorio	Max Milbrandt	

Weddings for Members (0)

Deaths (5)

Mark Gullickson (6/24/15)	Robert Dumond (6/20/15)
Cam Stillwell (2/29/16)	John Berquist (5/12/16)
Vera Green (5/20/16)	

New Members (12)

Tjalda Nauta	Brianna Berg	Brad Emmons
Lori Alcott	Heidi Nelson	Donna Edwards
Nancy Harrell	Richard Harrell	Naren Hulsing
Gen Hulsing	Penny Roeder	Corey Roeder

Reinstated Members (10)

Kelly Rae Kirkpatrick	Ann Jones	Bill Bourne
Rita Bourne	Randy Stone	Kenneth Johnson
Sally Starz	Gerald Vettel	Loraine Vettel
Elaine Eberhart		

Resigned or Removed from Membership (12)

Conrad Fingerson	Tim Wingate	Katie Wingate
Nancy Hill	Linda Hardie	Mary Jo Majerus
Tracy Waters	Susan Braun	Suzanne Rieland
Rebecca Barrette	Nathan Kroll	Don Beed

Members Moved (7)

Jody Rogers	Gwen Hendee	Vaz Zavaletta
Judy Kalass	Elaine Eberhart	Karen Sandberg
Brad Emmons		

Membership

Membership at the beginning of the year was 355. 12 new members were added, 10 members were reinstated, 5 members died, and 19 members were taken off the rolls. Our membership now stands at 353.

Donations Made by the Church

Prepared and submitted by Connie Schuelka, Co-Congregational Administrator

The following donations were made on Charitable Contribution Sundays:

Organization	Month	Amount
SEMCIL	June 2015	\$ 481.20
Sports Mentorship Academy	July	\$ 576.52
Prisoner Visitation and Support	August	\$ 357.30
Hawthorne Helps	September	\$ 1,673.00
Community Health Services	October	\$ 1,125.25
Hawthorne Education Center	November - (Service Auction)	\$ 4,597.00
Saturday Noon Meals	November - (Service Auction)	\$ 740.00
Dharma Center	December	\$ 891.01
Family Promise (IHN)	December	\$ 1,389.00
Rochester Students' Health Services	December	\$ 1,206.00
First UU Human Needs Fund	December	\$ 1,703.40
Guest at Your Table	December	\$ 1,282.56
Channel One	December	\$ 220.00
Ironwood Springs Christian Ranch	January 2016	\$ 828.05
MN UU Social Justice Alliance	February	\$ 812.24
Rochester Community Dental Care	March	\$ 884.90
First UU Leadership Development Fund	April	\$ 2,032.50
Planned Parenthood	April	\$ 815.15
Eagle Scout project for Community Food Response	May	\$ 863.00
	Total:	\$ 22,478.08

Donations to the Memorial and Gift Fund

Prepared and submitted by Connie Schuelka, Co-Congregational Administrator

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

Dana Wiese – daughter of Patricia Calvert
Loran “Bud” Waters – brother of Darrel Waters
Mark Gullickson – church member
Chris Shomenta – former church member
David Eldredge – father of Sarah Rothwell
Joan Eldredge – mother of Sarah Rothwell
Barbara Rothwell – mother of Walt Rothwell
Jacque Cox – sister of Richard Hutton
Helen Hawkins – mother of Sheryl Chapman
Betty Myatt – mother of Laurie Helmers
John Berquist – church member

Donations were made in honor of:

Ella Van Laningham
Bill Thompson

Donors to the Memorial and Gift Fund

Mary Amundsen
Aleta Borrud and Jim Findlay
Kathy and Mark Brutinel
Patricia Calvert
Elaine Case
Margaret Dalen
Amy Deshler
Kay Eberman
Peter Edl and Paula Horner
Jodi and Dave Edmonson
Kim Edson and Angie Joyce
Melissa and Eric Egger
Don and Jean Hanson
George Huston and Jean Murray
Ann and Richard Hutton
Jeff and Julie Larson Keller

Marie Miller
Maggie O’Connell Nolte and Roger Nolte
Jo and Kirk Payne
Laurel and Ray Phelps-Bowman
Joyce and Dick Rundle
Dave and Pat Siljenberg
Dillman Baker Sorrells and Robert Sorrells
James and Maxine Strong
Jody Tharp
Bill and Linda Thompson
Patty Trnka
Glenn and Ella Van Laningham
Mary Jo Vene
Phil and Sue Wheeler
Joyce Wood

Attendance

Prepared and submitted by Connie Schuelka, Co-Congregational Administrator

<i>June</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
6/7	10:00	Cycle of Life	102	102	18		18	120	0
6/14	10:00	Bob Ortiz/Who Am I?	87	87	1	1	2	89	4
6/21	10:00	Melissa Egger/ Principles by Heart	68	68			0	68	2
6/28	10:00	Amy Nelson/ 3rd Principle	72	72	6	1	7	79	0

<i>July</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
7/5	10:00	Joe Mish/ Spirituals and Blues	57	57	1	2	3	60	0
7/12	10:00	Char Tarashanti	69	69	1	2	3	72	7
7/19	10:00	Angela Smith/ Ethical Eating	84	84			0	84	0
7/26	10:00	Ryan Shriver/ Chalice Camp	98	98	1	1	2	100	0

<i>August</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
8/2	10:00	Donatus Gadiye/Why We Need Elephants	107	107	2	2	4	111	4
8/9	10:00	Dawn Littleton/Indigenous People Looking Forward	94	94	1	2	3	97	1
8/16	10:00	Mostly Music/ McDonough Quartet	94	94	1	2	3	97	1
8/23	10:00	MacLaughlin's, Kim Edson, Angie Joyce/ Commitment	97	97			0	97	0
8/30	10:00	Fritz/Holy Waters	143	143			0	143	0

<i>September</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
9/6	9:00 10:00	Fritz/Present	94	94			0	94	0
9/13	9:00 11:00	Fritz/Come Together	87 125	212	10 37	3 7	57	269	4
9/20	9:00 11:00	Fritz/Having History	67 83	150	5 44	4 18	71	221	1
9/27	9:00 11:00	Dillman/So Much to Celebrate	88 138	226	7 31	3 6	47	273	7

<i>October</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
10/6	9:00	Fritz/Contemplating Change	53		8	2			
	11:00		80	133	31	2	43	176	0
10/11	9:00	Fritz/How Minds Change	59		6	4			
	11:00		68	127	29	10	49	176	0
10/18	9:00	Fritz/When Hearts Change	56		9	2			
	11:00		73	129	15	2	28	157	2
10/25	9:00	David Roth/Power of Yes	55		14	1			
	11:00		66	121	29	3	47	168	2

<i>November</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
11/1	9:00	Fritz/All Souls	82		2	2			
	11:00		101	183	11	6	21	204	0
11/8	9:00	Fritz/To Change	66		14	4			
	11:00		87	153	35	13	66	219	6
11/15	9:00	Fritz/We Are Evolving	71		11	3			
	11:00		80	151	30	12	56	207	2
11/22	9:00	Fritz & Joe/Now Let Us Sing	71		8	3			
	11:00		90	161	37	10	58	219	1
11/29	9:00	Rose Schwab/Earthen Courage Vessels	52		5	2			
	11:00		76	128	15	2	24	152	12

<i>December</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
12/6	9:00	Fritz/Would You Harbor Me?	90		9	2			
	11:00		90	180	38	8	57	237	4
12/13	9:00	Fritz/Gnostics & Agnostics	62		6	2			
	11:00		96	158	41	11	60	218	2
12/20	9:00	Fritz/In the Bleak Midwinter	83		1	2			
	11:00		105	188	2	2	7	195	5
12/24	4:00	Min/Christmas Eve	182						
	5:30		126	308			0	308	0
12/27	10:00	Greg Wimmer/ Wintermission	59						
				59			0	59	1

<i>January</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
1/3	9:00	Fritz/Busy Being Born	58						
	11:00		64	122			0	122	6
1/10	9:00	Fritz/Board Vision	69		6	2			
	11:00		72	141	29	8	45	186	2
1/17	9:00	Fritz/What Matters	58		3	3			
	11:00		69	127	25	13	44	171	7
1/24	9:00	Fritz/Is UU Inheritable	55		6	2			
	11:00		75	130	44	12	64	194	0

1/31	9:00	Disability Task Group	45		2	2			
	11:00		65	110	23	7	34	144	2

<i>February</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
2/7	9:00	Fritz/What They Dreamed	68		3	5			
	11:00		79	147	36	10	54	201	2
2/14	9:00	Fritz/Alone & Together	80		11	3			
	11:00		53	133	33	9	56	189	0
2/21	9:00	Fritz/Head Above the Water?	81		5	2			
	11:00		68	149	28	15	50	199	2
2/28	9:00	Ashley Horan/ Followership	48		2	4			
	11:00		67	115	16	7	29	144	0

<i>March</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
3/6	9:00	Fritz/To Transmit the Passwords	75		5	3			
	11:00		73	148	21	7	36	184	9
3/13	9:00	Janne Eller-Isaacs/The Dance of Faith	57		5	2			
	11:00		87	144	25	7	39	183	6
3/20	9:00	Joe, Connie, Barb Clagett/Orvis Ross	60		4	2			
	11:00		89	149	31	16	53	202	14+
3/27	9:00	Fritz/Lost and Found	65		4	5			
	11:00		79	144	17	4	30	174	8

<i>April</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
4/3	9:00	Fritz/The Big PictUUre	65		4	1			
	11:00		79	144	23	7	35	179	6
4/10	9:00	Fritz & Peter Morales/ Our Spiritual Challenge	122		4	3			
	11:00		124	246	31	9	47	293	5
4/17	9:00	Fritz/Our Educators	65		4	2			
	11:00		83	148	32	10	48	196	1
4/24	9:00	Karen Hutt/By Whose Authority	54						
	11:00		59	113	5	4	9	122	2

<i>May</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>Visitors</i>
5/1	9:00	Fritz/Maypole on Merry Mount	71		2	2			
	11:00		82	153	3	2	9	162	4
5/8	9:00	Fritz/ Mother Jones	63		3	2			
	11:00		64	127	12	9	26	153	5
5/15	9:00	Coming of Age	87						
	11:00		111	198			0	198	6
5/22	10:00	Fritz/Heart Help	146		28	6			
				146			34	180	1
5/29	10:00	Fritz/To Die Well	97		6	4			
				97			10	107	2

COUNCILS & COMMITTEES

Caring Congregation Committee

Prepared by Jennifer Harveland, Caring Committee Chair

Committee Members who serve as Two Week coordinators

Jennifer Harveland (Chair), Phyllis Beery, Diane Closson, 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.

The committee provides rides, meals, grocery shopping and other errands, and does a thousand unnamed acts of kindness every year. Rev. Hudson's acknowledgment every two weeks of the work the Coordinators did was much appreciated and helped make our role more visible. Jennifer Harveland has resigned her role and Vikki Wolff will take on the role of chair June 1, 2016.

Meetings and Regular Activities

- **September 2015:** Coordinators gathered for a pot-luck meeting to begin our year and meet interim minister Hudson.
- **Spring 2016:** Jennifer wrote an article for the UU Revue, our quarterly magazine, and gave the congregation information on how the committee works and why its work is so important.

Ongoing Activities

Coordinators are contacted regularly via e-mail, phone or in person concerning the needs of the church members & friends by the Coordinator of Congregational Life, church office, co-chairs or fellow committee members. 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.

Occasional visits to a few people who do not/cannot attend church or need some extra attention.

Attended Program Council meetings.

Major Expenditures for the Committee

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 office postage budget.

Committee Goals for Next Year

- Continue to examine more efficient ways of communicating needs and connecting people. Younger members of the congregation may be more willing to help out if text messaging or a phone app can be used in addition to email and phone.
- Continue to work on communication with one another and the Coordinator of Congregational Life & minister. With social media, the way news travels has had an impact on how we communicate with each other regarding congregant news and needs.

Respectfully Submitted,
Jennifer Harveland
Caring Congregation Committee Chair

Communications Committee

Prepared and submitted by Paulette DeMers, Committee Chair

Committee Members

Anne Black-Sinak, Kathy Brutinel, Paulette DeMers, Anna Lovrien, Shelly Maciujec, Sue Wheeler, and Jody Tharp (ex officio)

Activities of the Committee

Website - Due to updates on Google and changes to plugins and programming our website began to fail (at various times different parts of the website would inexplicably disappear or quit working). We contracted with -Tech Media, LLC for a complete redesign of the website. The process was begun in October and the new website went live February 1. We cut back much of the dated content and asked each church committee to review their portion of the site and make any needed changes and additions (the Disabilities Task Force, Clara Barton, and Welcoming Congregation provided new content).

UU Revue - We continued with the publishing of the magazine, with an increase in subscribers and interest. The purpose of the magazine is to tell the stories of our members, our church, and the committees that make it work. The magazine is printed by SmartPress, Chanhassen MN.

Articles were written by church members Mary Amundsen, Erika Beetcher, Kathy Brutinel, Pat Calvert, Autumn Harff, Jennifer Harveland, Harriet Hodgson, Mariah Mihm, Margo Stich, Robin Taylor, Sue Wheeler, and Phil Wheeler. Articles through the year included:

- Summer Issue: *Caregiving, The Art of Growing Up UU – Hanneke van Deursen; Rochester's First Woman Minister; Removing Barriers; Chalice Camp Super Hero Style*
- Fall Issue: *Reverend Fritz Hudson; The Boar's Head Feast; The Living Legacy of Darrel Waters; Anne's (Black-Sinak) Visual Ways; A History of UU's in Rochester*
- Winter Issue: *Our Members ... Our Community; Orvis Ross; A Window into Stephanie (Podulke); Just Say Know (OWL); Dr. Wilson Adolphus Allen*
- Spring Issue: *Reverend Peter Morales; Pat Calvert; Little Church on the Prairie; Caring Congregation; The History of our Building*

Other - We continue to utilize Facebook for much of our communication and now have a Twitter account. Shelly Maciujec and Anna Lovrien post the news, events, and fun fact about the church almost daily. We utilize online programs: Constant Contact for both the Venture monthly newsletter and the weekly eNews, and Typeform has been used for online registration. We have begun using Flickr (www.flickr.com) as the repository for church photographs.

Major Expenditures

Printing of courtesy copies of UU Revue

Re-design of website and hosting for the year

Post-Bulletin Newcomer ad space

Goals

- Improve the communication of church activities by establishing better communication with church committees
- Work with office in evaluating and implementing new church management software
- Evaluate best marketing and publicity methods and strategies for reaching the public
- Work with Hospitality and Growth committee to promote the church

Respectfully submitted,
Paulette DeMers, Chair

Finance Committee

Report Prepared and Submitted by Dave Siljenberg, Chair

Committee Members

Gail Bishop, Nathan Harff, Rob Harveland, Connie Schuelka, Dave Siljenberg, Linda Thompson

Meeting Information

The Finance Committee meets on the second Thursday of each month with a few exceptions. Last year we met 10 times, missing July 2015 and March 2016.

Regular Activities

Review and monitor monthly expenses as compared to the budget and react as needed.

Generate the 2015-2016 budget. This budget still falls short of increasing some salaries and restoring the UUA dues that the committee would have liked to do.

Special Activities

- **Auction**

Organize the annual service auction. Thanks to all those on Finance and from the church at large who were so essential to pull off this important event. This year's date was a compromise. In order to keep it away from the 150th anniversary Boars Head feast at the end of October and get John Kruesel as auctioneer we landed on Nov. 21 which is the weekend before Thanksgiving and conflicted with some events in Rochester. This year's auction yielded \$24,989 for the general church budget and \$4,041 for our selected organization, Hawthorne Education Center. The \$24,989 is down over \$4,000 from last year's total. It should be noted that last year's proceeds were the highest I've seen in recent years. The \$4,041 charitable portion is the highest amount we have generated since we started this a few years ago. This year's auction is scheduled for Saturday, Nov. 12, 2016.

- **Stock sale**

Between August and November of 2015 we elected to sell stock to manage cash flow issues. The net proceeds were \$33,704. Stock is a regular donation by some of our members in lieu of cash.

Committee Goals for New Year

- Increase selected salaries and restore the UUA dues in the 2016-2017 budget.

Respectfully submitted,
Dave Siljenberg

Stewardship Committee

A Finance Sub-Committee

Report Prepared and Submitted by Jerry Katzmann, Chair

The Stewardship Committee is a subcommittee of the Finance Committee, and at the beginning of the 2015/16 church year the Board appointed an *ad hoc* 150th JumpStarter Committee to work with Stewardship on a combined annual pledge drive and JumpStarter campaign.

The members of the Stewardship/JumpStarter committee are:

Jerry Katzmann, Gail Bishop, George Huston, Rob Harveland, Paulette Demers, Dave Siljenberg, Linda Thompson, Pat Siljenberg, Bill Thompson, Chris Wendt, Patricio Aleman. The committee is supported by Connie Schuelka, Co-Congregational Administrator.

The JumpStarter Campaign began in the Fall of 2015 with 2 informational sessions and church-wide communications describing the capital needs and the Campaign's format. The combined drive began in February with 6 small group sessions attended by approximately 80 people. Pledge forms were distributed at the small group sessions, at 2 following Sunday services, and the remaining forms were mailed with letters explaining the combined pledge drive. The 3 goals of the pledge drive were:

1. 150 JumpStarter Campaign with a target of \$150,000 to be donated over 1-3 years for the maintenance and improvement of our building:
 - a. Sanctuary furnace replacement (priority 1)
 - b. Minor roof repairs (priority 1)
 - c. Audio/visual system in sanctuary +.... (priority 1)
 - d. Church management software (priority 2)
 - e. Concrete flatwork in courtyard and steps (priority 2)
 - f. Start roof replacement fund (priority 2)
 - g. Exterior handrail replacement (priority 3)
 - h. Accessibility to pulpit, bathroom sinks, kitchen counters... (priority 3)
 - i. Start fund for energy efficient windows/walls (priority 3)
 - j. Start fund for LED lighting throughout church (priority 3)
 - k. Start fund for design of kitchen remodel (priority 4)
 - l. HVAC boilers (priority 4)
 - m. Replenish general fund for church building upkeep and maintenance (ongoing)
2. 2016/17 Annual Pledge Drive with a target of \$443,166 (a 12% increase in pledge income). The large increase was needed due to reductions over the last few years in the church budget and was largely due to the following increases:
 - a. Return to UUA Fair Share (+\$13,500)
 - b. Correcting the job classification of Jody Tharp to co-administrator (+\$8,100)
 - c. Health insurance, including \$5,000 set-aside for new settled minister (+\$7,500)
 - d. Staff training & education fund (\$3,800)
 - e. Increase to 30 hours/week for DRE (\$3,600)
 - f. Dental, disability, and life insurance for staff (\$3,300)
 - g. Social justice task force workshops & speakers (\$2,000)
 - h. Worship committee increase in speakers & musicians (\$2,000)
3. Reduction by at least ½ in the number of non-pledging members.
 - a. 53 church members did not pledge in 2015/16 either due to loss of interest in church membership, financial limitations, and health/age problems.

Members of the Stewardship Committee e-mailed and phoned any members (and friends) who had not returned pledge forms.

The final pledge results are:

1. JumpStarter Campaign - 91 donors made pledges totaling **\$158,091**. In years 2 & 3 of the campaign (as part of the annual pledge drive) we will gently ask again for JumpStarter donations of any new members and members who were not able to support the campaign in year 1.
2. 2016/17 Annual Pledge Drive - 219 donors made pledges of **\$423,152**. [In 2014/15 we had 207 donors pledging \$394,613]. This is a **7.2% increase in pledge income** & a 5.8% increase in pledgers.
3. Non-pledging members - Of the 53 non-pledging members (43 pledge units) at the start of the church year:
 - a. 24 have made a pledge (ranging from \$1 to \$900/year)
 - b. 8 have moved/resigned
 - c. 5 make "donations of record" (checks) in the plate but don't/won't pledge
 - d. 2 are pastoral care members with dementia
 - e. 14 remaining non-pledging members

The committee thanks all of our members and friends who have sustained and nourished this congregation through their financial contributions, their donations of time and effort, and of course, their creative energy.

Each year the Stewardship Committee honors members who have made significant and unusual contributions to the care of our congregation. There are 3 Stewardship Awards this church year:

1. **The 150th Celebration Committee** made up of *Sue Wheeler, Jean Hanson, Melissa Egger, and Don Hanson* is gratefully recognized as a winner of the 2015/16 Stewardship Award. For 2 years this group planned, organized, and led our church in remembering our past, honoring our roots, and celebrating who we are. The energy and spirit of this group and the 150th celebration has strengthened us all. Thank you Sue, Jean, Melissa, and Don.
2. **George Huston** is gratefully recognized as a winner of the 2015/16 Stewardship Award. George has chaired the Property Committee which has thoughtfully maintained our beautiful church building. George worked to identify and prioritize the needs for the 150th JumpStarter Campaign and was a key driver in focusing us on maintaining and improving our church. Thank you George.
3. **Paulette DeMers** is gratefully recognized as a winner of the 2015/16 Stewardship Award. Paulette has creatively and joyfully led the Communications Committee in keeping our congregation engaged and informed in all aspects of our mission. Paulette's support of the 150th celebration, the JumpStarter Campaign, and the UU Review has touched us all. Thank you Paulette.

Respectfully submitted,
Jerry Katzmann

History Committee

Report Prepared and Submitted by Leslie S. Redinger, Chair

Committee Members

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

Meeting Information

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

Regular Activities of the Committee

Review and organize historical materials

Maintain records and Archives cabinet

Convert materials to digital media.

2015-2016 Projects

- Jean Hanson, Anne Black-Sinak and Marge Dalen reframed copies of original historical documents for display in the hallway near the administrative offices. The original photos and documents have been stored in archival boxes.
- Beth Atkinson photographed artifacts around the church and created a Collection of Treasures as a printed book. Two copies of the book have been printed. One copy will be displayed in the Hearth Room and a second copy will be stored in the archive cabinet.
- The committee worked on a timeline of events in the church's history. Kathy Shepel and Patricia Boyd help brainstorm new and creative ways to display this history. Kathy Shepel produced two large posters summarizing major themes. In the future, a couple of posters can be produced each year to highlight historical themes.
- Sue Wheeler curated photographs from the archives that were used in the 150th anniversary film, which was premiered at the April 9 banquet.

Announcement

After three years as the committee chair, Leslie Redinger has announced her resignation effective at the start of the new church year.

Major Expenditures for the Committee

\$150 – Archival boxes and supplies

\$115 – Shutterfly book printing: *Collection of Treasures*

Committee Goals for the Next Year

- Contract with archivist about preserving/storing the collection
- Identify items that need preservation in a timely manner
- Participate in outreach activities so the congregation knows more about the committee

Respectfully submitted,
Leslie S. Redinger, Chair

Hospitality and Growth Council

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

Council Members

Janet Breitenbach (Fellowship Chair Nov. - Jan.), Paulette DeMers (Member-at-Large: Communications Committee liaison), Ron Chrisope (4th Sunday/month team leader), Jean Hanson (3rd Sunday/month team leader), Judy Jensen (2nd Sunday/month Team leader), Ann Lien (co-chair; 5th Sunday/month team leader), Lyn Smith (Fellowship Chair Feb. - April), Robin Taylor (Fellowship Chair May - August 2016), Linda Thompson (co-chair, 1st Sunday/month team leader), and Sarah Rothwell (Membership Chair, Coordinator of Congregational Life)

Meeting Information

The Hospitality and Growth Council members met every other month (six times) this year. The Fellowship and Membership Committees met or communicated as needed to carry out their responsibilities. Sarah Rothwell attended our meetings as the staff liaison & Coordinator of Congregational Life to communicate membership related plans and news related to our council. The Fellowship co-chair at the time of a meeting, attended. At least one co-chair attended Program Council meetings held throughout the church year.

Regular Activities of the Council

The Council continues to focus on the overall picture of Fellowship, Hospitality, and Membership, and it helps to coordinate activities among the committees. We continue to have dedicated and hard-working committee members who strive to create a welcoming church to visitors and all members. Since trying the team approach to staffing our Sunday morning volunteers during the summer of 2014, the Council continued the team approach for this church year and will continue this approach for 2016-2017.

Council Activities During the 2015-2016 Church Year

- **Fellowship**

This year the Fellowship Committee had three co-chairs, Janet Breitenbach, Lyn Smith and Robin Taylor who each chaired a third of the year. In addition, various individuals volunteered to coordinate/host different activities throughout the year enabling the Fellowship Committee to offer a variety of activities. There was a deliberate effort to initiate activities which would be family oriented and inviting.

Throughout year: The UU Book Club meets monthly September- June (Joyce Wood, Diane Closson) & the UU "Horton" Bridge Group also meets monthly (Joyce Lewis). A Mah Jongg group also started meeting weekly this year.

Fall: Potlucks between the services in September and December (Anna Lovrien - Janet Breitenbach) - Thanksgiving Day dinner (Jim and Judy Jensen)- Cookie exchange (Rachel Froud)- Holiday Social in between the Christmas Eve services (Robin Taylor)- Five ethnic lunches November - March (John and Sandy McLaughlin)

Winter: Three movie afternoons and discussions (John and Sandy MacLaughlin)- the Annual UU Valentine's Tea in memory of Kerry Nolte (Barb Foss and Robin Taylor)- The Footsteps for Mental Health benefit supper and concert (DeAngelis/McKeeman family)- Meet-A-Saurus at Quarry Hill Nature Center (Patty Trnka)- A family game night and comfort food potluck (Lyn Smith, Margo Stich and Robin Taylor). Ticket sales covered all but about \$100 of the cost of the Quarry Hill private event rental, but the Hospitality budget was able to cover that balance.

Spring and Summer: Beading Nametag Lanyards (Laurel Podulke and Robin Taylor); Mother's Day Picnic and Bluebell walk at Carly State Park (Robin Taylor, Lyn Smith and Anna Lovrien). There will be other summer events announced as they are scheduled.

Potlucks in between church services in September and December and the social between the Christmas Eve services had high attendance of all ages. The Thanksgiving dinner was attended by about 65 people. The Footsteps for Mental Health supper and concert attracted approximately 135 people from both the church and community. The monthly ethnic lunches drew in 95 individuals over the five months they were offered. The Meet-A-Saurus had 71 attendees (17 families). The three movie afternoons were attended by a total of 30 people. The family game night had 16 participants and the lanyard beading for name tags also had 16 participants. With the exception of the Meet-A-Saurus event, costs of events were met by donations or were donated.

The three co-chairs felt sharing the responsibilities of the fellowship committee worked well and will continue to co-chair next year. A fourth co-chair would be ideal. Many individuals suggested activities and hosted them through Fellowship during the year. It was noted that a fellowship committee would be helpful to not only provide a source

of ideas but also a source of volunteers who would help hosts for various events, in particular, potlucks, which require numerous volunteers for clean-up.

- **Membership**

Sarah Rothwell attended our meetings as a Membership Chair. As part of our 150th anniversary year, we invited and recognized 55 long-time members of 30 or more years, with a symbol on their name tag and organized a reception held between services in March. Jean Hanson hosted two New Member potlucks at her house. Ann Lien coordinated the new member gifts and ordered UUA pamphlets for new members and for the church.

It was decided to re-evaluate the monthly Get Acquainted Table in the Commons held during coffee hour that had been hosted in the past by Ann Lien or John MacLaughlin. We initiated a new visitors' chat session held monthly this spring during the coffee hour, which offers visitors a chance to ask questions before committing to a Pathways session. John MacLaughlin continues to follow up with phone calls to those visitors who complete the visitor form at the guest table.

- **Publicity**

The publicity budget appears as part of the Administration budget, but the Hospitality and Growth Council and the Communications Committee usually collaborate to publicize the church in a number of different locations. An effort was made in the past few years to create church ads to make the church more visible in the community. These ads were placed in various arts organization programs and community publications. Upon recommendations from the Communication committee, it was decided to eliminate the yellow pages ad, as well as the community ads this year, to focus upon the new UU Revue publication and "free" media coverage related to our 150th anniversary. Communications also created a mini-poster which had pull off tabs listing the church website. Hospitality would like to recommend that we return to some community advertising with future publicity budgets.

- **Sunday Morning Volunteers**

For many years our hospitality chairs recruited separately for the greeters, guest table host, ushers and coffee hosts needed for each service. Since 2013-2014, we have been using an online sign up system (via signupgenius.com) which is linked in each week's church E-News and allows volunteers to sign up for Sunday volunteer needs. The Council re-organized into a team system beginning in the summer of 2014 and we have continued using this approach with 5 teams that take responsibility for one Sunday/month. Each team has a team leader responsible for communicating with their team (ideally, 20-25 volunteers) and filling their Sunday's schedule. Each team has their own sign up page using Sign Up Genius (www.signupgenius.com). There are instructions for each of the Sunday hospitality roles; greeters, guest table host, coffee hosts and ushers. Instructions are linked from the church website and are reviewed and updated as needed by council members. All teams would welcome and benefit from adding more volunteers, especially families, youth and younger members.

Teams try to organize at least one group gathering each year, in addition to working together on their Sunday mornings.

- **Annual Meeting**

We organized and funded the snacks and beverages available in the sanctuary for the annual meeting and provided extra volunteers needed to set-up the sanctuary and clean up after the meeting.

- **Directory**

Hospitality decided to use Lifetouch again for the 150th anniversary 2016 directory and directory chair, Amy Nelson, scheduled portrait dates in November and December of 2015. We had about 140 family sittings for the directory, plus some submitted photos. The on-line scheduling worked well & should be used for future directories. Amy (using her iPad) also offered opportunities for people to sign-up in the commons. Having two separate times for the sittings, one in November and one in December, worked well and we caught many people for the 2nd sitting who hadn't signed up for the first one. We also scheduled our volunteers to manage each portrait session date using an online sign up created using signupgenius.com. Volunteers also helped with editing & proofing. When it comes to using Lifetouch, Amy highly recommends them for the future. When compared to doing the production in-house, this was much smoother and more cost-effective.

Directory costs were under the budget of \$1500, coming in at less than \$550. We received a free directory for every sitting. We also received some directories free as we earned 'points' toward directories, submitted photos, and extra pages. We ordered an additional 100 directories at \$5 each, plus there was a \$25 fee for adding extra information in the roster, like email and additional phone numbers.

We ordered enough directories for each photo in the directory (whether they had a sitting or submitted their photo), additional directories for each member or pledging household, as well as, additional copies for new members joining in the next two years.

- **Committee Description**

The revised committee description we drafted and submitted last spring, was approved by the Board in the summer of 2015.

- **Chair/Team Leader Responsibilities**

These co-chair/team leader guidelines were requested and submitted to the Board last church year. These guidelines summarize the council chair & team leader tasks and should be reviewed and updated each year.

Major Expenses for the 2015-2016 Year

- Miscellaneous supplies for Fellowship special events, such as the potlucks, Thanksgiving dinner, Christmas Eve reception, Quarry Hill private event balance (above what ticket sales provided) and other gatherings. Donations of supplies, food and money have continued to cut the overall expenses for Fellowship.
- UUA pamphlets, UUA Principles cards, food for New Member Sundays (when scheduled), gifts for new members including engraved votive candleholders, tea lights, cards, and books for adults and their children.
- Directory: about \$550 (\$1500 had been budgeted)
- snacks for the annual meeting (about \$150)
- storage containers for use in the kitchen and Commons closet area; a few new tablecloths for use at events

Note: The Clara Barton Guild continues to fund the purchase of coffee, tea, hot chocolate, lemonade/juice, sugar, powdered creamer, storage bags, food gloves, dish soap and dishwasher detergent.

Committee Goals for the 2016-2017 Year

The Council wishes to follow our mission to facilitate the development of a congregation that welcomes guests, strives to be warm and caring, and encourages membership and participation in our church community.

- We will continue to work with the Communications Committee on our strategies for creating awareness of the church in our community through our publicity choices. Our goal is to create recommendations for Communications on use of the publicity budget early in the church year.
- We will continue to use the church's website, the weekly E News and social media (Facebook) to get information to guests and members about fellowship, membership, and hospitality needs and activities.
- We will continue to evaluate the effectiveness of the Hospitality team model, encourage new members to join one of the teams and encourage youth and families' participation on hospitality teams. We will also continue to seek new team leaders.
- We want to evaluate the current communication with members who leave the church to ensure a consistent process from year to year.
- We will strive to plan, support and encourage more multi-generational fellowship activities that can increase participation by youth, young adults and young families. We will continue to seek ideas & communicate with the RE Council and families & younger members.
- We will continue to work with our interim minister and provide appropriate assistance as the search process continues.

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

Memorial Garden Committee

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 five formal meetings: July 8th, August 11th, October, February 4 and April 21 and several informal communications by email and on property days.

Regular Activities

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

Special Activities

1. We worked on guidelines for carrying out interments, ordering and installing plaques, care of the benches, lighting and where the materials are stored in the church.
2. The geography of the Garden restricts the depth we are able to dig for an interment. We are exploring containers for ashes that will be suggested to families in a handout when interments are planned. Marge Dalen sewed several sample sizes of muslin pouches. Our idea would be to offer these to families.
3. We also are discussing a change in the cost of interment when a couple is interred in one plot at the same time.
4. We had two interments in 2014: Hugh Frisbee Brown and Steve Rolstad.

Major Expenditures

We had no major expenditures this year

Committee Goals for New Year

- Continue to maintain the plantings and try to enhance the beauty of the space.
- Finalize recommendations regarding containers and cost change noted above.
- Develop a separate handout to give to families when they plan an interment.

Respectfully submitted,
Margaret Brandl

Property Committee

Report Prepared and Submitted by George Huston, Secretary - Chair

Committee Members

Rick Devine, Dave Edmonson, Barb Foss, George Huston (secretary - chair), Dave Maciujec Byron Smith, Bill Thompson (outdoor chair), John Trnka, Greg Turosak, Darrell Waters (indoor chair)

Meeting Information

The committee meets approximately quarterly.

Regular Activities of the Committee

- Monthly outdoor property work days from April 2015 through November 2016, and resuming again in April 2016, to maintain church grounds and the building exterior, under the direction of Bill Thompson.
- Occasional indoor property work days.
- Maintain building, ensuring it is clean, safe, and the physical infrastructure is in good operating condition.
- Field requests regarding interior and exterior property matters- from the church office, other committees and church members - and timely resolution of those requests.
- Anticipate and communicate upcoming repairs, maintenance, or upgrades needed for the building and grounds.
- Communicate to church office items which our building custodian can support.
- Work with the Design Committee on any major projects or expenses.
- Building Sextons provide input to the Property Committee based on their observations.
- Prepare budget for Finance Committee.
- Take recycling to Rochester waste facility.
- Sign contracts for lawn care, snow removal, elevator maintenance - service agreements, and garbage removal
- Attend Program Council meeting and represent Property Committee issues and status.

Projects Completed by the committee since the previous Annual Report include:

- A significant project providing input to the 2015 - 2016 JumpStarter Campaign. The committee members investigated the current and future needs of our church building, and provided expense estimates, timeline as to when the expense will occur, and a priority of the items. Our committee worked with:
 - The Stewardship Committee for the concurrent 2015 - 2016 Annual Pledge drive and JumpStarter Campaign.
 - Several other committees to consolidate inputs into 1 brochure
 - We submitted several articles for the Thursday eNews to raise awareness of the various items in the JumpStarter Campaign.
- The Sanctuary furnaces going into the Fall of 2015 were well past their rated service life, and we were experiencing component failures. All 4 furnaces were replaced with High Efficiency furnaces. Energy rebates were received to further reduce the total expense.
- Updated church signage to display Rev. Fritz Hudson as our current minister.
- Dave Maciujec rewired and replaced the existing canopy lighting with energy efficient LED lighting.
- Dave Maciujec moved the lighting behind the old stained glass windows (hallways into Sanctuary) to provide better lighting for the windows.
- Merit Contracting inspected the roof in the Fall, and submitted a report listing immediate repairs and life extension repairs to maximize the remaining service life of our church. The immediate repairs were done in the Fall of 2015, and the life extension repairs will be done before the Fall of 2016.
- The Property Committee worked with Joe Lobl's Chalice Circle to re-paint the Administrative office, hallway, women's bathrooms, and conference room. Our building custodian, Tom Rud, repaired and patched several cracks in the mortar prior to painting.
- Our building had several inspections/reviews last fall, SEMCIL, Minnesota Energy, Fire, Cincinnati Insurance, and received recommendations for repair or improvements. Many of these have been implemented as of this report.
- The automatic doors were re-programmed to exceed SEMCIL specifications for fully open dwell time.
- John Trnka and Bill Thompson built emergency exit steps for the 2nd floor RE back exit; built over the concrete slab from, which had settled and was unsafe to use in case of emergency.
- The Rain Garden is an amazing landscape which provides both functional benefit to the environment by reducing rainwater runoff and aesthetic benefit to our church property and members. The plantings continue to flourish after

re-planting. An article was written about the Rain Garden in the Rochester Post Bulletin, and will likely be featured in the 2016 Rochester Master Gardener tour.

- The Butterfly Garden was created on the NE hillside by a dedicated group led by Dawn Littleton.
- Garbage collection reduced from every week to just twice a month as a cost savings.
- Phil Wheeler, Don Hanson, Randy Crawford, and Eric Egger cut several dead trees on the back side of the church.
- We approved the installation of the 150th Anniversary stained glass spiral in the coat room windows.
- Barb Foss refinished the bench that now sits in the coat room, under the stained glass window.
- A small corner break in the glass tabletop (located in the Courtyard) could have cut someone unaware of the danger. The top was taken to a glass shop to have the corner sanded.
- Loose wooden parquet flooring on the north side of the Sanctuary organ loft was repaired.

Committee Goals for 2016 - 2017

- Work with Finance to implement applicable items per the JumpStarter Campaign and several other committees.
- Work with Audio / Visual Committee on installation of approved improvements.
- Have Merit Contracting implement life extension roof repairs.
- Document building infrastructure information and procedures to capture the knowledge and experience of the committee members for future members.
- One of the largest energy and comfort improvements that we can make is to replace the original wool/felt weather stripping in the church windows with new weather stripping.
- Property will work with the newly-formed Technology Task Group as needed in 2016 /2017 to address I/T-related infrastructure needs.

And a Thank You!

I would like to personally thank the members of the Property Committee for their guidance and recommendations during my first year as Property Chair.... and also to all the folks on other committees, Jody, Connie, and the First Unitarian Universalist members and friends.... it's been a learning year for me.

tussen takk,
George Huston
Property Committee chairperson

Design Committee

A Property Subcommittee

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

Committee Members

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

Meeting Information

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

Regular Activities of the Committee

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

Special Activities of the Committee

This year's projects included:

1. Continued to work to maintain accessibility in sanctuary, commons and elevator areas; also to keep out-of-the-way areas in lobby uncluttered. This year the tables in the Commons have tended to allow for a path to the elevator lobby, indicating strong progress in our attunement to the needs of those needing easy access. Chairs in the sanctuary have been moved to allow space for children to sit on the floor in the front.
2. Darrel filled the planters on the stairs last summer & tended them; Jean Hanson prepared them for the holidays.
3. Continued work on increasing welcoming atmosphere in lobby; coordinating with membership & hospitality.
4. Installed exhibits in display case, including Coming of Age masks, stained glass background, the JumpStarter fund
5. Coordinated exhibits on wall above Commons stairs, currently the Principles designs by Anne Black-Sinak.
6. Pulpit replacement is on hold until a new minister has been called. The larger pulpit was cleaned up and brought down to the Sanctuary to be used as needed.
7. Work to make the west storage closet as useful as possible continues, mostly through the efforts of Ronice Donovan.
8. Welcome banner hung over double doors for Welcoming Congregation work.
9. We are considering painting a permanent welcoming phrase over the doors.
10. With the installation of the stained glass window in the coatroom, it has become paramount to keep the area clear. The collection barrels and boxes have been moved to the garden entrance.
11. Barb Foss skillfully refinished the bench in the garden entrance and it now sits under the stained glass window.
12. The holiday poinsettias were generously donated this year by Maggie Scanlon. This was largely due to our budget having been cut this year.
13. We are no longer putting a large wreath on the organ, due to the problem of needles getting into the organ box.
14. The Tibetan prayer flags which were created last year were burned at the winter solstice in the fire pit.
15. A subcommittee chose a new wall color (very low VOC) "Candlelight", which has been used in the office, administrative hallway, the bathrooms and the conference room. The second color in the conference room has been determined to be too bright and will be repainted.
16. We conferred with disability on new signage for bathrooms.
17. This is Anne's last year as chair of the committee.

Major Expenditures for the Committee

Holiday decorations, miscellaneous table decorations, framing of Rev Fritz's portrait

Committee Goals for Next Year

- Complete the welcoming entry project. (held over from last 3 years)
- Successfully execute committee responsibilities, including review of previous discussion items with an eye toward resolution.
- Recruit at least one new member.

Committee Description:

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

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

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

Respectfully Submitted,

Anne Black-Sinak
Design Committee Chair

Religious Education Committee - Adult

No formal committee was in formation this year; however, four classes or groups met this year. Their reports follow.

- UU Chosen Faith Study Group
- Principle 4 Study Group
- UU Creative Spirits
- The Women We Become

UU Chosen Faith Study Group

Adult Religious Education Offering 2015-16

Report Prepared and Submitted by Anne Black-Sinak, group coordinator

Attendees

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

(NOTE: Our e-mail list is more extensive. Only regular attendees are listed.)

Meeting Information

Meetings are held at 7pm on the fourth Tuesday of the month and are open to anyone interested in the topic under discussion.

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. We have expanded our purview to include materials related to the UU Sources.

Topics Covered

January 2016 - current	Book: <u>Rational Mysticism: Spirituality Meets Science in the Search for Enlightenment</u> , by John Horgan
June-December 2015	Book: <u>Faith Without Certainty</u> , by Paul Rasor

Budget

This Study Group has no budget.

Study Group Goals for Next Year

1. Continue to meet monthly to increase our understanding of Unitarian Universalism.
2. Expand participation in the group.

Respectfully Submitted,

Anne Black-Sinak, Member of study group

UU Creative Spirits

Adult Religious Education Offering 2015-16

Report Prepared and Submitted by Anne Black-Sinak, group coordinator

Attendees

Robin Taylor, Sue Jansen, Jen Bjorgum, Margaret Brandl-Salutz, Paulette DeMers, Maggie O'Connell-Nolte, Julie Larson Keller, Leslie Redinger, Peggy Marchesani, Roxanne Schlasner

(NOTE: Our e-mail list is more extensive. Only regular attendees are listed.)

Meeting Information

Meetings are held at 6:30pm on the first Tuesday of the month and are open to anyone interested in the exploring their creative spirit.

Purpose and Structure of the Study Group

The UU Creative Spirits was born from the Artists Way classes & ongoing Artists Way groups we have conducted over the years. We gather to nurture our creative spirits by sharing and creating art. No expertise is required, only a desire to explore your creative spirit.

Topics Covered

This year we have been centering our discussions and art around the book Living Color: Painting, Writing and the Bones of Seeing, by Natalie Goldberg.

We have also spent a considerable amount of time planning a service project to involve the entire congregation in creating square foot art. Hopefully the effort will result in funds raised for the church.

Budget

This group has no budget.

Group Goals for Next Year

1. Continue to meet monthly to encourage each other to growth in our creative spirits.
2. Expand participation in the group.
3. Complete the service project mentioned above.

Respectfully Submitted,
Anne Black-Sinak
Coordinator of UU Creative Spirits

UU Principle 4 Study Group

Adult Religious Education Offering 2015-16

Report Prepared and Submitted by Anne Black-Sinak, group coordinator

Attendees

Jim Olson, Pat Calvert, Anne Black-Sinak, Frank Druktainis, George Huston, Roxanne Schlasner, Tom Hamburg, Mariah Mihm, Karuna Ojanen

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 on Sunday evening 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:

5/31/15 ... vestments
7/19/15 ... abraxas
8/30/15 ... religious naturalism
10/4/15 ... universal oneness
11/15/15 ... magic
12/20/15 ... Jesus
1/24/16 ... fairness
2/28/16 ... church
3/27/16 ... creation
4/24/16 ... mind and spirit
5/22/16 ... happiness

Budget

This Study Group has no budget.

Study Group Goals for Next Year

Continue to meet monthly to further our spiritual search.

Respectfully Submitted,
Anne Black-Sinak, Member of study group

The Women We Become

Adult Religious Education Offering 2015-16

No report filed.

Religious Education Council for Children and Youth

Report Prepared and Submitted by Tara Freimund, Chair

Council Members

Tara Freimund (Council Chair)	Ramona Barr
Erika Beetcher (Board Liaison)	Steve Bingner
Ryan Shriver, Director of Religious Education (ex officio)	Marie Davidiak
Molly Dennis, Childcare Coordinator (ex officio)	Randy McKeeman
Kim Reid	

Meeting Information

The Religious Education Council for Children and Youth met from 7:00 pm-8:00 pm on the fourth Wednesday of the month, as scheduled by the Council Chair.

Regular Activities of the Council

The RE Council 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.

Function of the Council

1. To develop an annual vision to support, oversee and guide religious education programming for children and youth that instills, inspires and fosters greater depth of understanding of Unitarian Universalist principles and purposes.
2. Curriculum selection, design and implementation specific to each age group. Plan, organize and structure special programs such as Coming of Age and Our Whole Lives.
3. Recruit volunteers from the congregation to support and promote Sunday morning classes, special programs and fellowship opportunities for children and families.
4. In the absence of the DRE, a council member will be available on Sunday mornings to complete the duties on the Sunday morning checklist(s) provided by the DRE, monitor the RE wing, greet new families, and resolve any problems that arise.
5. Plan and organize activities/childcare for ages 4-11 during Sunday services when no regular classes are held.
6. Communicate regularly through the approved formats, such as RE News, email and social media, with the congregation to keep it advised of the vision, activities and needs of the RE program. Sustain and further the engagement of the congregation at large in RE.
7. Support of youth development which shall include volunteer recruitment, oversight, planning, inspiration and encouragement of Walden Hill Youth activities, fellowship and denominational activities church wide. Support the development of relationships between congregants and youth.

Actions Taken by the Council

1. To officially and intentionally complete the change from a Committee to a Council which had been voted on and begun in 2013 but was neither well documented nor completed. To document the change accordingly in necessary minutes and reports. To change the structure of our meetings to be that of a council with reports presented by it's members and votes taken on any action items.
2. Voted to adopt the formation of a Youth Adult Committee or Y.A.C. to become the overseeing body of the Walden Hill Youth Group or W.H.Y. This had first been proposed in March of 2012 and wasn't in place until it was reintroduced this year.
3. Voted to adopt and have approved by the Board a new document in the Policy and Procedure manual to reflect the change from Committee to Council and the updated the roles and expectations of the Council. This was also a document that had been drafted in Dec. of 2013 but which was never implemented. We reworked it and approved it.

Goals of the Council

1. Work with the minister to publicize and bring congregation-wide awareness to the need to recruit teachers for RE from the pool of the congregation at large, not only from the pool of parents of children and youth in the RE program.
2. Discuss and draft possible changes to the way we work, how we recruit, seeking support from the minister, getting support from the congregation as a whole and brainstorming all possible options to improve the RE program experience and to increase attendance and participation.
3. Unfinished Board Assignment: Update the "Youth Conference & Lock-In Policy".
4. Unfinished Minister Assignment: Create short-term and long-term goals as well as a unified 'vision' for the RE Program from the 'Visions Statements' pertaining to RE from the document Rev. Fritz Hudson gathered at the Visioning Workshops.
5. Create a new member packet for RE Council members outlining roles, expectations and ways to contribute to the RE program.

Of Note

The R.E.C.C.Y. has been functioning at a less than optimal level and with not enough members. We lacked a secretary for the year and have less than ideal documentation of our work because of it. There is a lethargy to the RE program that is reflected in its worrisome decline in attendance which is below even the declines seen by the UUA among RE programs in other UU churches nationally. The volunteers are sapped. The Nursery Attendance is also declining.

The RE wing feels antiquated and unappealing and is in need of some TLC and updating with artwork that appeals to young families with children and youth. It became apparent that there was a misunderstanding among the Council that we were operating differently because some of us thought we were a council and others thought we were a committee, we then researched and realized that a previous version of our group had voted to change and didn't well document it, which compounded the problem in our function. We took measures to improve the situation and to try to get us all 'on the same page'. We are now a Council who receives reports and works with the DRE to advise and approve the proposed curricula and scheduling, etc.

Respectfully submitted,
Tara Freimund, Chair

Social Justice Council

Report Prepared and Submitted by Julie Gilkinson, Interim Chair

Council Members

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

Chair	Julie Gilkinson
Disabilities	Paula Horner
Environmental Justice	Anne Black-Sinak
Interfaith Worker Justice	Jessie Stratton
Poverty Task Groups:	
AARP Tax Service	Ella VanLaningham
Hawthorne Helps	Sandy MacLaughlin & Sandy Ramage
Mayo SOS	Sandy Ramage
Community Food Response	Ella VanLaningham
Family Promise Rochester/INH	Phyllis Beery, Julie Gilkinson, Lynne Kirklin, & Joyce Wood
Saturday Noon Meals	Roxanne Schlasner, coordinator
Racial Justice (revitalized 2016)	Phil Wheeler
Refugee Support (new 2016)	Elizabeth Katzmann & Cynthia Daube
Social Justice Discussion Group	Disbanded in October after 10 years
Standing on the Side of Love	Julie & Jeff LarsonKeller
Welcoming (formerly GLBT Allies)	Patty Trnka & Paulette DeMers
Members at Large	Gail Bishop, Bill Rood, Angela Davey
Minister	Rev. Fritz Hudson

Meeting Information

The Social Justice Council met four times this past year- October 14, January 6, March 2, and May 4. Some decisions/updates were made by email.

Regular Activities of the Council

- Oversee the regular work of the Task Groups, review their action plans and budget requests
 - Provide a forum where task groups can coordinate schedules and activities and share ideas
 - Engage the congregation in dialogue regarding the social justice part of our mission.
 - Encourage Task Groups to establish and maintain relationships with UU social justice organizations (UUA, UUSC, MUUSJA) as well as other community groups dealing with related issues.
- We are grateful for the following community partners this past church year:
- Peace United Church of Christ (Rebuilding with Love)
 - Channel One
 - Christ United Methodist Church (Saturday Noon Meals)
 - Community Food Response
 - Family Promise (IHN)
 - Hawthorne Education Center (Hawthorne Helps)
 - In the Shadow of Growth/In the City for Good
 - Mayo High School (S.O.S. program)
 - Project Legacy
 - SE MN Alliance of Peacemakers
- Speak in the name of the Social Justice Council on any social justice issues 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 in matters of social justice.
 - Organize and present lay-led services/forums/discussions on matters of social justice.
 - The chair contacted church visitors who were interested in more information about social justice activities.

- Recommend the recipient for the Service Auction who receives this special donation
- Recommend recipients for the shared plate offering in "Contribution Sundays" and arrange for speakers to speak on behalf of each organization.

Charitable Contribution Sundays June 2015-May 2016

We are grateful for the generosity of an Anonymous Donor from the congregation who matches the recipient's share of the collection

SE Minnesota Center for Independent Living (SEMCIL) June 21, 2015 \$481.20

Independent living is having the opportunity to make decisions that affect your life, having the freedom to make decisions about where and how you live and work and having the right to succeed or fail based on those choices. Since 1980 SEMCIL has carried out its mission to support human and civil rights of individuals with disabilities. SEMCIL services assist people with disabilities to live as independently as possible while empowering the full participation of individuals with disabilities in the community.

Sports Mentorship Academy (SMA) July 1, 2015 \$576.52

The award winning Sports Mentorship Academy was created by Andre Crockett with the purpose of exposing untapped potential male students to the college atmosphere; provide role models and other positive individuals to emulate, so these young men will become productive citizens. Our donation was to be used for food and transportation.

Prisoner Visitation and Support (PVS) August 16, 2016 \$357.30

PVS is a nationwide network of volunteer visitors to prisoners in federal and military prisons throughout the United States. The focus is on prisoners who don't receive visits from family and friends, who want or need supportive human contact, are in solitary confinement, or on death row. Friendship, a listening ear and contact with the world outside of prison is offered. Research shows that prisoners who receive visits have a lower recidivism rate. This 501(c)(3) organization began after WWII when a Methodist minister and a Quaker woman had been visiting conscientious objectors who were in prison for refusing to serve in the military during WWII. There are currently six volunteer visitors in Rochester who visit once a month in the visiting room with other visitors. Each one visits 2-5 prisoners spending about an hour with each one.

Hawthorne Helps September 20, 2015 \$1,125.25

1st UU social justice members formed a partnership with School District 535's Hawthorne Education Center in April 2015. The Education Center offers a large range of programs that offer over 500 adults and youth 16 and older a personalized approach to instruction and a better future. Ninety percent are at or below poverty level and most are immigrants. A mini store is set up at the school with much needed items that can't be purchased with Snap (food stamps). The store is open most weeks and students are able to select two items such as toothbrushes, toothpaste, toilet paper, shampoo etc.

Community Health Service, Inc., Rochester October 18, 2015 \$1,125.25
(formerly Migrant Health Service)

Community Health Service Inc. is a private, non-profit clinic that serves the health needs of migrant and seasonal farm workers, their family members and also any members of the community in need of primary care on a sliding fee scale. The clinic operates on a very tight budget and past donations from our church have been extremely helpful to the patients, providing practical items needed to assist them in their quest for better health.

Saturday Noon Meals (SNM) November 8, 2015 \$740.00

Saturday Noon Meals was established in 1994 by a small group of Christ United Methodist Church members with the vision of providing those in need with a safe place to gather and share not only a meal but friendship and camaraderie. Operating solely on volunteers and donations, SNM meets a need in our community to provide hungry individuals & families with a meal on a day other organizations do not. Their mission is to provide an attractively served, nutritious meal in a warm, safe atmosphere for persons in need. UUs volunteer to assist with the meal on specific days a few times a year.

Dharma Center December 6, 2015 \$891.01

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

Knowledge about HIV disease and treatment and how to enhance outcomes and increase quality of life based on the latest medical research and health information

Emotional and practical support through the Drop-in Services Dharma Center, peer support groups, as well as act as a path into support and care.

**UUSC Guest at Your Table boxes also distributed for adults and children to collect money
from Dec 8-20**

\$1282.56

Guest at Your Table is an annual fundraising and education program that supports the Unitarian Universalist Service Committee's human rights work around the world. Their projects have made a real difference in people's lives. Grounded in Unitarian Universalist values, UUSC is a nonsectarian 501 (c) (3) organization, open to all.

Family Promise (Interfaith Hospitality Network)

December 13, 2015

\$1,389.00

Our church supplies about 40 volunteers to help host families at the United Church of Christ Congregational church four times a year. Interfaith Hospitality is a program of Family Promise of Greater Rochester. This organization has a very small paid staff and a larger network of volunteers from almost 50 faith communities. Food and shelter are given to families with children who find themselves without a place to live. They are housed in various host churches for a week at a time, giving them a chance to regroup, rejuvenate and get back on their feet with dignity. There is a family stabilization counselor who works with the families daily to achieve and maintain independence.

Rochester Students' Health Services

December 20, 2015

\$1,206.00

Rochester Students' Health Services operates free clinics at Hawthorne Education Center and the Rochester Alternative Learning Center (a school for students in grades 7-12 who have not been successful in traditional schools). Many of the ALC students do not have an address they call home, most have no transportation, half lack any health insurance, some have chemical dependency and many have mental health needs. Others are pregnant or already have infants in the school-based nursery. The ALC clinic is a multiple resource effort including private citizens, Olmsted County Public Health, Mayo Clinic, Olmsted Medical Center, Rochester Public Schools, Winona State University and others such as us UUs.

First UU Human Needs Fund

December 24, 2015

\$1,703.10

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

Ironwood Springs Christian Ranch

January 31, 2016

\$828.05

Ironwood Springs is located in southern Minnesota, serving over 24,000 people per year. Ironwood Springs serves a variety of groups including the largest sports wheelchair camp in the United States. Established in 1986, the National Wheelchair Sports Camp gives physically challenged children and adults an opportunity to participate in sports such as horseback riding, water skiing, basketball, softball, tennis, and many others in a supportive environment. In addition, they are given the unique opportunity to be mentored by Paralympic athletes. There is also a Family Wheelchair Camp held every year. Bob Bardwell is the founder and Camp Director. In 1973, he was paralyzed from the waist down in a heavy construction accident. By 1976, his dream of starting a camp was realized!

Minnesota UU Social Justice Alliance (MUUSJA)

February 28, 2016

\$812.24

MUUSJA works with UUs in our 26 Minnesota congregations and beyond. MUUSJA serves as a CONVENER of Unitarian Universalists working for social justice in our state, amplifying our moral voice and our physical presence beyond the walls of our individual congregations; they also work as CAPACITY BUILDERS, helping our congregations do effective, accountable, spiritually grounded work for justice in their local contexts. From youth programming to congregational consulting to public witness to online ministry and skills building for congregations around the state, MUUSJA's mission is to empower Minnesota Unitarian Universalists to "unleash courageous leadership and collective power to build a just and loving world".

Rochester Community Dental Care

March 20, 2016

\$884.90

Community Dental Care is a 501(c) (3) nonprofit organization and a Minnesota Health Care Program community health clinic. They operate four clinics in Minnesota of which Rochester is one. It was established to provide quality dental care services to low-income and minority patients. Their mission is "to ensure equal access to quality dental care and preventive education to all people". This mission is fulfilled through clinical services, preventive education programs, training of professionals and advocacy. Their vision is "that all people will have access to high quality, affordable dental care in a convenient, caring and respectful environment". This organization has been recognized as a successful model in Minnesota for providing dental services for the underserved by the MN Department of Health.

Planned Parenthood of Rochester**April 17, 2016****\$815.15**

Planned Parenthood of Rochester has served the Rochester community for more than 80 years. The founders were the wives of several Mayo Clinic doctors and services were provided in people's homes. Planned Parenthood of Rochester is part of Planned Parenthood Minnesota, North Dakota, and South Dakota. PPMNS. Rochester Planned Parenthood has a thriving team serving the Rochester area with clinical services, advocacy and education. They serve 5000 patients per year with birth control, cancer screenings and STD testing and treatment. Their education team provides comprehensive sex education. They also have a Somali Outreach program, Women's Health Night events, Youth Power, Reach One teach One and Teen Council. Personal, private clinical services are open to all regardless of age or income.

Community Food Response - Benches Project**May 15, 2016****\$863.00**

Evan Maraganore is in the Boy Scouts of America. For his Eagle Scout Project, he decided to help an organization that is very dear to him- **Community Food Response (CFR)** where he has volunteered for years. Community Food Response is a non-profit organization that feeds the hungry people in Rochester. It uses leftover food from businesses, grocery stores, hospitals, restaurants, and schools. CFR told him about a problem they have: their clients have to stand in line for food for up to two hours often with young children with them. This makes the clients feel unwelcome and uncomfortable. To help solve this problem he was asked to make some benches for their lobby. He plans to provide these benches for his Eagle Scout project. He has gotten help making the plans for three benches in the style and size that CFR requested. These benches will be of industrial strength so will last a lifetime of heavy public use. He is eager to help make Community Food Response's clients feel welcome and comfortable.

2015-2016 Activities and Sponsored Events of the SJ Council**(detailed reports of task groups follow this general report)**

- Paula Horner presented a workshop at General Assembly in June on the work our Disabilities Task Group has done to become a certified congregation through the Accessible and Inclusion Ministries (AIM) program of EquUal Access.
- Hosted a booth at Rochester Pridefest on July 19, 2015.
- Co-sponsored a Project Legacy event, "Grace in the Margins II" at church on August 6, 2015.
- DRE and RE council selected Hawthorne Helps for the first SJ Sunday. Sandy MacLaughlin led the activities with the children & youth and many donations were collected for the mini store
- Gail Bishop, Roxanne Schlasner and Paulette DeMers reviewed the social justice history of this church for the 150th anniversary and created a magnificent banner that highlights 150 years of social action that has been on display in the commons.
- Patty Trnka stepped forward with Paulette DeMers to revitalize the LGBTQA task group and changed the name to Welcoming Community to address classism as well as transgender issues with the congregation.
- RE took over & continued to promote stocking the Channel One barrel all year long.
- Listened to the work Mike Schlasner is working on concerning "Earned Sick & Safe Leave" hoping to get the County Board or City Council to support. Offered some suggestions & possible help.
- UU volunteers continued to participate in IHN hosting 3 times a year
- UU volunteers continue to staff CFR when there is a 5th Monday, Wednesday or Friday in a month
- Continue to provide needed items for Mayo High School (SOS)
- UU volunteers continued to help cook and serve Saturday Noon Meals a few times a year
- The AARP Foundation Tax-Aide program, under the guidance of Ella VanLaningham was promoted and helped prepare tax returns for lower income families.

- November 3, 2015 Julie Gilkinson and Rhonda Lorenz attended a Sierra Club Interfaith Dialogue on Climate Change "From Faith to Action"
- December 8, 2015 Kim Norton showed the film "Trials of Spring" at church. It was about nine women who played central roles in the Arab Spring uprising. Invited SEMN Alliance of Had good attendance
- In response to the Syrian Refugee crisis a few of us participated in a UUSC conference call December 3 with information on current advocacy opportunities.
- Elizabeth Katzmman and Cynthia Daube wanted local action on our part to welcome Syrian refugees. They made contact with Catholic Charities the local resettlement organization and have enlisted about 40 people from our congregation who are interested in being volunteers for Catholic Charities to help welcome refugee families. Information and training sessions were held February – May. Sponsorship as happened in the 1970s is no longer possible. UU volunteer work will most likely not be with Syrian refugees as Rochester has received only 2 families so far; most are from Iraq and Somalia.
- Experimented with hosting social justice discussion tables during coffee hour in January. One about "Black Lives Matter" was instrumental in revitalizing the Racial Justice Task Group. There were some others but interest in this idea hasn't been sustained.
- Some members of the congregation expressed concern about ISIS and Laurel Phelps-Bowman started a discussion group of 8-12 people that has been reading on and discussing the topic starting in December. A member of Tim Walz's staff came to speak with the group on March 31, 2016. Offered encouragement for this group.
- Bill Rood brought information to the congregation about working for Palestinian justice. The Unitarian Universalist Justice in the Middle East Committee (UUJME) was seeking support for a divestment resolution that they want brought to the UUA General Assembly. Some signatures of support were obtained.
- In the City for Good Social Justice subcommittee started holding their monthly meeting at 1st UU with Roxanne Schlasner hosting the group. A number of members of our church have been attending the general community forum meetings. The Worker Justice group joined with the Living Wage subcommittee of In The City For Good.
- Participated in the MLK Jr March and rally with our "Standing on the Side of Love" scarves and shirts. Scarves were given out at church on the Sundays before the event and shirts were also sold. Due to very cold temps the march was held in the skyways but that wasn't communicated very well so UU attendance was less this year.
- The Disabilities Task Group led a service January 31 (Breakfast of Champions) that highlighted the history of the disability movement in Rochester and how our church members played a part.
- Hosted Bob Bardwell and his award winning film about the disability camps he runs at Ironwood Christian Ranch in Stewartville, MN January 31, 2016
- Participated in MUUSJA convening calls that were held each month this year to connect MN UU churches with one another. They focused on various social justice topics.
- Ashley Horan, M.Div., the executive director of MUUSJA was our guest speaker in the pulpit on February 28, 2016. She facilitated a brief forum/conversation – "The future of UU Social Justice work for all ages in Rochester" - between services that day.
- Joined with SE MN Alliance of Peacemakers in signing on as a supporter for a full page ad in the Post Bulletin March 12, 2016 showing support for our Muslim neighbors to counter all the anti-Muslim and refugee rhetoric that has surfaced.
- Ashley Horan returned May 7th to lead a Social Justice Workshop- "Next Steps Toward Solidarity: The Future of Social Justice in Our Congregation"
- Hosted the May public forum for In the Shadow of Growth/In the City for Good with guest speaker Patrick Seeb, DMC EDA on May 19, 2016

Budget Expenses

Social Justice Banner & hooks to hang it	\$ 84.91
Speaker's fee for Bob Bardwell- Ironwood Springs Christian Ranch	\$300.00
Rainbow ribbon	\$ 10.74
SEMCIL for accessibility evaluation	\$400.00
Ashley Horan – speaker fee plus mileage for 2/28	\$381.00
Social Justice Workshop fee (Ashley Horan)	\$750.00

Council Goals for Next Year

- To coordinate and support the congregation's effort to "practice justice"; advocate, educate, organize, serve and witness for social action establishing our church as a beacon of hope and social justice in the community.
- Encourage our work as shared ministry
- Hold a Social Justice Fair at church in the fall in hopes of getting more congregants involved
- Continue work to increase the Social Justice budget in order to advance congregational social action
- Continue to work to get some staff support for the work of the SJ Council
- Continue to work with community partners and determine new liaisons to community groups and interfaith organizations
- Increase our engagement with environmental issues
- Continually work to improve communications and make better use of social media
- Secure new Social Justice Council leadership

Respectfully submitted,
Julie Gilkinson
Interim Chair

People with Disabilities Task Group

A Social Justice Council Task Group

Report Prepared and Submitted by Paula Horner, Chair

Task Group Members

Paula Horner (Chair), Gail Bishop, Ronice Donovan, Ann Lien, Lyn Smith, Steve Smith, Kathe Yoss, Maggie Nolte; Shelly Maciujec (note Mary Lambert was a member August, 2012 – June 2015 when she moved). Janet Breitenbach joined in March, 2016.

Regular Activities of the Task Group

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

Special Activities of the Task Group

It was announced at General Assembly, June 2013 that our Church would be one of 10 churches within the UUA to field test the Disability/Ability Action Program Handbook, now referred to as AIM (Accessible and Inclusive Ministries). Many activities this past year were completed as part of meeting requirements of certification to become an AIM congregation.

- In conjunction with the communications committee we are working to update our webpage to reflect services and accommodations that currently exist.
- As part of the 150th Anniversary Year we presented a worship service on January 31, 2016 Called Breakfast of Champions. We honored two members of our congregation; Dorothy Hedgecock and Kathe Yoss and told our own history of working to become an AIM certified Congregation. Ironwood Springs Christian Ranch was the recipient of our Shared plate and Bob Bardwell, Camp Director presented.

- Bob Bardwell showed his film on Ironwood Springs National Wheelchair Camp that was shown at ReelAbilities Film Festival in the Twin Cities in June, 2015.
- The UU book club selected Wonder and Stop Pretending for its March Read. This is the second year that the book club made a selection of a disability related book.
- Shelly Maciujec, a member of our committee was part of the program at Chalice Camp (theme Super Heroes) in July 2015, speaking about her personal story. She presented on the day Christopher Reeves was the super hero.
- Paula Horner was invited to be part of a panel presentation at General Assembly about the AIM program and its impact at our Church. Paula also helped staff the EqUUal Access table with the EqUUal access staff and another participant in the pilot program who presented.
- An article about the Disability Task Group was in the Summer, 2015 UU Review
- SEMCIL completed an Accessibility Survey in Sept, 2015. Members of the property committee also participated.
- Along with Hospitality, the Task Group sponsored an evening event, Feb. 13, 2016 "Footsteps for Mental Health", supporting Lee McKeeman's quest to walk the entire Appalachian Trail raising awareness about Mental Illness.
- Gail Bishop has been asked to be a reviewer for EqUUal Access.

Task Group Goals for Next Year

- Continue the Disability Credentialing Field Test. The plan needs to be completed by August, 2017. Once the plan is completed the inclusion and accessibility needs assessments need to be completed again. (They were first done prior to applying to be part of the pilot), A congregational vote will need to be taken asking that we apply to become an AIM congregation. Once approved, the goal is that the congregation will continue with inclusion activities, educational and service opportunities as well as advocacy and community partnering to have an ongoing appreciation and understanding about the needs of people living with disabilities long after certification is received.
- Complete a social justice project...
- 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.
- Present a worship service
- Continue to recruit new members. We welcome Janet Breitenbach to the committee.

Respectfully Submitted,
Paula Horner Chair

Social Justice Council Poverty Task Groups

Poverty Task Groups include:

AARP Tax-Aide Program for Lower Income Families
Hawthorne Helps
Mayo High School SOS Program (Support Our Students)
Community Food Response (CFR)
Family Promise Rochester (IHN)
Saturday Noon Meals

Their reports follow.

AARP Tax-Aide Program for Lower Income Families

A Social Justice Council Poverty Task Group

- 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 to-date, assistance was provided to 4,237 taxpayers, representing 3,675 families, 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 except for Hawthorne, Salvation Army and Stewartville whose calls are answered by the United Way at 287-1958.
- We advertise the free tax program within the church community and hope to continue to expand congregational awareness.
- 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.
- Special thanks to Bruce Bjorgum, Paula Horner, Joyce Lewis, John MacLaughlin, Garth Nelson, Sandy Ramage, James Rentz, Bill Thompson and Ella VanLaningham who contributed many hours this year.

Community Food Response (CFR)

A Social Justice Council Poverty Task Group

- Since September 2001, our congregation has been a cooperating church among 18+ groups that assist at least one day a month with sorting and distribution of excess food from hospitals, restaurants, businesses and grocery stores for the Community Food Response (CFR) program located in the lower level of Bethel Lutheran Church.
- Our church continues to provide adequate volunteers for the 5th week collection, sorting and distribution of foods.
- In 2015, CFR collected 96.3 tons of food from 30+ donor sites, and provided 29,922 meals, plus extras for breakfast and/or lunch the next day (equivalent to over 70,000 meals).
- An average of 68 families (198 individuals) were served every Monday, Wednesday and Friday.
- Many thanks to the over 43 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, Anne Black-Sinak, Ronice Donovan, Kay Eberman and Ella VanLaningham who oversee the closing process, Linda and Bill Thompson who do food pick-up, and Dave Kallmes and Cathy Stroebel who are serving on the CFR Board. Thank you, wonderful UUs.

Family Promise of Rochester (IHN)

A Social Justice Council Poverty Task Group

Task Group Members

Phyllis Beery, Julie Gilkinson, Lynne Kirklin and Joyce Wood serve as the coordinators for the UU Interfaith Hospitality Network Partnership of Family Promise. There are about 40 congregants that volunteer.

Family Promise Rochester, through a network of close to 40 churches, offers food and shelter 365 days a year to homeless families through the Interfaith Hospitality portion of the organization. We commit to provide volunteers for 3 weeks each year along with our neighboring UUC-Congregational church and St. Pius X Catholic church (July 2015, Dec 2015 April

2016). Beacon Academy is now renting space at UCC so going forward our hosting weeks can only occur when the school is on break.

Meeting Information

- Coordinators attend meetings led by the Family Promise director 2-4 times a year concerning program issues.
- UU, UCC and St. Pius met a number of times to discuss concerns regarding changes due to Beacon Academy's needs.
- All new IHN volunteers are required to attend an informational and sensitivity training. Continuing volunteers attend re-training every three years. An orientation was held at UCC on January 10, 2016 to accommodate the needs for UU, UCC and St. Pius volunteers. The January orientation was very successful with 33 able to attend. All volunteers must complete a criminal background check, read the IHN Behavior Policy and sign off on that policy. We now have 43 active volunteers.

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 the Venture, web site, E news, member interest survey forms, and social justice fair, when one occurs, but mainly person-to-person.

Special Activities

- Cardboard Box City-The youth of our church did not participate this year in October
- IHN Fundraising Choir Concert in November-Our choir again did not participate in the IHN Concert due to a conflict on the part of our director

Major Expenditures

The committee received no funding and had no expenses. Family Promise asks that churches our size contribute \$1,000 annually. There was a shared plate collection for Family Promise again this year on December 13, 2015. Thanks to having the donation matched by an anonymous donor \$1,389 was donated.

Goals for Next Year

- Continue to recruit new volunteers
- Encourage UU support of Family Promise community events. For the 15th anniversary there will be a Gala celebration "No Place Like Home" with dinner and a silent auction on June 16, 2016 at Somerby. And get the WHY group to again participate in the Cardboard Box City event. It would be nice to have the choir participate in the mass choir concert as well.
- There is concern about using space at UCC as Beacon Academy wants to expand at the church so there could be a change in our partnering relationship that we will have to adjust to.

Respectfully submitted.

Joyce Wood, Lynne Kirklin, Julie Gilkinson, Phyllis Beery

Hawthorne Helps

A Social Justice Council Poverty Task Group

Task Group Members

Sandy MacLaughlin and Sandy Ramage coordinate Hawthorne Helps. Hawthorne Education Center, an adult and family literacy program, serves over 500 students. Eighty-five percent are at or below poverty level. Most are immigrants. HH store stocks free basic items that cannot be purchased with SNAP. In the first year of operation over 7,000 items were distributed to 3,500 shoppers. Our mission: to provide support that affirms personal dignity, welcomes newcomers to our community and encourages all students' educational success.

Meeting Information

- Attended quarterly Social Justice Meetings or sent updates.
- Provided monthly updates to Clara Barton Guild.
- Communicated with Hawthorne Education Center Management, Staff and Health Services.

Activities of Task Group

- Maintained UU communication via Venture, Facebook, ENews and between services table.
- Presented to RE students on September Social Justice Sunday.
- Recruited & trained over 30 UU volunteers and coordinated required District 535 training.
- Set up monthly themes for UU barrel collection.
- Recruited 22 RE students to assist with barrel inventory on Sundays twice monthly.
- Presented Hawthorne Helps information to faith, business and community organizations.
- Tracked all donated items and monetary contributions (with help from Connie Schuelka).
- Purchased, collected and maintained inventory; set up store twice monthly.
- Provided sensitive toothpaste, soft brushes and many other items to Health Services.
- Partnered with NW Farmers' Market & Ron's Produce to distribute fresh produce.
- Assembled and distributed over 200 personal care kits with donated hotel toiletries.
- Produced Power Point presentation with major assistance from Ella VanLaningham.
- Designed handout for publicity with help from Cathy Stroebel; logo by Missy Hagen.

Major Expenditures for Task Group

- First annual budget was set at \$3,600 plus 3,600 donated items.
- Our church through Share the Plate, Clara Barton Guild, a December 22nd donation, and generous individual donations contributed 2/3s of the budget.
- Bethel ELCA, Christ United Methodist Inquiring Spirits, First Presbyterian Women, Kiwanis Day Makers, St. Luke's Episcopal and UCC Congregational contributed 1/3.
- In addition to UU barrel contributions, Peace UCC, St. Francis, Seven Day Adventist, Thrivent Insurance and above named groups generously helped meet the need for 3,600 donated items.
- People's Food Co-op wooden nickel fundraiser results are pending.

Task Group Goals for Second Year

- Request September Share the Plate as a financial foundation for 2nd year.
- Maintain current partners and continue outreach to other faith, business and local groups.
- Expand corps of UU volunteers for produce assistance, shopping, stocking & distribution.
- Continue partnership with RE.
- Prepare for increased shoppers as 3 Family Literacy and 1 CNA classrooms are to be added.

Respectfully Submitted,
Sandy MacLaughlin & Sandy Ramage

Mayo High School SOS Program (Support Our Students)**A Social Justice Council Poverty Committee**

Sandy MacLaughlin and Sandy Ramage, representing the Social Justice Council, have had a partnership of several years with Mayo High School to be available to provide items to support the needs, identified by the school social worker, of disadvantaged students. There has been little activity this fiscal year, and only when initiated by us. We are not ready to end this tenuous connection because we understand at least some of the reasons and because we want to continue to be a resource. The previous social worker had a long connection with the school and was able to involve volunteers and

students in managing and staffing the SOS Room; the current (1 1/2 years) social worker was new to MHS and, in addition, was given expanded responsibilities that largely filled his calendar. We hope that by maintaining contact, the school will realize that we are willing to provide help in specific ways. We have not asked the congregation for donations of money or items for two years, so continuing is not a resource drain on the congregation.

In October, Sandy Ramage emailed the social worker to ask if he had any requests. Following an exchange of emails in the fall, we provided fresh and packaged food items that were requested by the social worker. We reiterated that we were always ready to resupply the shelf or meet other identified needs. There has been no further contact this school year.

Our intention in the coming year is to keep reminding Mayo High School that we are here, a resource to be called upon for the benefit of students.

Respectfully submitted,
Sandy MacLaughlin and Sandy Ramage

Saturday Noon Meals (SNM)

A Social Justice Council Poverty Task Group

Purpose

Saturday Noon Meals is the Channel One Agency that feeds those in need on Saturdays. The mission is: "To serve an attractively nutritious meal in warm safe atmosphere for persons in need." It is served at Christ United Methodist Church, 400-5th Ave. SW. We had four Saturdays volunteering at SNM this year: May 30, June 20, and August 22 in 2015, and April 16 in 2016.

Yearly Summary

May 30, 2015

Twelve members volunteered at Sat. Noon Meals on May 30th. Jeanne Hoecker, Katherine Schlasner and Roxanne Schlasner prepared the meal and appetizers. A veggie tray was made for appetizers and the meal prepared included lettuce salad with dressing, spaghetti with turkey meat, corn, garlic bread and grapes and Oreo cookies for dessert. At 11:00 Mike Tinetti, Sara Felts, Peggy Bailey, Kathleen Bass, Anna Lovrien, Karel and Steve Binger, Nancy Slocumb and her granddaughter Abigail joined Roxanne for the serving and clean up. Linda Curtis, the volunteer coordinator, gave the orientation and history presentation from 11:00 to 11:45. Roxanne read the blessing of from the book "Bless This Food". We served 96 guests in the dining room; with the meals counted that volunteers ate and all the take home meals the total count was over 100 for the day.

June 20, 2015

Five members volunteered at Sat. Noon Meals on June 20th. Roxanne Schlasner was the one cook who arrived at 9am to prepare a simple meal of baked chicken, tossed salad and dressing, green beans, bread with butter and cookies. At 11:00 Anna Lovrien, David and Shelly Maciujec, and Joyce Wood arrived to join Roxanne for the serving and clean up. Roxanne gave the orientation information session at 11:00. Roxanne read the blessing before the meal using a blessing from the book "Bless This Food". We served around 65 guests. Many of the guests took food home. Many guests were disappointed that no second servings of chicken were allowed for this meal. Due to the bird flu, the donations of meat to the food bank have decreased, and the chicken that was cooked for this meal was also needed for the following Saturday's meal. We were done with clean up at 1:00.

August 22, 2015

Four members volunteered at Sat. Noon Meals on August 20th. Jeanne Hoecker, Sara Hook, Roxanne Schlasner, and David Maciujec did the cooking. The Sat. Noon Meals freezer had a mishap and so we were working with many types of different foods to use up the food that could not be frozen again. The appetizers consisted of a wide variety - cheese and crackers, melon, fresh veggies, mini beef sandwiches. The meal was pasta with sauce, chicken, potato salad, green lettuce salad with dressings, garlic bread, pickles, corn and cookies. Ravinder Singh was at our church's website and put together 7 volunteers from the group from the Sikh Society of Rochester (SSMR) to serve the meal. Linda gave the orientation from 11:05 to 12:50. Roxanne read blessing of the food from "Bless This Food". We had 70 guests sitting at the tables at 12 noon and many of the guests took home leftovers.

Occasionally I would get e-mails of church members planning to go to Saturday Noon Meals to help on other days, for example Mary Duerson went on Nov 21.

April 16, 2016

Nine Members volunteered at Sat. Noon Meals on April 16, eight adults and one youth. Marie Davidiak, Mary Duerson, Julie Gilkinson with Becca Blouin, and Roxanne Schlasner did the cooking. The meal we prepared was: chili with crackers and sour cream, sautéed mushrooms, tossed salad and cornbread and butter and, thin mint Girl Scout cookies or banana for dessert. Some of the food preparations involved getting together appetizers. For the chili three people pan fried 20 pounds of meat. The corn bread was an experiment to use up corn bread pancake mix and modify it to make cornbread. Linda gave an orientation from 11:00 to 11:40. Serving the meal was Becca Blouin, Jeanne Hoecker, Elizabeth and Jerry Katzmann, Roxanne Schlasner, and Mike (Michele) Tinetti. Roxanne read the table blessing from "Bless this Food". We had 48 guests at the tables and most of the guests took home left overs. The guest numbers have been very low the last two months, not sure the reason for the decrease of numbers.

Future Goals

- * Continue with this program at CUMC helping 4-5 times a year, with not all dates during the summer.
- * Continue to recruit new volunteers from our congregation
- * Work with the RE program to educate the children about this program on one of the Social Justice Sundays

Respectfully Submitted,
Roxanne Schlasner

***** (end of Social Justice Council Poverty Task Groups)

Racial Justice Task Group ***A Social Justice Council Task Group***

Task Group Members

Marty Aleman, Patricio Aleman, Bob Beery, Margaret Brandl, Aleta Borrud, Kathy Brutinel, Jodi Edmonson, Sara Felts, Julie Gilkinson, Ray Phelps-Bowman, Robin Taylor, George Thompson, Phil Wheeler, Sue Wheeler, and Rev. Fritz Hudson (ex officio)

Activities

After advertising our intent to re-activate the Racial Justice Task Force in several E-News issues and Sunday bulletins, we convened our first meeting on February 29. Motivated in part by the revelations concerning discipline and opportunity disparities in Rochester Public Schools (RPS), we determined at the first meeting to organize our activities along the following lines.

Service:

- Learn more about NAACP involvement in reading tutoring programs; depending on this information, organize church participation in a tutoring program in elementary schools. *[Ray Phelps-Bowman, co-Chair of the NAACP Education Committee, met with the task force 3/29 to describe the program being developed. The Task Force passed a motion committing us to assisting once the program is underway.]*
- Encourage volunteering in adult literacy program at Hawthorne

Education:

- Invite local activists and officials to present at forums at our church.
- Get racial attitudes survey from Char Kunkel and administer it to church mailing list. *[The task force will distribute the survey once the community survey is completed and compiled.]*
- Arrange for Char Kunkel's research team to conduct a focus group with the task group. *[Done 3/.]*

Witness:

- Attend RPS public input sessions visibly and vocally *[Ongoing; three task force members now serve on the RPS Community Input Committee.]*
- Contact school board members individually. *[Ongoing.]*
- Attend school board meetings. *[Ongoing.]*

- Attend Superintendent and Principal listening sessions. *[Ongoing.]*

Advocacy:

- Seek discipline and achievement gap data by school, especially for elementary schools, broken down by race, free and reduced price lunch status, sex, and age. *[Begun.]*

Community Organization:

- Meet with mosque groups and Regina Mustafa to encourage fellowship exchanges. *[Ongoing.]*
- Meet with NAACP, Rochester for Justice, and Project Legacy to coordinate activities and build connections. *[Ongoing.]*

Major Expenditures

None.

Goals

- Combat racism and its variant forms.
- Hold local institutions accountable for eliminating institutional racism.

Submitted by
Phil Wheeler, Chair

Welcoming Congregation Task Group

A Social Justice Council Task Group

Prepared and submitted by Patty Trnka

This task force was formerly known as GLBT Task Force but the members thought a more inclusive focus could be achieved with the name of Welcoming Congregation. This name change was approved by the Board.

Committee Members

Paulette DeMers and Patty Trnka, co-chairs, Darrel Waters, Jeanne Hoecker and Robin Taylor.

Meeting Information

Monthly from June through April in the evening.

Regular Activities:

1. Staffed a booth representing the church at PrideFest, July 19, 2015 in Peace Plaza.
2. Organized introductory session to Welcoming Congregation curriculum – October 2015. Only supportive members attended so series was cancelled.
3. Conducted a survey of congregation's understanding of GLBT issues – October 11 – 18, 2015. Congregation indicated a need for education on transgender.
4. Added several books to the UU Sophia Lyon Fahs Library (see list on next page)
5. Met with the co-facilitator of Southeastern Minnesota Transgender Support Group.
6. Hosted Sunday morning discussion during coffee hour – Black Lives Matter- Now What? January 24, 2016.
7. Prepared four case studies on classism that Chalice Circle leaders could use for discussion. Three Chalice Circles did.
8. Hosted two Friday evening movies with discussion (poor attendance).
 - “Growing Up Trans” – Frontline documentary March 4, 2016
 - “Inequality For All” - March 11, 2016
9. Planned service for PrideFest Sunday – July 17, 2016.

New books purchased for Sophia Lyon Fahs Library with library funds:

1. *Jacob's New Dress* by Sarah and Ian Hoffman
2. *Heather Has Two Mommies*, by Leslea Newman
3. *My Princess Boy*, by Cheryl Kilodavis
4. *It's OK To Be Different*, by Todd Parr
5. *I Am Jazz*, by Jessica Herthel and Jazz Jennings
6. *Elite: Uncovering Classism in Unitarian Universalist History*, by Mark Harris
7. *Family Pride – What LGBT Families Should Know about Home, Navigating School and Safety in Their Neighborhoods*, by Michael Shelton.
8. *When the Drama Club Is Not Enough – Lessons from the Safe Schools Program for Gay and Lesbian Students*, by Jeff Perrotti and Kim Westheimer.
9. *One Teacher in Ten in the New Millennium: LGBT Educators Speak Out About What's Gotten Better, and What Hasn't*, by Kevin Jennings

New or used books donated to library:

1. *Becoming Nicole*, by Amy Ellis Nutt (*story of transgender child*).
2. *Raising Ryland*, by Hillary Whittington (*story of transgender child*).
3. *Transitions of the Heart: Stories of Love, Struggle and Acceptance by Mothers of Transgender and Gender Variant Children*, by Rachel Pepper.
4. *The Transgender Child*, by Stephanie Brill and Rachel Pepper
5. *Gay & Lesbian History for Kids – The Century-Long Struggle for LGBT Rights*, by Jerome Pohlen
6. *Just Add Hormones – An Insider's Guide to the Transsexual Experience*, by Matt Kailey

Goals for Next Year

1. Update information on church's website.
2. Present workshop on classism on Saturday, October 1 followed by classes.
3. Prepare application for recertification of congregation as a Welcoming Congregation.
4. Provide education on transgender.

Respectfully submitted,

Patty Trnka

Transition Team

Report Prepared and Submitted by Ramona Barr, Chair

Meetings

The Transition Team met primarily the 3rd Tuesday of each month at 7pm, but met more frequently initially to get our year's plan in place.

Members of the Transition Team

Rev. Fritz Hudson - ex-officio
Ramona Barr - Chair
Kathy Brutinel - Secretary/Note Taker
Ronice Donovan
Frank Druktainis
Brian Lind

Our Charge

Our charge was two-fold. We had both our charge from the Board and from the UUA. Our primary purpose was to see the congregation through the steps to complete the five developmental tasks outlined for Interim Ministry prior to calling our next settled minister, as well as aiding our Interim Minister in understanding our congregation by providing both history and perspective when requested.

The Five UUA Developmental Tasks for Interim Ministry

1. Claim and Honor our Past; Celebrate our Achievements, Acknowledge our Grievs and Conflicts
2. Understand our Leadership Roles; Navigate Shifts in Leadership.
3. Renew our Vision; Strengthen Stewardship, Prepare for Growth.
4. Recognize our Unique Identity; Our Strengths, Our Challenges.
5. Make use of Resources; District, UUA, Other.

Suggested Bylaws Amendments Pertaining to Interim Ministry

The Transition Team called attention to a recommended bylaw amendment. Three different consulting ministers have brought this to the attention of the congregation. Mary Gleason first mentioned it in her report from February 26, 2012 and both Charlotte Cowtan and Fritz Hudson concurred. Prior to calling our next settled minister, it is suggested that we amend Sections 9.2 & 9.4 regarding the number of votes for both calling and dismissing a minister to reflect numbers more in line with UUA guidelines and other UU churches of similar size. The Board stated that they are aware of other bylaws that should also be updated prior to calling our next settled minister, so they opted to look at all of them at once and hold a special meeting to update them at one time. This is a part of getting our 'house' in order to make us as attractive as possible to prospective ministerial candidates.

Developmental Task Congregational Events

- History and Identity Events
- Visioning Workshops

Developmental Tasks worked on by other groups in the church

- Stewardship Drive - Minister, Stewardship, & Finance Committees
- 150th JumpStarter Fund Campaign - Minister, Stewardship, & Finance Committees
- Updating Position Descriptions - Minister and Personnel Committee
- Updating Council & Committee Descriptions & Implementing Policy Governance - Minister & Various Groups
- Developing a process to assemble a Search Committee to call the next settled minister - Minister, Nominating/Leadership Development Committee & UUA consultant

The Body of Work of the Transition Team

The Transition Team first created a timeline to complete the developmental tasks and created a poster of the timeline to share with the congregation. We then helped the minister facilitate the History & Identity events and the follow up forum. We then lead a Sunday service to inform the congregation of the results.

The chair of the Team met with the Board twice; once in Sept., to inform them of the timeline we developed for completing the developmental tasks and to call attention to the need for possible Bylaw amendments relating to the calling and releasing of a minister as well as the lack of a process defined within the bylaws for selecting a Ministerial Search Committee. The second time, in April, was to inform the Board of the Transition Team's Mid-term interim appraisal consensus answers. The chair also attended one Program Council meeting early on to share the timeline with church leadership. The team also provided a recommendation letter to the Board to renew the one-year contract of our interim minister to meet the two-year recommended length of an interim ministry.

Both the Transition Team and the Board helped facilitate the Visioning Workshops events. Those results were presented in a Board led Sunday service. Most of the other developmental tasks were completed by various groups in the church with support from the minister and the transition team if needed. The Transition Team's work is finished after the first year of interim ministry and we will disband as the Ministerial Search Committee is assembled and begins their work over the last year of interim ministry.

Budget

The Transition Team had no budget and spent no church funds. Members of the team agreed to provide the treats and refreshments at the four congregational events we hosted.

Goals

1. To document this Interim Ministry and Transition Process better than had been done with previous Interim Ministries of this church, and to show that the completion of the five developmental tasks outlined by the UUA leads to a more successful transition with the next Settled Minister. The Transition Team Binder including all minutes of this year and details of the events we hosted will be left in the office of the church with copies of all pertinent Transition documents for future reference.
2. To "pass the torch" to the newly selected Ministerial Search Committee with confidence that we have well prepared the congregation.

Respectfully submitted,
Ramona Barr, Chair

ACTIVE GROUPS

Clara Barton Guild

Report Prepared and Submitted by Jessie Finch and Laura Lukes

Committee Members

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

Meeting Information

Clara Barton Guild meets on the second Tuesday of the month except during the summer. In May and December there are luncheons instead of meetings on the second Tuesday of those months. In April there is usually not a regular meeting due to the spring rummage sale.

Regular Activities of the Committee

Regular activities include furnishing Sunday morning coffee and assisting with community activities such as Hawthorne Helps. Members assist with the spring rummage sale, which is the main fundraiser for the year. Names of organizations which fit the mission and purpose of the Guild are chosen by the members for donations. The Clara Barton Guild combines the social, service and spiritual aspects of the church as men and women come together for the meetings. Most meetings have a speaker as well as time to cover Guild business.

Special Activities of the Committee

In the first meeting of the year, we asked Reverend Fritz Hudson to do a program on Clara Barton. We all learned something new about Clara Barton by sharing in small groups. We invited his wife, Ginny Gross, to attend so we were able to give both of them a special welcome. There was a request for the Guild to give \$180 for Chalice Camp to buy first aid kits for the campers and counselors. The donation was granted. Darrel Waters had a moving sale this summer and asked the Guild members for help. Several people volunteered. He donated \$500 to the Guild. Sue Wheeler spoke about the activities planned for the 150th anniversary of the church.

For the October meeting, Ramona Barr gave a talk about the Chalice Camp program. She thanked the Guild for the money donated for the Red Cross Kits. There were three organizations that were chosen for donations of \$300 each by the members; they were Hawthorne Helps, Project Legacy and Planned Parenthood. Jerry Katzman presented information about the needs of the church and the importance of the 150th Jumpstart Fund Campaign and answered questions.

In November, Stephanie Podulke gave a talk and slide presentation about the process of making windows from stained and other types of glass. She designed the special window for the 150th anniversary of the church. The Guild gave \$2000 towards the materials for the window.

For the January meeting, the life stories of several UU women were read to celebrate and recognize their work and accomplishments. They were Neta Case, Mildred Olsen, Leila Benton Lange, Alvaretta Stoddard, Louise Lyda, Winifred Anderson and Clara Elizabeth Vincent. Sandy Ramage and Sandy MacLaughlin thanked the Guild members for their support and donations for the Hawthorne Helps Mini Store. They said our UU principals have been in action: respecting the inherent worth and dignity of every person with justice, equity and compassion in human relations.

For the February meeting, Reverend Fritz did a presentation about the merger of the Universalist and Unitarian churches. It was very interesting to hear people's experiences from that time of our churches history. Stephanie Podulke shared a drawing of her plans for the stained glass window she is making for the church's 150th anniversary.

In March, Sue Wheeler and Ann Lien gave a talk and slide show describing the work on the butterfly garden. Many thanks to Dawn Littleton for all her work in organizing the many people who worked on this project. Robert Dumond was an active participant and when he passed away a pudding rock was placed in his honor. The Guild gave \$500 to help pay for the butterfly garden. Ryan Shriver spoke about scholarship opportunities that the Guild may be able to help with. One is the Youth Midwest Leadership School and the other is Our Whole Lives facilitator training. A discussion and a vote will be discussed at the spring luncheon in May.

Mission Statement of Clara Barton Guild

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

The Purposes

- Support, with personal service and financial resources, church projects which will enhance the worship experience;
- Support, with service and financial contributions, organizations that improve the lives of women, children and families;
- Honor the legacy of this Clara Barton Guild as we adapt to the future.

Major expenditures for the committee

Guild money is separate from the church budget so the committee makes its own financial decisions. Ella VanLaningham submitted a Treasurer's Report, which is attached.

Committee Goals for Next Year

Continue donations to non-profits that serve women and children. Considerations will be made for use of funds in church projects that fit the Guild's goal and purpose. Continue to support and staff the Hawthorne Helps Mini Store.

Respectively submitted,

Jessie Finch and Laura Lukes
Clara Barton Guild Co-Chairs

Clara Barton Guild
End of Year Financial Report 2015-16
 Report prepared by: Ella VanLaningham, Treasurer

Checking Account - April 30, 2015: **\$4,393.14**

Receipts

Spring Luncheon	227.00	
Fall Rummage Sale	0.00	
Christmas Luncheon	277.00	
Spring Rummage Sale	3,185.67	
Interest	9.55	
Individual donation/2015 (Darrel Waters/moving)	500.00	
Total receipts:		\$4,199.22

Disbursements

Spring Luncheon	216.15	
Fall Rummage Sale	0.00	
Christmas Luncheon	274.59	
Spring Rummage Sale	168.47	
Miscellaneous - supplies, etc.	0.00	
Gifts to Nonprofits (900)		
- Planned Parenthood	300.00	
- Hawthorne Helps	300.00	
- Project Legacy	300.00	
	1,559.21	
<u>Gifts to the Church:</u>		
Hospitality: coffee, cocoa, lemonade, etc.	999.02	
Chalice Camp (60 first Aid Kits @ \$3)	180.00	
150th Stained Glass Window	1,620.00	
	2,799.02	
Total Disbursements:		4,358.23

Checking Account - April 30, 2016 **4,234.13**

Checking Account

Balance - April 30, 2016 \$4,234.13

Clara Barton Guild Leadership Memorial Fund

Balance - April 30, 2015	\$21,239.95	
Interest earned	202.66	
Transferred from checking	0.00	
Balance - April 30, 2016		\$21,442.61
- CD #1702 maturing 12/01/2016:	\$1,729.42	
- CD #1705 maturing 05/21/2016:	\$4,142.38	
- CD #1706 maturing 5/21/18:	\$5,143.85	
- CD #1707 maturing 5/21/17:	\$5,228.38	
- CD #1708 maturing 05/03/2018:	\$5,198.58	

Total Assets on Hand - April 30, 2016 **\$25,676.74**