

Annual Report 2016-17

Annual Meeting of the Congregation

Sunday, June 11, 2017 - 11:15 AM

Our Year of Search and Transition



Rev. Fritz Hudson
Interim Minister
2015-16 and 2016-17

Rev. Luke Stevens-Royer
Minister
August 2017

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



We are a Welcoming Congregation

1727 Walden Lane SW • Rochester, Minnesota 55902

PHONE: (507) 282-5209
WEBSITE: www.uurochmn.org

E-MAIL: office@uurochmn.org
minister@uurochmn.org

Leadership 2016-17
First Unitarian Universalist Church
Rochester, Minnesota

Staff		Board of Directors	
Interim Minister Co-Congregational Administrator (office) Co-Congregational Administrator (records) Coordinator of Congregational Life Music Co-Directors Director of Religious Education Child Care Coordinator Custodian	Rev. Fritz Hudson Jody Tharp Connie Schuelka Melissa Egger Joe Mish & Connie Schuelka Joyce Rood Jaydn Shumaker Tom Rud	President Vice-President Secretary Treasurer Members at Large	Jerry Katzmann Gail Bishop Ann Hutton Rob Harveland Charyssa Cobb Randy Crawford Angela Davey Eric Egger Greg Turosak
Councils	Chair	Committees	Chair
Hospitality & Growth Council Fellowship Membership Hospitality Team Leaders	Ann Lien & Rebecca Rolstad Lyn Smith, Janet Breitenbach & Robin Taylor [open] Week: 1 Linda Thompson 2 Judy Jensen 3 Jean Hanson 4 Ron Chrisope 5 Ann Lien	Active: Caring Congregation Communications Finance History Leadership Development / Nominating Library Memorial Garden Property Interior Exterior / Grounds Design Stewardship Worship	Vikki Wolff Paulette DeMers Linda Thompson Sue Wheeler Beth Atkinson & Patty Trnka Kay Udey & Alan Goldberg Margaret Brandl George Huston Darrel Waters Bill Thompson Richard Hutton Chris Wendt & Jim Jensen Anne Black-Sinak
Relig Education Council (Children/Youth) Social Justice Council Disabilities Task Group Racial Justice Task Group Refugee Resettlement Task Group SOSL / Welcoming Congregation Task Group Community Service Outreach Groups: AARP Low Income Tax Assistance Community Food Response Family Promimse/IHN Co-coordinators: Hawthorne Helps Saturday Noon Meals MUUSJA & Environmental Justice Liaison Interfaith Worker Justice / In the City 4 Good	Ramona Barr Julie Gilkinson Paula Horner Phil Wheeler Elizabeth Katzmann & Cynthia Daube Patty Trnka & Paulette DeMers Ella Van Laningham Ella VanLaningham Julie Gilkinson Phyllis Beery, Lynne Kirklin, & Joyce Wood Sandy MacLaughlin & Sandy Ramage Roxanne Schlasner Anne Black-Sinak Jessie Stratton	Inactive: Denominational Connections Endowment Ministry Religious Education - Adult Safe Congregation Task Force	[open] [open] [not active during Interim] [open] [open]
		Other Groups	
		Audio Techs Sextons Clara Barton Guild	Bill Thompson Barb Foss Jessie Finch & Laura Lukes
Administrative Coordinating Team	Search Committee	Personnel Committee	Bylaws Task Group
Gail Bishop Rob Harveland Rev. Fritz Hudson	Mary Amundsen Aleta Borrud Judy Jensen Amy Nelson Dave Siljeborg Robin Taylor George Thompson	Randy Crawford Dave Edmonson Jo Payne Rev. Fritz Hudson, ex officio	Ann Hutton Kathy Brutinel Allen Bishop

updated 5/8/17

Table of Contents

ANNUAL MEETING OF THE CONGREGATION – June 11, 2017	iii
Agenda	iii
Nominating/Leadership Development Committee	iv
Board of Directors Covenant of Installation	vi
Minutes - Annual Meeting of the Congregation – June 12, 2016	vii
Minutes - Special Meeting of the Congregation - October 30, 2016	x
Minutes - Special Meeting of the Congregation - May 7, 2017	xii
LEADERSHIP	1
Board of Directors 2016-2017	1
Program & Administration Coordinating (Pac) Team	5
Pac-Team Monitoring Reports to Board of Directors	6
Treasurer - Budget vs. Actual 2016-17	12
Treasurer - Balance Sheet 2016-2017	15
Treasurer - Budget 2017-2018	16
Stewardship Committee 2016-17	18
Personnel Committee 2016-17	19
Ministerial Search Committee	21
STAFF	22
Minister's Report - Rev. Fritz Hudson	22
Acting Director of Religious Education (DRE)	25
Acting Coordinator of Congregational Life	27
Music Directors	29
Records of the Congregation	32
Donations to the Memorial and Gift Fund	32
Transitions 2016-2017	33
Donations Made on Charitable Contribution Sundays 2016-17	34
Attendance Records 2016-17	35
COUNCILS	39
Hospitality And Growth Council	39
Religious Education Council For Children And Youth (R.E.C.C.Y.)	42
Social Justice Council	44
Social Justice Council: People With Disabilities Task Group	49

Social Justice Council: Racial Justice Task Group	52
Social Justice Council: Refugee Resettlement Support Task Group	54
Social Justice: SOSL-Welcoming Congregation Task Group	55
Social Justice: Community Service Outreach Groups	56
COMMITTEES	61
Caring Congregation Committee	61
Communications Committee.....	62
Finance Committee	63
History Committee	65
Sophia Lyon Fahs Library Committee.....	66
Memorial Garden Committee.....	67
Property Committee	68
Design Committee	71
Worship Committee	72
GROUPS	74
Clara Barton Guild	74

ANNUAL MEETING OF THE CONGREGATION – June 11, 2017

**First Unitarian Universalist Church - Rochester, Minnesota
Sunday, June 11, 2017 – 11:15 am**

AGENDA

- 1.1 Call to Order
- 1.2 Minutes of the June 12, 2016 Annual Meeting
- 1.3 Reports on the 2016-2017 Church Year
 - a) Officers
 - I) President
 - II) Vice-President
 - III) Treasurer
 - b) Committees and Councils
- 1.4 Old Business
- 1.5 New Business:
 - a) 2017-18 Budget
 - b) Stewardship Award
 - c) President's Unsung Heroes Award
 - d) Recognition of Current Board and Committee Chairs
 - e) Report of the Nominating Committee
 - f) Election of Officers, Directors, and Nominations Committee
 - g) Installation of Board
- 1.6 Adjournment

The next Annual Meeting will be held Sunday, June 10, 2018.

NOMINATING/LEADERSHIP DEVELOPMENT COMMITTEE

Prepared and submitted by Patty Trnka

Committee Members

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

Meeting Information

Monthly from August until April.

Regular Activities of the Committee

1. Committee reviewed several sessions from UUA's *Harvest The Power* curriculum and decided to offer sessions #3 – 8, as these appear to speak to emerging leaders. Offered these sessions but only 3 church members attended first session and no one came to second session so series was cancelled.

Thursday January 19 th	7PM to 8:30PM	#1 Leadership Journey and #3 Power and Authority
Thursday February 2	7PM to 8:30PM	#4 Turning Points and Moments of Grace
Thursday February 16	7PM to 8:30PM	#5 Fated to be free
Thursday March 2	7PM to 8:30PM	#7 Integrity
Thursday March 16	7PM to 8:30PM	#8 Imagination and Creativity
2. Recruited candidates to be elected to the Board and Nominating Committee at the annual meeting.

Special Activities of the Committee

None

Committee Goals for Next Year

The committee wishes to express our gratitude to Rev. Fritz for his input about leadership development in our church over the past two years. It has helped us to clarify and develop realistic expectations for future programming.

Candidates for Board of Directors 2017 – 2018: **Term will end**

Officers may serve up to 4 years:

Jerry Katzmann, President	June 2018 (2 nd year)
Gail Bishop, Vice-President	June 2018 (2 nd year)
Ann Hutton, Secretary	June 2018 (3 rd year)
Garth Nelson, Treasurer	June 2018 (1 st year)

At-Large Members who need to be elected to 2 year terms, renewable once:

Chris Wendt – 1st year of 1st term	June 2019
Kate Thompson-Jewell - 1st year of 1st term	June 2019
Charyssa Cobb - 1st year of 2nd term	June 2019

At-Large Members who are continuing their term:

Randy Crawford – 2nd year of 2nd term	June 2018
Greg Turosak - 2nd year of 1 st term	June 2018

<u>Nominating/Leadership Development Committee:</u>	<u>To Be Elected</u>
Anita DeAngelis	June 2019
Aleta Borrud	June 2019
Joel Reid, 1st year of 2nd term	June 2019
Patricio Aleman joined Nominating Committee in Sept. 2016 and needs to be elected to a term that ends June 2018.	
Joe Lobl - first term	June 2018
Member who is continuing his term:	
Richard Hutton, 2 nd year of 2 nd term	June 2018

BOARD OF DIRECTORS COVENANT OF INSTALLATION

First Unitarian Universalist Church
Rochester, Minnesota

Minister

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

Board

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

Congregation

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

Board and Congregation

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

Congregation

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

Minister

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

MINUTES - ANNUAL MEETING OF THE CONGREGATION – JUNE 12, 2016

Call to Order: Vice President Jerry Katzmann officially counts a quorum of more than 50 members.

Minutes of Annual Meeting held June 7, 2015: **Motion** by George Thompson, second by Marge Dalen to approve the minutes as presented. No discussion. Motion carries.

Reports on the 2015-2016 Church Year:

I. Officers

- A. President - There is no president's report as David Kallmes is unavailable.
- B. Vice-President - See Annual Report. In addition to the Annual Report, VP Jerry Katzmann would like to add:
At a May Board Retreat, the board identified 5 goals:
 - 1. Test an administrative coordinating-team structure in an effort to move toward Policy Governance
 - 2. Edit Bylaws in a few select areas
 - 3. Develop and enter into a board covenant
 - 4. Improve communication between Board members and congregants
 - 5. Support the Ministerial Search Team.
- C. Treasurer - See pages 10-15 of Annual Report
 - 1. We have a balanced budget
 - 2. Budgeting was guided by the needs and wants of Committees
 - 3. Staff is being paid fair wages and we are a Fair-Share congregation again
 - 4. We exceeded the 150th *JumpStarter* fundraising expectations, we should start seeing improvements over the summer.

II. Committees and Councils

- A. Annual Reports from Staff and Committees & Councils
 - 1. Jerry would like to note: The recognition of volunteers during the flower service was inspiring as are the committee and staff reports in the Annual Report. Please take time to look through this as it is a wonderful representation of what our congregation does throughout the year.
 - 2. Jerry highlighted the Stewardship Report: A special effort was made to contact non-pledging members. At the beginning of the year there were 53 members who were not pledging. After the efforts of the stewardship team, there are only 14 members who are unable to pledge.
 - 3. Questions from the annual meeting attendees:
 - a) What do we pay in UUA/Mid America dues? Response: \$85/member
 - b) What happened when we did not pay fair share? Response: We pledged the amount we could
 - c) Additional discussion about membership/pledging/fair share.
- B. Finance - Linda Thompson is stepping in as Chair.
- C. Caring - Vikki Wolff is stepping in as Chair.

- D. History - Leslie Redinger is stepping down as Chair. A new chair has not yet been named.
- E. Hospitality & Growth - Rebekah Rolstad is stepping in as Co-Chair.
- F. Design - Richard Hutton is the new Chair.
- G. RE for Children and Youth Committee - is now a Council.
- H. Worship - Anne Black-Sinak is the new Chair.
- I. Social Justice - Julie Gilkinson encourages all to read the SJ report and hopes it inspires people to join.
 - 1. Paula Horner reported we are in the 2nd year of a 3-year pilot to become a UUA Accessible Congregation. Last year, Paula attended General Assembly and participated on a panel talking about Accessibility and Inclusion. Over 150 people participated in that session.
 - 2. Poverty Task Force has changed its name to Community Outreach.

Old Business: No old business identified.

New Business:

- A) 2016-2017 Budget - \$470,000 - See treasurer's report
 - a) Recognition of Continuing Board and Committee Chairs
 - i) Continuing Board Members, Committee Chairs, & Nominating Committee members are listed in the Nominating Committee Annual Report. David Kallmes and Erika Beetcher were thanked for their service on the Board.
 - b) Report of Nominating Committee
 - i) There is an additional Member-at-Large not listed in the Annual Report-Greg Turosak
 - ii) Linda Thompson moves to approve the slate of candidates and Pat Wimmer seconds. Motion carries.
 - (1) Jerry Katzmann as President
 - (2) Gail Bishop as Vice-President
 - (3) Ann Hutton as Secretary
 - (4) Rob Harveland as Treasurer
 - (5) Greg Turosak as member-at-large
 - (6) Randy Crawford as member-at-large
 - (7) Richard Hutton on Nominating Committee
 - c) Minister's Report
 - i) Printed report is a report of Activities
 - (1) Amend Joe Mish's name in Minister's Report (it is misprinted)
 - ii) Rev. Fritz's Goal as stated at the first meeting with members in August was to "Have Fun". When asked for a show of hands as to belief if this goal was achieved, it was overwhelmingly positive.
 - iii) To speak to the health of the congregation, Rev. Fritz would like to note that attendance at both services is roughly equal, showing a healthy congregation.
 - iv) Rev. Fritz is looking forward to the 2nd year of his interim ministry here.

- v) He reiterates that part of the job of an Interim Minister is to look at our history as well as toward the future.
 - vi) Rev. Fritz highlighted there is a pilot process going on the Southern US at UU congregations, trying to move from 'head-count' fair share giving to a percentage of budget for giving.
 - vii) We are also now a fair-compensation congregation for our staff. This was after looking at the position descriptions and moving one 'up' a level.
 - viii) Another thing ministers look at is the division of leadership among staff and members. The Board is willing to address delegation of authority and test out a shift toward Policy Governance.
 - ix) This is a good congregation, a strong congregation, and should do well in the search for a new, settled minister.
 - x) Keep moving forward and develop our vision for the future.
 - xi) Rev. Fritz would like to thank the congregation for "all of the fun" and looks forward to the next year.
 - xii) Members of the Ministerial Search Committee: Mary Amundsen, Aleta Borrud, Judy Jensen, Amy Nelson, Dave Siljenberg, Robin Taylor, and George Thompson. Meetings begin this week.
- d) Installation of the Board Members
 - i) Reminder that Board Meetings are Open Meetings
 - e) Reminder about the Fellowship opportunities over the summer
 - f) Chalice Camp registration is open

Joyce Wood moves to adjourn, Beth Atkinson 2nds. Annual meeting adjourned at 12:22pm.

Submitted by Amy Nelson, Acting Secretary

MINUTES - SPECIAL MEETING OF THE CONGREGATION - OCTOBER 30, 2016

12:15 p.m. -- Sanctuary

Meeting Minutes

1. **Call to Order:** President Jerry Katzmman requested a call of members to determine a quorum. A quorum of more than 50 members was determined. The Special Meeting of the Congregation was called to order by President Katzmman. Ann Hutton, Secretary and Chair of the Ad Hoc Bylaws Committee reviewed the proposed amendments.
3. **Article 3, Section 3.1 ---** Motion by Amy Nelson, second by Marge Dalen to approved the proposed amendment. Discussion included motion to amend by Phil Wheeler, second by Paul Scanlon to add the phrase "financial or other" prior to the words contribution of records. Motion to amend carried. The amended motion carried.

New language as approved: After the initial period of membership, membership is maintained by making and paying a pledge, making a financial or other contribution of record, or by affirming continued interest in membership, in writing on a form provided by the church. Only members may be members of the Board of Directors (hereafter referred to as the Board), be Officers of the Church, or vote at any meeting of members or on any action taken by the members without a meeting. Only members are entitled to notice of meetings of members.

4. **Article 4, Section 8 --- Motion** by Kim Edson, second by Ramona Barr to accept the proposed amendment. Discussion included a motion to amend by Phil Wheeler second by Kathy Brutinel "except where specified in the bylaws." Motion to amend carries. Additional discussion requested an addition of the phrase and/or. Grammatical additional "and/or" accepted as a friendly amendment. The amended motion carried.

New language as approved: Only members may vote. Each member shall have one vote. There shall be no cumulative voting. Members may vote by voice, show of hands, paper and/or electronic ballot at the discretion of the Board except where specified in the bylaws.

5. **Article 7, Section 3 ---** Motion by **Ramona** Barr, second by Patty Trnka to accept proposed amendment. Discussion. Motion carried.

New language as approved: The Board of Directors is the governing body of the Church. It has responsibility for the property of the Church, the conduct of its business affairs, and the administration of its services. By its own action or through delegation to the Minister, councils, committees, or tasks groups, the Board shall:

6. **Article 8, Section 3 ---** Motion by **Kathy** Brutinel, second by Amy Nelson to accept the proposed amendment to eliminate specific reference to the Committee on Ministry. Discussion. Motion carries.
7. **Article 8, Section 6 ---** Motion by **Amy** Nelson, second by Patricia Wimmer to accept the proposed amendment. Discussion included a motion to amend by Randy Crawford, second by Charyssa Cobb to delete the reference to the Minister. Motion to amend carried. Motion by Phil Wheeler, second by Amy Nelson to add the word "employment." Motion to amend carried. The amended motion carried.

New language as approved: The Personnel Committee shall work with the Minister to create an effective, efficient, and responsive working environment, and to recommend fair compensation

and benefit packages in line with UUA guidelines. The Committee will maintain a process for hearing grievances related to personnel matters and advise the Board and Minister on matters pertaining to state and federal employment law. The Committee will be composed of at least three church members appointed by the Board.

8. **Article 9, Section 2** --- Motion by Kathy **Brutinel**, second by Bill Thompson to accept the proposed amendment. Discussion. Amendment motion carries.

New language as approved: At an Annual Meeting or other meeting duly called for the purpose, the Church shall elect a Ministerial Search Committee for the purpose of recommending a ministerial candidate to the membership. The decision to call a Minister will require a 75% vote of the members of the Church present at a meeting duly called for that purpose.

9. **Article 9, Section 4** --- Motion by Ann Hutton, seconded by Kim Edson to delete the wording of the amendment as initially proposed and to approved the recommended new wording. Discussion included a motion to amend by Phil Wheeler, second by Ramona Barr to allow electronic voting at the dismissal of a minister. Motion to amend failed. The amended motion carried.

New language as approved: A motion to dismiss the Minister may be considered only at a Special Meeting duly called for that purpose. Such a Special meeting may be called only by a majority vote of the total Board membership or by a written petition signed by 20% of the current church members.

Notice of such a meeting shall be given no fewer than 30 days in advance of the meeting. Votes on the motion shall be cast by written ballot.

If the total number of ballots cast comprises at least 51% of the members of the church, the Minister may be dismissed by a simple majority vote of the members present and voting at the Special Meeting.

10. **Meeting adjournment:** **President** Jerry Katzmann commended those present for acting on our fifth principle: *The right of conscience and the use of the democratic process within our congregations and in society at large*. Having no further business to come before the congregation, President Katzmann adjourned the special called meeting.

Meeting adjourned.

Respectfully submitted, Ann Hutton, Secretary

MINUTES - SPECIAL MEETING OF THE CONGREGATION - MAY 7, 2017

12:30 p.m. - Sanctuary
Meeting Minutes

1. **Introduction:** President Jerry Katzmman reminded those gathered of Rev. Fritz Hudson's upcoming departure. Anyone wishing to contribute to farewell gift may do so. The collection plate was passed. Jerry also gave an update on this year's Stewardship campaign which is drawing to a close.

Jerry recognized the Transition Team: Ramona Barr (Chair), Ronice Donovan, Brian Lind, Frank Druktainis and Kathy Brutinel

Jerry recognized the Ministerial Search Nominating Committee: Joel Reid (Chair), Beth Atkinson, Patty Trnka, Charyssa Cobb, Randy McKeeman and Peter Edl

Jerry recognized the Ministerial Search Committee: Amy Nelson (Chair), Mary Amundsen, Aleta Borrud, Judy Jensen, Dave Siljenberg, Robin Taylor and George Thompson
2. **Chalice Lighting:** Amy Nelson shared the chalice lighting by Erik Walker Wickström which was read at every Search Committee meeting.
3. **Call to Order:** President Katzmman called to order a special meeting of the congregation with the specific purpose to vote on the calling of Rev. Luke Stevens-Royer as our next settled minister. Jerry requested a call of members to determine a quorum. A quorum of more than 50 members was determined with a total attendance of 158 individuals and 151 voting members present.
4. **Congregational Vote:** Motion by Amy Nelson on behalf of the Ministerial Search Committee to extend a call to Rev. Luke Stevens-Royer as our next settled minister; second by acclaim. Jerry called for a voice vote:
In favor: 151
Opposed: 0
Abstaining: 0
5. Amy offered details pertaining to the next steps and a future announcement following a decision by Rev. Luke.

The Ministerial Search Committee will collect cards from anyone wanting to offer good wishes and support to our new settled minister. There will be a collection box in the lobby until May 18. Everything will then be sent to Rev. Luke.

Meeting adjourned.

Respectfully submitted, Ann Hutton, Secretary

LEADERSHIP

BOARD OF DIRECTORS 2016-2017

Jerry Katzmann (President)
Gail Bishop (Vice President)
Ann Hutton (Secretary)
Rob Harveland (Treasurer)
Charyssa Cobb (Director at-large)
Randy Crawford (Director at -large)
Angela Davey (Director at -large)
Eric Egglar (Director at -large)
Greg Turosak (Director at -large)

The Board has functioned well during the 2016/17 church year. The Board had a leadership retreat in August, led a Special Congregational Bylaws meeting, and had monthly Board meetings (below).

The Board has explored a new leadership model in order to move to Policy Governance. We established a Program and Administrative Coordinating Team (PAC-Team) and delegated some responsibilities to it. In addition, the Board has set limitations on PAC-Team authority. The PAC-Team submits a monthly report to the Board on the progress toward the fulfillment of our vision as well any activities that have gone beyond their limitations. This year's PAC-Team membership was the Minister, Board Vice President, and Board Treasurer. They led the Program Council at its quarterly meetings. Bylaw amendments formalizing the PAC-Team and Program Council descriptions will come forward next church year after we have another year of experience and have worked with the new minister.

The establishment of the PAC-Team has freed the Board to focus on visions/goals, communication, and stewardship:

Vision/goals- a congregational visioning workshop led by Rev. Fritz identified a primary vision of ministering to children, youth and young families and subsequent visions of outreach to community partners, intergenerational fellowship, and adult education. The Board and PAC-Team focused this year on the primary vision.

Communication- in order to foster transparency and communication with members, the Board sent a monthly email letter to every member and highlighted Board activities. Each Board member sent the letters to a subgroup of approximately 40 members to establish a communication partnership.

Stewardship- the Board worked closely on stewardship and became ad hoc members of the Stewardship Committee. Board members sent the initial canvass letters to their mailing group and followed up with thank you notes to members who submitted pledge forms and reminders to those who hadn't.

Individual Directors have assumed the following additional responsibilities:

Gail Bishop and Rob Harveland are members of the PAC-Team

Ann Hutton chaired the bylaws committee and the Candidating week organizing committee

Charyssa Cobb was on the special nominating committee to define the ballot candidates for the Ministerial Search Team and is also on the Candidating week organizing committee

Randy Crawford chairs the Personnel Committee

Eric Egglar organized the Board Pancake dinner

Greg Turosak was on the Negotiating Team for the settled minister's "ministerial agreement"

June 15, 2016 Board meeting

1. Welcomed new Directors (Gail Bishop, vice president; Greg Turosak, member-at-large)

2. Approved new committee chairs (Vikki Wolff, Caring Congregation; Rebecca Rolstad, Co-Chair Hospitality; Linda Thompson, Finance; Anne Black-Sinak, Worship; Richard Hutton, Design)
3. Approved continuing committee chairs (Paulette DeMers, Communications; Julie Gilkinson, Social Justice Council; Tara Freimund, RE Council; Ann Lien, Co-Chair Hospitality Council)
4. Discussion of Board goals for the year
5. Paulette DeMers and Jody Tharp joined the meeting to describe communication methods for the monthly letter from Directors to members.
6. Fritz shared his year 1 Interim assessment and asked the Board to provide their assessment and submit it to the UUA.
7. Ann Hutton agreed to serve as chair of a Bylaws update task force.
8. Randy Crawford will chair Personnel committee.

August 17, 2016 Board meeting

1. JumpStarter expenditures for AV and handrail have begun.
2. DRE search committee (Rev Fritz and Tara Freimund) began reviewing applications
3. The Board will have a separate meeting with the Ministerial Search Committee and Directors are also encouraged to attend other Cottage meetings.

August 20, 2016, Leadership retreat [9:00 a.m. - 4:00 p.m.]

1. Reviewed Board responsibilities and Church bylaws
2. Discussed Board Covenant
3. Set Board goals, 2016/2017
 - A. Bylaws changes:
 - a. Delegate authority to include minister and staff
 - b. Personnel committee description
 - c. Criteria for hiring [calling] & firing minister
 - B. Establish a Programmatic Administrative Coordinating Team (PAC-Team) and evaluate its function and interaction with the Board
 - C. Agree to a Board Covenant to act to further the mission of the church
 - D. Communicate the Board's work and foster Stewardship of our congregation
 - E. Support the Search Team and participate in their interactions with the congregation.

September 21 Board meeting

1. PAC-Team: set volunteer fair for 9/25 (81% of members currently volunteer at church), Chris Wendt and Jim Jensen have been approached to chair the Stewardship campaign, changes from Finance and PAC to Special Purpose Funds purpose and expenditures were reviewed and approved
2. Personnel Committee membership approved (Randy Crawford, Dave Edmonson, and Jo Payne)
3. Ad hoc bylaws Committee (Ann Hutton, Allen Bishop, Kathy Brutinel) proposals approved
4. Signatures for bank accounts approved (Connie Schuelka, Jerry Katzmman, Rob Harveland, John Helmers)

October 19, 2016 Board meeting

1. Search Committee update
2. Discussed Ministerial agreement with the Negotiating Team (Dave Siljeborg, Greg Turosak, Jody Edmonson)
3. Board photo [Angie]

October 30, 2016 Special Congregational Meeting [Bylaw amendments]

The bylaw amendments brought to the congregation relate to: 1) calling a minister requires at least 75% approval at a congregational meeting, and it is proposed that dismissal requires a simple majority, 2) at the discretion of the Board, it is proposed that some congregational votes may include the ability for members to also vote by electronic ballot, 3) maintaining membership requires payment of an annual pledge or affirmation in writing of the desire to continue membership. It is proposed that any contribution of record will also maintain membership, 4) in addition to delegating certain responsibilities to committees, councils, and task forces, it is proposed that the Board may also delegate responsibilities to the Minister, 5) it is proposed that the specific composition of the Personnel Committee be removed from the bylaws in order to give the Board flexibility in staffing this committee, 6) it is proposed to remove the Committee on Ministry from the bylaws. The Board will perform this function for the near future.

November 16, 2016 Board meeting

1. Review status of Board goals
2. Approved PAC-Team description, limitations, and the Board delegation and monitoring of PAC-Team

December 21, 2016 Board meeting

1. Coord. Congregational Life (CCL) search team (Rev Fritz, Joe Lobl, Ann Lien)
2. Budget recommendations for the 2017/18 pledge drive from Program Council were reviewed. These included requests for new [or increased] staff: part time office assistant, youth coordinator, and social justice coordinator as well as an increase in CCL hours.
3. Vision and goals discussion: intergenerational fellowship, adult education, community partners

January 18, 2017 Board meeting

1. Salary "step" proposal reviewed and sent to Personnel Committee
2. Childcare coordinator search begun
3. Donation response to Human Needs Fund was robust
4. Rev Fritz has planned ZOOM meetings for RE families in the next few weeks to discuss successes and needs
5. Annual pledge drive goals, Cottage meeting dates, and kick-off (Founder's Day: 1st Sunday in March) defined
6. Rev Char Tarashanti's request to continue associate minister status approved (later in the year Char moved and resigned)
7. Ann Hutton to chair ad hoc committee organizing Candidating week (Ann Hutton, Charyssa Cobb, Robin Taylor, Amy Nelson)

February 15, 2017 Board meeting

1. Staff salary "step" plan approved
2. ZOOM meetings with RE families well received: children in at start of services, coordination of classroom and service topics, and take-home discussion sheets are all appreciated. We need more family fellowship opportunities outside of Sunday morning
3. Notice from City of Rochester regarding Historic Building Designation. Gail attended city meeting. The Board will continue to clarify issues and pursue designation.
4. Marie Davidiak and Frank Druktainis approved as co-Chairs of SJC starting in September 2017.

March 25, 2017 Board meeting

1. Video monitor expenses endorsed to Property Committee to set timeline and priorities
2. Bylaw changes for PAC-Team and Program Council reviewed.
3. Approval to hire office temp with funds slated for new Church management software in order to free Jody Tharp to evaluate, implement and learn software.
4. Board president authorized to sign Ministerial agreement when negotiating team and minister finalize the agreement.

April 19, 2017 Board meeting

1. Education of Directors on Sanctuary Church Resolution (Phil Wheeler) and consensus to use April Board letter to provide information to congregation.
2. Ann Hutton will chair annual meeting in absence of president and vice president
3. PAC-Team limitation: proposal of expenditure from reserve funds bypassed Finance Committee. Board had approved the expenditure for the office temp but will need to review the policy to streamline.
4. PAC-Team and Program Council bylaw amendment will be part of a more comprehensive bylaws amendment meeting in the 2017/18 church year.
5. Beginning of discussion of “sex offender risk reduction” plan.

PROGRAM & ADMINISTRATION COORDINATING (PAC) TEAM

Prepared by Gail Bishop, PAC-Team Chair

Members:

The PAC-Team is composed of the Minister plus two or three Church Members appointed by the Board of Directors. The PAC-Team Charter was approved by the Board on 11-6-2016. Team members for the 2016-17 church year were:

Reverend Fritz Hudson
Gail Bishop – Board Vice-Chair, PAC-Team Chair
Rob Harveland – Board Treasurer, Pac-Team Recorder

Function:

Exercise the authority delegated to it by the Board of Directors to marshal and invest the Church's human and material resources to pursue realization of the Board's written Vision using any reasonable means, which comply with the Board's policies.

Regular activities:

- 1) Sets PAC-Team Policy and oversees its implementation
- 2) Convenes and conducts meetings of the Program Council to:
 - a) Charter Councils & Committees and set Program Council Policy
 - b) Inform the Program Council of Board of Directors' Vision & policies and PAC-Team policies
 - c) Establish program & operations goals and monitor progress toward their achievement
 - d) Solicit Program Council input & support on program & operations, including proposed budgets
- 3) At each regular meeting of the Board of Directors, the PAC-Team reports, in writing,
 - a) Indices of progress achieved and obstacles encountered, since the prior meeting, in realizing the Church's Vision, and
 - b) Instances of non-compliance with the Limitations policies since the prior meeting.
- 4) Oversees Program Council, Council & Committee policy-setting
- 5) Recruits and approves chairpersons for committees in the event of a vacancy
- 6) Consults with committee leaders to remove obstacles to full functioning
- 7) With income & asset projections provided by the Finance Committee, oversees the preparation and presentation of an annual budget proposal from the Program Council to the Board of Directors
- 8) Conducts or arranges for at least one volunteer recruitment event each program year

Meetings:

The Pac-Team met the second and fourth Tuesday of each month or as needed.

Reporting and monitoring:

The PAC-Team submits a monthly report to the Board on the progress toward the fulfillment of our vision as well as any activities that have gone beyond established limitations. By-laws amendments formalizing the PAC-Team and Program Council descriptions will come forward next church year after we have another year of experience and have worked with the new minister. The first monitoring report to the Board began November 14, 2016. Below are two yearly summations. The first sections are the Visioning reports and the second set Limitations. *Note: there was not activity in all categories each month and for a full description of social justice work please refer to the Social Justice Council section in the Annual Report. Reporting includes activities, etc. from Board meeting to Board meeting.

Pac-Team Monitoring Reports to Board of Directors

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

VISION**1. (A community)**

November:

- a.) Special post-election worship service: "A time to Breathe, 65 attendees
- b.) Church service auction 62+ bidders

December:

Adult Sunday Worship Attendance Average	2014	2015	2016
September>November	121	151	147

- a.) Thanksgiving dinner event in November

January:

- a.) Events since Dec.21: Armchair Traveler Programs

February:

- a.) Arm chair Traveler series
- b.) Valentine Tea 2/12
- c.) Board Pancake supper 2/12

March:

Adult Sunday Worship Attendance Average	2014	2015	2016
December>February	117	135	139

- a.) Wine Tasting 2/18, Family Game night 3/10,
- b.) Stewardship cottage Mtgs. 7 sessions, 55 households participated

April:

- a.) Around the World Potluck 3/18
- b.) Taste of Faith Cooking Class 4/19

2. (A Compassionate community)

November:

- a.) Auction Contribution to Catholic Social Svc Refuge Program: \$4075+
- b.) Caring Connection Direct Report>December

December:

- a.) Caring congregation Direct Report

January:

- a.) Caring Tea 12/22
- b.) Contributions to Human Needs Funds 12/24: \$1,774.75

March:

- a.) Events since 2/15: Memorial Service of Helen Dodge 2/18
- b.) Rothwell Retirement 2/26

April:

- a.) Caring Connection Meal for choir provided 3/15

3. (A Welcoming community)

November:

Sunday Visitor Records

Jun>Oct	2014 Total	2015 Total	2016 Total	2016 1xRtrn	2016 3x Rtrn
All Households	19	19	37	20	11
Households w/children	?	7	12	8	4

a.) Two sessions Pathways to Membership offered: 10 Attendees

December:

Sunday Visitor Records

June > November	2014 Total	2015 Total	2016 Total	2016 1x Rtrn	2016 3x Rtrn
All Households	22	28	37	18	9
Households w/Children	?	?	9	6	4

> New Members June>Nov: 16 0 3

January:

Visitor Households YTD	2014 Total	2015 Total	2016 Total	2016 1x Rtrn	2016 3x Rtrn
All Households	32	47	52	27	14
Households w/Children	?	?	13	9	5
New Member Households YTD	12	2	5	***	***
Pledge Units Lost YTY	20	11	TBD	***	***
Pledger Units Gained YTY	14	28	TBD	***	***

February:

- a.) Pathway to Membership class 1/26
- b.) "Jihad" Sunday Worship Service with outreach to Rochester Muslim, Mosques 2/5

March:

- a.) Events since 2/15: Pathway to Membership 2/23
- b.) New Member Dinner 2/25

April:

Visitor Households Year-to-Date	2014 Total	2015 Total	2016 Total	2016 1x Rtrn	2016 3x Rtrn
All Households	38	58	72	32	19
Households w/Children	?	?	15	9	6
New Member Households YTD	18	9	10	***	***
Pledge Units lost YTY	20	11	TBD	***	***
Pledge Units gained YTY	14	28	TBD	***	***

a.) Pathways to Membership class 4/4 8 attendees

4. (A community that nurtures spiritual growth)***Our Church is in touch with, involved with, and supportive of younger people******A.) With youth as they seek out connections with adulthood***

November:

- 1.) Sunday afternoon program (WHY): Sep-Oct: 2016: 3 sessions; Avg: 4 youth; 2 adults
- 2.) Other programs: Des Moines Youth Con: Attenders: 3 youth, 0 adult leaders, 1 staff
- 3.) Youth Leadership Fund Policy: Adopted with family church membership requirement

December:

- 1) Sunday PM program (WHY): Sep-Nov: 2016: Sessions: 5 Attenders: 8 youth; 4 adults

February:

- 1.) Scholarship to Jackson Young for UUA Leadership School for Youth of Color

March:

- 1.) Events since 2/15: Youth conference 2/24-2/26:10 Rochester Youth, 7 Iowa & Kansas

April:

- 1.) Bowling & Laser Tag Event held (Mar.22): 16 youth attenders, 9 adult leaders

B.) With young adults who seek a new community***C.) With younger families who seek support in raising children***

November:

- 1.) Pre-Halloween Family social: Est. Attendance: 35 children, 20 adults

January:

- 1.) Our Whole Lives program begun (4th-6th Grade)

February:

- 1) Tending the Flame Parent Support Group offered jointly with 4-6th Grade OWL
- 2) Random Acts of Kindness & Valentine Card Writing Social (2/4)

March:

- 1.) Events since 2/15: Family Game Night 3/10
- 2.) Parent Pager Service from Nursery

D.) With young children (who seek naturally, & revel in older companionship.)

November:

Sunday morning classroom attendance comparison

Adult + child Classroom Attendance Average	2014	2015	2016
June>August	14	3	9
September>October	55	40	39

December:

Sunday morning classroom attendance comparison

Adult + Child Classroom Attendance Average	2014	2015	2016
September>November	49	44	41

January:

Church Household Census:

- Member Households Total: 235
- Member Households with Children under 19 Total: 54
- Member Households with Children Participating in RE Aug-Dec 2016:..... 30
- Member Households with Children Not Participating in RE Aug-Dec 2016:..... 24
- Friend Households with Children Participating in RE Aug-Dec 2016: 9

March:

RE Classroom Sunday Morning Attendance	2014-15	2015-16	2016-17
December>February	33	38	43

E. (A community that practices justice)

November:

- 1.) Auction Contribution to Catholic Social Svc. Refugee Program: \$4,075
- 2.) 1 church member participating in the North Dakota UU Witness w/ Standing Rock Sioux

December:

- 1.) 2 church members participated in the North Dakota UU Witness w/ Standing Rock Sioux
- 2.) Share the Plate contribution to Standing Rock Sioux: \$1900

January:

- 3.) Share the Plate contribution to Diversity Council (Jan.15): \$883.27

February:

- 1.) Gender Issues Workshop with 40+ in attendance (Jan.29)
- 2.) Immigrant/Refugee Support Rally (Peace Plaza) with significant UU Presence (Jan.29)
- 3.) Racial Disparity in School Discipline Presentation w/ NAACP (STEM Academy) (Feb.4)
- 4.) Land Management Workshop Sponsored Church Building Use (Feb.11)
- 5.) Disability Task Force participation in Legislative Forum (SEMCIL) (Feb.11)

March:

- 1.) "Love Your Neighbor" Yard Signs: 50+ distributed & Church banner: in preparation for installation.
- 2.) Diversity Council Allies & Advocates Trainings: 2/22, 3/5
- 3.) Land Stewardship Project (building Use) 3/11
- 4.) Rochester for Justice Town Hall (Building Use) 3/13
- 5.) Family Promise: buddied w/Good shepherd Lutheran, Training 3/7 – 2 members attended
- 6.) Share the Plate> MUUSJA: \$949.26 2/19
- 7.) Hawthorne Helps > RE Social Justice Sunday Contributions 2/26

April:

- 1.) Love Your Neighbor sign on church property erected (Mar.25)
- 2.) Disability Task Group Worship Service on Autism presented (Mar.26)
- 3.) Immigrant Sanctuary Resolution Post-Bulletin article published (Mar.27)
- 4.) "Indivisible: Health Care" met in building rent-free (Apr.10)
- 5.) Racial Justice Group School Board Testimony on Disparity in Discipline (Apr.11); Post-Bulletin article published (Apr.12)

LIMITATIONS**1. Global Limitation**

The PAC-Team shall not cause or allow any practice, activity, decision or organizational circumstance that is

A. unlawful, or

April:

-Without Board approval, Social Justice Council authorized 3-month rent-free building use to "Indivisible Health Care" (April-June)

-violation of Bylaw Article X. "Application for the use of the Church's buildings by groups . . . advocating actions along social or political lines may be approved only by the Board)

B. imprudent, or

November:

-Parent Consent Form not used for Des Moines Con: Found & Will be use

- C. in violation of the Church By-laws, or
November:
- **Program Council voting rights expanded**
- D. in violation of commonly accepted business or professional ethics.

2. Financial Activities: Expenditure or Encumbrance of Reserve Funds.

- A. The PAC Team will make no commitment of funds from the Endowment Fund except as accords with the Church Bylaws.
March:
- **Memorial Fund: Children's Name Tags Cabinet: Approved 3/9**
April:
- **Expenditure of Major Maintenance & Replacement Funds (JumpStarter) for Temporary Office Staff to support Data Base Selection and implementation was authorized by PAC-Team without prior submission to Finance Council for approval (violation of Policy F-7 "Reserve Funds: Purpose and Authorization)**
- B. Expenditures or encumbrances of \$1,000-\$4,999
April:
- **Temporary Office Staff employed to support Data Base Selection and implementation: \$4,000**

3. Treatment of Church Constituents or Participants

With respect to treatment of church constituents or participants, the PAC Team will not cause or allow conditions, procedures, or decisions that are

- A. inconsistent with Unitarian Universalist Principles, or inhumane or
- B. unfair or
- C. unsafe, or
November:
- **Childcare Provider Policy: Minimum Age changed from 13 to 11.**
December:
- **Handicapped parking access to front door unsafe in snow melt; Property Council has ordered temporary warning signs**
- D. unhealthy, or
November:
- **AED un-maintained; Responsibility re-assigned to staff**
- **Worship Associate Emergency Policy: Lost, Found, Under review**
- E. disrespectful, or
- F. unnecessarily intrusive, or
- G. unprotective of appropriate confidentiality or privacy, or
- H. discriminatory based on race, ethnicity, national origin, gender, physical disability, marital status, sexual orientation, or gender characteristics, identity, or expression.
November:
- **Building Use Policy: Support for Church Member Rites of Passage expanded**
December:
- *disability:* **Sunday handicapped parking slots insufficient.**

Property Council has ordered sign to re-designate Minister slot as Sunday limited mobility slot

January:

- **Disability: Parent concerns about accessibility of RE program to children with autism have been expressed to PAC-Team.**
- **DRE is exploring workable accommodations with parents.**

February:

- **Disability: Parent concerns about RE accessibility to children autism:**
 - *Staff initiated inquiry with Parents; response pending**
 - *Disability Task Force engaged with Parent**

4. Treatment of Church Staff

With respect to treatment of paid staff or volunteer staff,

- A. The PAC-Team will not cause or allow conditions, procedures, or decisions that are listed as 3. A-1

January:

- **Disability: Parent concerns about accessibility of RE program to child with autism have been expressed to PAC-Team.**
- **DRE is exploring workable accommodations with parents.**

- B. The PAC-Team will not operate without, or fail to comply with, written personnel policies that protect against wrongful conditions and provide for effective handling of grievances.

November:

- **Minister role in Personnel Committee: By-law amended to remove as member**

ACCOMPLISHMENTS IN 2016-17

- 1) Leadership training workshop held August 20, 2016 with 26 attendees
- 2) Volunteer Fair
 - a. Coordinated solicitation of church participants compiled by Jody Tharp, Co-Office Administrator
- 3) Established a church ZOOM Account
- 4) Developed a monitoring report format for the Board reflecting Church Visions of community, welcoming and the practice of justice and reporting on limitations, -global, financial, treatment of church participants and church staff
- 5) Recruited Stewardship Co-chairs Chris Wendt and Jim Jensen
- 6) Recruited Social Justice Co-Chairs for 2017-18 church year – Marie Davidiak and Frank Druktainis
- 7) Approved Library Committee Chair persons - Goldberg and Kay Udey
- 8) Facilitated RE Parent ZOOM Talks
- 9) Attended informational meeting about Potential Landmark Properties by the City of Rochester 2-22-17
- 10) Proposed Program Council By-laws changes
- 11) Reviewed and established the following policies
 - a. Building and Furnishings Use Amendment 11-7-16
 - b. Building and Furnishings Use 11-12-16
 - c. Budget -Line Over-Expenditure 11-11-16
 - d. Program Council, council, Committee & Staff Authority 11-11-16
 - e. Executive Limitations policy 11-06-16
- 12) Gathered input from Program Council members for Bylaws changes under Articles 7 and 8.
- 13) Committees updated descriptions, with the Pac-Team providing standard language for non-Standing Committees, with regard to the organization, meetings and reporting sections of their descriptions.

TREASURER - BUDGET VS. ACTUAL 2016-17

			2016-2017 Actual	2016-2017 Budget	Delta	
					\$	%
Income			\$463,039.04	\$470,023	\$(6,984)	99%
1	Donations		\$36,589.19	\$41,200	\$(4,611)	89%
1.1	Fundraisers		\$20,304.86	\$27,000	\$(6,695)	75%
1.2	Plate		\$16,284.33	\$14,200	\$2,084	115%
2	Other income		\$6,452.27	\$7,000	\$(548)	92%
2.1	Interest		\$2.95	\$600	\$(597)	0%
2.2	Dividends		\$1,093.32	\$850	\$243	129%
2.3	Woodworth Trust		\$200.00	\$50	\$150	400%
2.4	Building Usage Fees		\$4,771.00	\$5,500	\$(729)	87%
2.5	RE Materials Fee		\$385.00	\$-	\$385	0%
3	Pledges		\$419,997.58	\$421,823	\$(1,825)	100%
3.1	Current pledges		\$408,598.89	\$424,251	\$(15,652)	96%
3.2	Mid-year pledge renewals		\$665.06	\$1,000	\$(335)	67%
3.3	New pledges		\$6,093.63	\$5,300	\$794	115%
3.4	Previous year pledges		\$4,640.00	\$4,000	\$640	116%
3.5	Unrealized pledges (3%)		\$-	\$(12,728)		0%
Expenses			\$446,637.32	\$470,023	\$(23,386)	95%
4	Administration/Communication		\$14,489.76	\$15,675	\$(1,185)	92%
4.1	Phone		\$1,407.42	\$1,500	\$(93)	94%
4.2	Postage		\$965.95	\$900	\$66	107%
4.3	Supplies and printing		\$2,864.18	\$3,000	\$(136)	95%
4.4	Copier		\$2,499.34	\$2,500	\$(1)	100%
4.5	Computer Maintenance & Supplies		\$2,725.07	\$2,750	\$(25)	99%
4.6	Internet Access		\$719.88	\$800	\$(80)	90%
4.7	Mileage		\$168.53	\$200	\$(31)	84%
4.8	Bank Charges		\$988.98	\$900	\$89	110%
4.9	Website Management		\$950.30	\$1,300	\$(350)	73%
4.10	Licensing Fees		\$228.38	\$225	\$3	102%
4.11	Software Licensing		\$627.73	\$1,300	\$(672)	48%
4.12	Background Checks		\$344.00	\$300	\$44	115%
5	Congregational Life Activities		\$374.43	\$550	\$(176)	68%
5.1	Volunteer Appreciation		\$100.00	\$150	\$(50)	67%
5.2	Pastoral Care Supplies		\$59.29	\$200	\$(141)	30%
5.3	Caring Crafters		\$215.14	\$200	\$15	108%
6	Committees		\$11,302.28	\$17,500	\$(6,198)	65%
6.1	Board		\$49.99	\$500	\$(450)	10%
6.2	Caring		\$126.81	\$200	\$(73)	63%
6.3	Stewardship		\$-	\$400	\$(400)	0%
6.4	Hospitality & Growth		\$1,084.67	\$1,000	\$85	108%
6.5	Social Justice Council		\$2,594.01	\$3,500	\$(906)	74%
6.6	History		\$306.41	\$400	\$(94)	77%
6.7	Ministerial Search		\$6,662.71	\$10,000	\$(3,337)	67%
6.8	Communications		\$477.68	\$1,500	\$(1,022)	32%

7 Minister	\$114,543.47	\$113,661	\$882	101%
Benefits & Professional Expenses	\$24,543.47	\$23,661	\$882	104%
7.1 Benefits	\$14,839.15	\$14,661	\$178	101%
7.2 Professional Expenses	\$9,704.32	\$9,000	\$704	108%
Salary & Housing	\$90,000.00	\$90,000	\$ -	100%
7.3 Housing	\$36,000.00	\$26,358	\$9,642	137%
7.4 Salary	\$54,000.00	\$63,642	\$(9,642)	85%
8 Property Committee	\$8,134.95	\$8,050	\$85	101%
8.1 Maintenance & Supplies	\$7,239.36	\$7,000	\$239	103%
8.2 Landscaping	\$120.48	\$300	\$(180)	40%
8.3 Design	\$775.11	\$750	\$25	103%
9 Property Administration	\$28,431.05	\$31,062	\$(2,631)	92%
9.1 Garbage	\$2,705.47	\$2,196	\$509	123%
9.2 Insurance	\$4,431.00	\$4,431	\$(0)	100%
9.3 Mow & Snow	\$5,290.00	\$6,200	\$(910)	85%
9.4 Elevator Service	\$1,236.88	\$1,235	\$2	100%
9.5 Minnesota Energy Resources	\$7,658.20	\$9,500	\$(1,842)	81%
9.6 Rochester Public Utilities	\$7,109.50	\$7,500	\$(391)	95%
10 Lifespan Faith Development	\$2,895.87	\$3,500	\$(604)	83%
10.1 Children & Youth	\$2,895.87	\$3,400	\$(504)	85%
10.2 Adult RE	\$-	\$100	\$(100)	0%
11 Religious Services	\$8,571.02	\$9,850	\$(1,279)	87%
11.1 Candles and Flowers	\$219.37	\$450	\$(231)	49%
11.2 Music	\$6,451.48	\$7,000	\$(549)	92%
11.3 Speakers	\$1,900.17	\$2,400	\$(500)	79%
12 Staff	\$211,874.49	\$224,155	\$(12,280)	95%
12.1 Salary: Congregational Administrator/Office	\$44,200.00	\$44,200	\$-	100%
12.2 Salary: Congregational Administrator/Records	\$30,068.00	\$30,068	\$-	100%
12.3 Salary: Coordinator of Congregational Life	\$16,312.03	\$16,826	\$(514)	97%
12.4 Salary: Custodian	\$13,271.00	\$13,271	\$-	100%
12.5 Salary: Director of Religious Education	\$30,707.36	\$35,884	\$(5,177)	86%
12.6 Salary: Music Director/Choir	\$12,863.00	\$12,863	\$-	100%
12.7 Salary: Music Director/Keyboards	\$14,714.00	\$14,714	\$-	100%
12.8 Salary: Child Care Coordinator	\$1,761.61	\$1,100	\$662	160%
12.9 Retirement: Congregational Admin/Office	\$4,419.96	\$4,420	\$(0)	100%
12.10 Retirement: Congregational Admin/Records	\$4,478.04	\$4,478	\$0	100%
12.11 Retirement: Director of RE	\$-	\$3,588	\$(3,588)	0%
12.12 FICA: Minister	\$6,885.00	\$6,885	\$-	100%
12.13 FICA: Staff	\$12,506.68	\$14,097	\$(1,590)	89%
12.14 Insurance: Dental	\$1,008.00	\$672	\$336	150%
12.15 Insurance: Disability	\$1,211.45	\$1,249	\$(38)	97%
12.16 Insurance: Health	\$10,761.94	\$10,700	\$62	101%
12.17 Insurance: Life	\$876.76	\$1,375	\$(498)	64%
12.18 Insurance: Worker's Comp.	\$1,498.00	\$1,615	\$(117)	93%
12.19 Staff Development: Congregational Admin/Office	\$-	\$300	\$(300)	0%
12.20 Staff Development: Congregational Admin/Records	\$235.00	\$300	\$(65)	78%

12.21	Staff Development: Congregational Life
12.22	Staff Development: Director of RE
12.23	Staff Development: Music/Choir
12.24	Staff Development: Music/Keyboards
12.25	Staff Development: Staff Retreat
12.26	Child Care
12.27	Summer RE Youth Coordinator
13 Other	
13.1	UUA/MA Dues (352 members)
14 Cash Reserves	
14.1	UU Revue Fund (Church Copies)
14.2	Major Maintenance & Replacement Fund
14.3	Computer & Equipment Fund
14.4	Insurance Fund

Income-Expense	
Unrealized Gain/Loss on Investments	
Realized Gain/Loss on Investments	
Sales Commissions & Fees	
Mortgage Loan Payoff	
TOTAL EQUITY CHANGE	

\$-
\$1,084.10
\$382.56
\$410.00
\$-
\$2,005.00
\$215.00
\$29,920.00
\$29,920.00
\$16,100.00
\$300.00
\$9,000.00
\$1,800.00
\$5,000.00

\$16,401.72
\$1,226.32
\$-
\$-
\$(22,990.17)
\$(5,362.13)

\$600	\$(600)	0%
\$1,050	\$34	103%
\$400	\$(17)	96%
\$400	\$10	103%
\$100	\$(100)	0%
\$2,500	\$(495)	80%
\$500	\$(285)	43%
\$29,920	\$-	100%
\$29,920	\$-	100%
\$16,100	\$-	100%
\$300	\$-	100%
\$9,000	\$-	100%
\$1,800	\$-	100%
\$5,000	\$-	100%

\$0	\$16,402	
------------	-----------------	--

TREASURER - BALANCE SHEET 2016-2017

ASSETS		5/31/2016	5/31/2017	Delta	
Cash/Money Market		\$ 138,818.29	\$ 90,493.40	\$ (48,324.89)	-34.8%
Bremer:	ACH Account	\$ 149.82	\$ -	\$ (149.82)	-100.0%
F & M Bank:	ACH Account	\$ -	\$ 5,925.99	\$ 5,925.99	
Wells Fargo:	Checking	\$ 125,160.58	\$ 69,964.68	\$ (55,195.90)	-44.1%
Wells Fargo:	Cash Sweep Account	\$ 13,507.89	\$ 14,602.73	\$ 1,094.84	8.1%
UU Common Endowment Fund		\$ 70,969.52	\$ 78,563.76	\$ 7,594.24	10.7%
Flora Woodworth Trust		\$ 25,000.00	\$ 25,200.00	\$ 200.00	0.8%
Bremer:	CD - 24 month (due 4/14/18)	\$ 25,000.00	\$ 25,200.00	\$ 200.00	0.8%
Stock Donations (pledges)		Shares \$ 20,865.77	Shares \$ 48,763.92	\$ 27,898.15	133.7%
Amgen	AMGN	23 \$ 3,632.85	41 \$ 6,364.84	\$ 2,731.99	75.2%
Apple	AAPL	15 \$ 1,497.90	38 \$ 5,804.88	\$ 4,306.98	287.5%
AT&T	I	114 \$ 4,463.10	180 \$ 6,935.40	\$ 2,472.30	55.4%
Caterpillar	CAT	52 \$ 3,770.52	94 \$ 9,910.42	\$ 6,139.90	162.8%
Enbridge Energy	EEP	65 \$ 1,413.10	65 \$ 1,076.40	\$ (336.70)	-23.8%
IBM	IBM	30 \$ 4,612.20	96 \$ 14,652.48	\$ 10,040.28	217.7%
Techne Corp.	TECH	\$ -	6 \$ 672.48	\$ 672.48	
Verizon	VZ	29 \$ 1,476.10	29 \$ 1,352.56	\$ (123.54)	-8.4%
Wells Fargo	WFC	\$ -	39 \$ 1,994.46	\$ 1,994.46	
Percentage of budget		4.8%	10.4%		
TOTAL ASSETS		\$ 255,653.58	\$ 243,021.08	\$ (12,632.50)	
LIABILITIES		5/31/2016	5/31/2017	Delta	
Restricted Funds					
Endowment Fund		\$ 70,969.52	\$ 78,563.76	\$ (70,969.52)	-100.0%
Flora Woodworth Trust		\$ 25,000.00	\$ 25,000.00	\$ -	0.0%
Memorial & Commemorative Fund		\$ 9,980.51	\$ 9,750.52	\$ (229.99)	-2.3%
Memorial Garden		\$ 2,126.85	\$ 2,303.45	\$ 176.60	8.3%
Prepaid Pledges		\$ 29,058.69	\$ 20,310.27	\$ (8,748.42)	-30.1%
Special Funds					
Congregational Gift		\$ -	\$ 2,320.00	\$ 2,320.00	
Library Fund		\$ 764.23	\$ 764.23	\$ -	0.0%
Chalice Camp		\$ 2,449.28	\$ 1,451.53	\$ (997.75)	-40.7%
Hawthorne Helps		\$ 2,018.62	\$ 1,217.12	\$ (801.50)	-39.7%
Mayo High SOS		\$ 250.00	\$ -	\$ (250.00)	-100.0%
Human Needs Fund		\$ 3,106.11	\$ 4,032.98	\$ 926.87	29.8%
Key Deposits		\$ 828.00	\$ 838.00	\$ 10.00	1.2%
Youth Leadership Development		\$ 637.50	\$ 1,560.16	\$ 922.66	144.7%
Matching Plate Donation Fund		\$ (136.26)	\$ 2,286.42	\$ 2,422.68	-1778.0%
OWL Fund		\$ 93.73	\$ 178.88	\$ 85.15	90.8%
Revue Subscriptions		\$ 876.08	\$ 1,084.44	\$ 208.36	23.8%
Staff Insurance		\$ -	\$ 5,000.00	\$ 5,000.00	
Women's Retreat		\$ -	\$ (1,780.00)	\$ (1,780.00)	
Youth Fund		\$ 2,372.18	\$ 2,415.26	\$ 43.08	1.8%
Cash Reserves					
Major Maintenance & Replacement Fund		\$ 50,052.11	\$ 36,025.88	\$ (14,026.23)	-28.0%
Equipment & Computer Fund		\$ 255.40	\$ 49.28	\$ (206.12)	-80.7%
Furnishings Fund		\$ -	\$ 60.00	\$ 60.00	
Instrument Fund		\$ 599.72	\$ 599.72	\$ -	0.0%
Operating Reserves		\$ 23,340.80	\$ 23,340.80	\$ -	0.0%
TOTAL Liabilities & Cash Reserves		\$ 224,643.07	\$ -	\$ 217,372.70	(224,643.07)
Working Capital		\$ 31,010.51	\$ 243,021.08	\$ 243,021.08	
Mortgage Loan					
Balance		\$ 22,990.17	\$ -		

TREASURER - BUDGET 2017-2018

2017-2018 Proposal	2016-2017 Adopted	Change	
		\$	%

Income	\$471,237	\$470,023	\$1,214	0%
Pledges				
Current	\$428,157	\$424,251	\$3,906	1%
New, Open, Previous Year	\$10,300	\$10,300	\$-	0%
Unrealized	\$(12,845)	\$(12,728)	\$(117)	1%
Donations (Fundraisers, Plate)	\$34,500	\$41,200	\$(6,700)	-16%
Other Income (Bldg. Use, Interest, Dividends, etc.)	\$11,125	\$7,000	\$4,125	59%

Expenses Base	\$463,198	\$470,024		
Program				
Religious Services (Music, Speakers, Supplies)	\$9,850	\$9,850	\$-	0%
Lifespan Faith Development (Children, Youth, Adult)	\$3,500	\$3,500	\$-	0%
Congregational Life (Pastoral, Appreciation, Caring)	\$550	\$550	\$-	0%
Caring Committee	\$200	\$200	\$-	0%
Hospitality & Growth Council	\$1,000	\$1,000	\$-	0%
Social Justice Council	\$3,500	\$3,500	\$-	0%
History Committee	\$400	\$400	\$-	0%
PAC Innovation Fund	\$800	\$-	\$800	0%
Oversight & Support				
Board	\$300	\$500	\$(200)	-40%
Administration/Communication	\$17,575	\$15,675	\$1,900	12%
Communications Committee	\$1,800	\$1,800	\$-	0%
Property Administration (Utilities & Services)	\$29,262	\$31,062	\$(1,800)	-6%
Property Committee (Repair & Improvements)	\$10,850	\$8,050	\$2,800	35%
Stewardship Committee	\$400	\$400	\$-	0%
UU Association	\$29,325	\$29,920	\$(595)	-2%
Personnel				
<i>Salaries (hrs/wk)</i>				
Minister (48)	\$85,000	\$90,000	\$(5,000)	-6%
Director of Religious Education (30)	\$35,606	\$35,884	\$(278)	-1%
Co-Administrator (Office) (40)	\$46,362	\$44,200	\$2,162	5%
Co-Administrator (Records) (24)	\$30,068	\$30,068	\$-	0%
Coordinator of Congregational Life (12)	\$12,908	\$16,826	\$(3,919)	-23%

Co-Director of Music (Instrumental) (12)	\$16,994	\$14,714	\$2,280	15%
Co-Director of Music (Choral) (10)	\$13,594	\$12,863	\$731	6%
Custodian (18)	\$13,748	\$13,271	\$477	4%
Nursery, Childcare, Summer Religious Education	\$3,943	\$4,100	\$(158)	-4%
<i>Benefits</i>				
Health, Dental, Disability, Life, Workers Comp. Insur.	\$24,314	\$21,272	\$3,042	14%
Retirement & FICA	\$42,956	\$42,469	\$487	1%
<i>Professional Development</i>				
Minister	\$8,500	\$9,000		
DRE, Admin, Music, Congr. Life	\$6,095	\$3,150		
<i>Minister Transition</i>	\$12,000	\$10,000		
Fund Reserves				
Major Maintenance & Replacement	\$-	\$9,000		
Computer, Equipment	\$1,800	\$1,800		
Insurance	\$-	\$5,000		

Expenses Expansion

Youth Coordinator (10)	\$8,033	\$-	Salary + FICA + Prof Dev
Office Assistant (10)	\$-	\$-	Salary + FICA
Congregational Life Expansion (5)	\$-	\$-	Salary + FICA
Social Justice Coordinator (5)	\$-	\$-	Salary + FICA + Prof Dev

NET INCOME-EXPENSES BASE	\$8,039	\$(0)
NET INCOME-EXPENSES w/EXPANSIONS	\$6	\$(0)

STEWARDSHIP COMMITTEE 2016-17
Submitted by Jim Jensen and Chris Wendt, Co-Chairs

Committee Members:

Jim Jensen, Chris Wendt, Committee Co-chairs; Paulette DeMers, Richard Harrell, George Huston, Judy Jensen

Other critical assistance:

- Rev. Fritz Hudson, Congregational Co-Administrators: Connie Schuelka, Jody Tharp
- Board of Directors: Jerry Katzmann, Gail Bishop, Ann Hutton, Rob Harveland, Charyssa Cobb, Randy Crawford, Angela Davey, Eric Egger, Greg Turosak
- Finance Committee: Gail Bishop, Alan Goldberg, Nathan Harff, Rob Harveland, Dave Siljenberg, Linda Thompson (Chair)

Purpose:

To promote stewardship and oversee the annual stewardship canvass.

Activities of the Committee:

- Due to the imminent calling of a new settled minister “A Fresh Start” theme for the canvass was chosen. With the subtheme of “You belong to this church, and this church belongs to you”.
- Seven “Cottage Meetings” held by the board in February to discuss what our church and its representatives have done right, as well as what things will need to be accomplished in the coming year(s).
- Sent congregational mailing March 02 with the results of the cottage meetings.
- “Matters of the congregation” announcements made at services March 5th and 12th by Jim Jensen at 9AM & by Chris Wendt at 11AM.
- The staffing of a pledge table in the foyer to personally hand out forms March 5th, 12th, and 19th.
- Stuffing and mailing pledge forms to those that hadn’t yet picked them up in person by Sunday March 19th.
- May 2017 - Calling and/or e-mailing those people that have pledged in prior years, but haven’t yet returned a pledge form for this year.
- A stewardship goal of \$470,000 was reached by minister, staff, committees and Program Council. This goal included increased hours for the Coordinator of Congregational Life, addition of a part-time office assistant, youth coordinator, and social justice coordinator. These positions would only be filled if the pledge income increased enough to do so. As of this report 188 pledge forms have been returned totaling \$381,709 and \$46,448 in sustaining pledges (form on file – no new form received) for a total of \$428,157.

PERSONNEL COMMITTEE 2016-17
Submitted by Randy Crawford, Chair

Members

Jo Payne, Dave Edmonson, and Randy Crawford (Chair)

Committee Composition

During the church year, the Bylaw concerning the composition of the Personnel Committee was amended. The Bylaw now states the committee will be composed of at least 3 church members appointed by the Board. Currently, the Committee consists of one Board member, one member selected by the staff, and one member who was recruited by the other two.

Staff Changes

Ryan Shriver resigned as Director of Religious Education as of May 31, 2016. Ramona Barr & Kate Thompson-Jewell served as Co-Summer Directors of Religious Education from June 1, 2016 to September 15, 2016. On September 16, 2016, Joyce Rood took over as Acting Director of Religious Education.

Activities of the Committee

The newly-formed Committee first met with Rev. Hudson to review current issues raised by the staff. Several topics were discussed that he felt were in need of addressing and, as the year progressed, these were addressed.

Next, the Committee met with the staff. This meeting was also used to find out what issues the staff felt needed to be addressed.

The first change to the Personnel Policy implemented this year had to do with Paid Time Off (PTO). Before this change, PTO had only been offered to employees who were scheduled at least .5 Full Time Equivalent (FTE). This policy was changed to include all employees regardless of their FTE, and all employees will begin earning PTO based on actual hours worked regardless of their FTE. The schedule of the rate at which individual employees earn PTO is based on formulas depending on years of service.

Next, the Personnel Policy was amended to clarify who is eligible for the various kinds of insurance benefits offered to employees. Before this change, the Personnel Policy only designated Health Insurance as being available to employees working 1,000 or more per year and did not clearly state who was eligible for Dental, Long Term Disability, and Life Insurance. Policy now states anyone working over 1,000 hours per year is eligible for Health Insurance, Dental Insurance, Long Term Disability Insurance, and Life Insurance.

In the fall of 2016, the Department of Labor issued a new ruling concerning exempt status for salaried employees and the salary level required to classify those employees as exempt from overtime. This new rule was to go into effect on December 1, 2016. It was decided, by definition, the only person on staff exempt from overtime was the Minister and, as such, all hours worked for all other staff should be tracked and overtime paid for any hours worked over 40 in any given week. Subsequent to all of this, the new proposed legislation pertaining to this topic was struck down and this law never went into effect. Currently, we classify all employees other than the Minister as hourly.

During the year, Rev. Hudson also brought up the topic of how to properly address longevity in our pay structure. At present, the church has always strived to maintain our employees at least at the 50% of the UUA Fair Compensation guidelines (obviously depending on budget constraints); however, there was no provision to address longevity of employees. Clearly, most of our staff has been with us for a considerable length of time. Rev. Hudson proposed a new scale of automatic salary increases over and above the 50% UUA Fair Share guidelines to be implemented based on years of service. The increases necessary to bring our current staff to those levels based on this new scale will amount to approx. \$5,000 in the 2017-18 budget and will be considered priority number 1 as far as staff compensation goes.

With the news of a week ago of our new Settled Minister, Rev. Luke Stevens-Royer, the Committee looks forward to working with Rev. Luke moving forward. The Committee would also like to thank Rev. Hudson for the time and effort he put forth over the last year bringing our Bylaws and Personnel Policies pertaining to staff into closer alignment with Common Practices in the UUA.

MINISTERIAL SEARCH COMMITTEE

Prepared by Amy L. Nelson - chair

Committee Members:

Mary Amundsen, Aleta Borrud, Judy Jensen, Amy Nelson, Dave Siljeborg, Robin Taylor, George Thompson

Special Recognition Given to:

Beth Atkinson - for her analysis and insights into the Congregational Survey

Paulette DeMers - for her countless hours helping to create a beautiful Ministerial Search Packet

Jodi Edmondson & Greg Turosak - for their dedicated service on the Negotiating Team

Board of Directors - for their unwavering support of our Committee

The Congregation & Staff - for their willingness to share their thoughts and feelings with us, and for putting their faith in our team to represent their desires for the future of our congregation and shared ministry

Regular Activities of the Committee:

Weekly meetings

Special Activities of the Committee:

- Developed a Congregational Survey to collect information in 6 areas:
 - Congregational Involvement
 - Personal Theology
 - Views on Worship
 - Views on Professional Ministry
 - Our Aspirations for our Church
 - Demographic Information
 289 members and friends completed the Congregational Survey
- Held 8 Cottage Meetings to collect information from the congregants about their vision for the future of the congregation:
 - 82 members and friends attended the Cottage Meetings
- Reviewed and interpreted Congregational Survey and Cottage Meeting responses
- Developed a Congregational Record and Ministerial Search Packet
- Reviewed many packets of ministers interested in our congregation
- Of those interested ministers, conducted 5 online Zoom interviews
- Hosted 3 pre-candidates on 3 separate weekends for interviews, tours, and to experience a worship service
- Selected Reverend Luke Stevens-Royer as our Ministerial Candidate to present to the Congregation

Major Expenditures for the Committee:

UUA Ministerial Search Representative Workshop	\$525.63
Beyond Categorical Thinking Weekend	\$909.30
Pre-Candidating Weekends	\$2,777.12
Survey Monkey	\$78.00
Miscellaneous Expenses	\$119.72
Printed Copy of Ministerial Search Packet	\$129.76
Candidating Week	\$2123.18
Totaling:	\$6662.71

Committee Goals for Next Year:

As a Committee of the Board, our service was completed on May 7, 2017 after the Congregational Vote to call Reverend Luke Stevens-Royer as our next Settled Minister.

STAFF

MINISTER'S REPORT - 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 (June 1, 2016 through May 31, 2017+).

Worship

The services I have coordinated have included:

- Multi-generational ritual and celebrations:
Water Ingathering; Times of Turning; Stranger, Share Our Fire; Flower Communion
- Reflections on Congregational or Cultural Observances:
Something in the Water? (UU Water Communion); *Souvenir* (Remembrance Sunday); *Hopelessly Optimistic* (Post-Election); *Righteous Anger* (MLK Sunday); *Little Deaths, Little Resurrections* (Easter); *Earth Teach Me* (Earth Sunday); *Love's Labor Lost* (Memorial Sunday)
- Reflections on our Ministerial Transition:
In Quest; Who's In Charge Here?
- Support for Congregational Vision-Setting & Stewardship:
Beyond Welcoming; A Fresh Start?
- Exploration of UU Sources: *Stop the Merry-Go-Round* (Judaism);
Sun & Stars & Spirit (Indigenous Traditions); *The Spirit of Healing* (Indigenous Traditions); *Myth, Meaning & Muddling Through* (Hinduism); *Face to Face* (Chinese Traditions); *Suffering, Surviving, Surmounting* (Buddhism); *Jihad: Faith's Struggle* (Islam); *Fundamentalism & Free Faith* (Christianity); *What Do Atheist's Believe?* (Humanism)
- Explorations of UU Identity: *Disciplines of Freedom; The Very Dickens;*
Up With Which We Will Not Put
- Support for moral & spiritual practices:
Let Us Pray?; In a Dream; Conscience's Care
- Church Passage Ceremonies:
Search Committee Installation, CYRE Leader Installation, Coming of Age
- Special Weekday Worship:
A Time to Breathe (Post-Election)

Throughout this year, all our services have begun with an introduction for all ages. Worship themes have been coordinated with Religious Education classroom themes.

My worship leadership partners included:

- Music Co-Directors **Connie Schuelka & Joe Mish**
- Directors of Religious Education: **Ramona Barr, Kate Thompson-Jewell, Joyce Rood**
- Coordinators of Congregational Life: **Sarah Rothwell, Melissa Egger**
- Worship Associates: **Anne Black-Sinak, Linda Blouin, Mark Brutinel, Melissa Egger, Erin Froud, Ann Hutton, Jeff LarsonKeller, Amy Nelson, Greg Wimmer**

Personal Ministry

I have conducted these personal rites of passage:

- * Namings: **Maria O'Donnell, Gwentyth O'Donnell, Nadine O'Donnell, Eleanor O'Donnell** (March)

- * Weddings: **Stephanie Podulke & Jim Frost** (November)
- * Memorial Services: **Nancy Harrell** (October); **Phyllis McKeeman** (April); **Ned Bateman** (May); **Malcolm Campbell** (May)

I 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 Coordinators of Congregational Life, Sarah Rothwell & Melissa Egger

Public & Community Ministry

I published a "From the Pulpit" column in the *Rochester Post Bulletin* headlined "Dickens' Message"

I contributed to articles in the *Rochester Post-Bulletin* on:

- the "Safety Pin Movement" (safety allies for threatened US residents)
- Churches considering self-declaration as a "Sanctuary for Immigrants Threatened with Deportation"

I partnered with Phil Wheeler as interviewees on KSMQ-TV's R Town on Sanctuary churches.

I participated in the Martin King Jr Day March & Program at the Rochester Civic Center.

I participated in periodic meetings of the Rochester Area Interfaith Leaders.

Educational Ministry

In partnership with **Sarah Rothwell & Melissa Egger**, I co-led Pathway to Membership programs (October, January, April)

I provided "Opening Words" for the Welcoming Congregation Committee's Saturday workshop on Classicism.

UU Association Ministry

I have continued service on the Steering Group of the UU Ministers Association Good Offices Program.

I participated in the Prairie Star Chapter Retreat of the UU Ministers Association. (October)

I participated in the Mid-America Regional UUMA Assembly in Hinsdale IL. (April)

Church Governance

I have partnered with Board Vice-President **Gail Bishop** & Treasurer **Rob Harveland** in the Board's experiment with delegating its executive authority to us as a "Program & Administration Coordinating Team."

In partnership with Board members, I facilitated a three-session "Zoom Conference" evaluation of the Church's progress in fulfilling its Vision for supporting young families: 28 of our 63 households currently raising children participated in the conferences.

I have provided periodic consultation to the Ministerial Search Committee as well as to UU Ministers being considered for candidacy as our Church' settled minister.

I have led successful searches to hire:

- Summer RE Directors **Ramona Barr & Kate Thompson-Jewell**;
- Acting RE Director **Joyce Rood**; (Search Team: **Tara Friedman, Erika Beetcher**);
- Acting Coordinator of Congregational Life **Melissa Egger** (Search Team: **Vikki Wolff, Ann Lien, Joe Lobl**)

I am in continuous consultation with minister-elect **Rev. Luke Stevens-Royer** to insure a successful start-up for his ministry.

Interim Ministry

In collaboration with the Transition Team, I led a Saturday "Fresh Starts for Shared Ministry" Workshop (April).

(Team Members: ***Ramona Barr, Kathy Brutinel, Ronice Donovan, Frank Druktainis, Brian Lind***)

My specific efforts to fulfill my role as Interim Minister will be reported in the Final Progress Appraisal presented to and discussed with the Board of Directors on June 21, 2017.

Our "Ministry for Now" has been a joy! I look forward to watching your Ministry grow.

ACTING DIRECTOR OF RELIGIOUS EDUCATION (DRE)

Submitted by Acting DRE, Joyce H. Rood

The Director of Religious Education for Children and Youth provides creative leadership and support for the church's children and youth, in collaboration with Religious Education Council for Children and Youth.

Programming

- Continued the work started by the summer co-directors, **Ramona Barr** and **Kate Thompson-Jewell** by shortening lesson plans to 45 minutes.
- Worked with **Karmen Frana** to make sure lesson plans are developmentally appropriate, provide additional stories and activities, and have the rooms ready for teachers including supplies. Karmen worked on the lower grade levels (PreK-4th), and I worked on the upper grade levels (5th-8th).
- Offered one O.W.L. class for 4th-6th graders; it had fourteen students and was facilitated by **Kate Thompson-Jewell** and **Natasha Vermilyea**.
- Offered a C.O.A. class; it had six students and was facilitated by **Ramona Barr** and **Randy McKeeman**.
- Offered W.H.Y. which had twelve students registered and was facilitated by **Erika Beetcher**, **Ramona Barr**, **Chris Young**, and myself.
- Collaborated with the W.H.Y. members to plan and lead Sunday children's chapel services.
- Supported Social Justice Committee members in planning and preparing for five Social Justice Sundays.
- There were seventy-two students registered online for the nursery and RE classes.
- **Ramona Barr** and **Kate Thompson-Jewell** facilitated the Chalice Camp program in 2016 and will again this summer (2017).
- Addressed classroom behavioral concerns with special sessions facilitated by **Karmen Frana**.

Supervising

- **Beth Curtin** was the Childcare Coordinator at the beginning of the year. She gave her notice in January that January 22, 2017 would be her last Sunday.
- Procured a new rocking chair for the nursery, as the old one was presenting a safety issue.
- Worked with three adults and three youth from the congregation to keep the nursery open between the time Beth quit and finding another Childcare Coordinator.
- Hired **Jadyn Shumaker** in March. Her first Sunday was March 19, 2017. She works with three youth assistants in the nursery on Sundays and during non-Sunday events that require childcare.
- Worked with thirty-four volunteers helping with RE classes.
- **Natasha Vermilyea** worked as Summer Sunday Program Leader in 2016 and has agreed to lead seven of the fourteen Sundays in 2017.

Worship Services

- Worked with **Rev. Fritz Hudson** on choosing, preparing, and leading material to match his sermon for an "introduction for all ages" segment of services.
- Acted as worship associate during two multi-generational services plus the Christmas service.
- Helped provide books for a couple of the lay led services.
- Led the C.O.A. ritual the evening of their final retreat on April 22, 2017, signifying the youth's passing from youth to young adulthood or "Coming of Age" and of the parents "letting go."

Professional Development

- Communications with the White Bear UU Church Director of Religious Education.
- Completed Adult Faith Development Hybrid Renaissance module, an online learning experience comprised of four two-hour webinars and one in-person gathering (in Chicago).
- Joined the Liberal Religious Educators Association (LREDA).

New Initiatives

- RE Newsletter that goes out once a week on Friday to the entire congregation.
- Libib.com App to keep track of the books in the library.
- Supported **Greg Wimmer** painting a mural in the RE Wing.
- RE Open House on Mother's Day in support of all RE Volunteers
- Starting new program (WISE!) for youth after COA—starts June 4, 2017

Relationship Building

- Took three youth to the Des Moines Con in early part of year.
- Supported/Attended Freedom March, Halloween Party, Family Game Night, Bowling/Laser Tag, Lunch at McDonalds with W.H.Y.
- Helped with planning and hosting Emoji Con Feb. 24th-26th.
- Supported youth bake sale as part of the rummage sale April 21 & 22.
- Supported children participation in the Maypole Celebration between services on May 7.
- Spent time in each classroom to get better acquainted with the children and youth.
- Wrote a letter of recommendation and supported funding for **Jackson Young** to attend a Thrive Leadership School for Youth of Color program this summer.
- Planning Childcare Workers Retreat for last weekend in May.

Expenditures

- The RE budget is \$3400.00.
- As of 5/8/17, \$1513.61 has been spent on RE supplies, celebration supplies, Libib.com app, shades for DRE office, UUA Bookstore orders. I anticipate spending a couple hundred more by 5/31/17.
- Asking for balance to be put towards air conditioning unit for DRE office.

Goals for the Future

- Hire a Youth Programs Coordinator.
- Plan a WHY Group Heritage Trip to Boston (possibly July 2018).
- Keepers of the Flame Lock-in.
- Work with new minister on Wed. night programming.
- Offer Children's Chimes Choir.
- Offer Girl Scouts and Cub Scouts Awards program.
- Expand teacher training program at the beginning of the year.
- Get more involved in DRE professional organizations including attending conferences.
- Plan more intergenerational opportunities.
- Work with RE Council and the new minister on a plan for youth to join the church at the age of sixteen.
- Plan more guest speakers for RE classes.
- Plan an on-site retreat for RE volunteers including a meal and guest speaker.

ACTING COORDINATOR OF CONGREGATIONAL LIFE**Submitted by Melissa Egler**

(Sarah Rothwell represented until 3/2017)

The **Coordinator of Congregational Life** is responsible for the organization 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 visitors, membership and small group ministry and program development. Pastoral Care responsibility was removed from the position in March 2017.

Communicated with minister and staff members

- Communicated with minister about church congregants with concerns (Sarah and Melissa)
- Communicated with staff, as appropriate, about church congregants with concerns (Sarah and Melissa)
- Attended staff meetings (Sarah and Melissa)

Communicated with committees and church congregants

- Assisted in engagement of church congregants in church activities (Sarah and Melissa)
- Met regularly with the Caring Congregation Committee, Hospitality and Growth Council, Program Council (Sarah) and Board. (Sarah and Melissa)
- Participated in most Sunday services (Sarah and Melissa)

Membership Committee / Hospitality and Growth Committee

- The duties of the Membership Committee throughout 2016-2017 were absorbed within the Hospitality and Growth Committee. Please refer to the Hospitality and Growth Annual Report for detailed information.
- Coordinated and facilitated 4 Pathway to Membership programs with a total of 38 participants (Sarah and Melissa)
- Reorganized and Rewrote Pathways to Membership Curriculum (Melissa)
- Coordinated and facilitated Visitor Chat Sessions monthly to acquaint visitors with our faith and church (Sarah and Melissa)
- Weekly updating of visitor attendance record (Sarah and Melissa)
- Completed "Getting Involved in the Church" Handbook developed by Sarah Rothwell in 2016 (Melissa)
- Developed "Ways to Connect" Booklet containing all Fellowship, Religious Education, Community Service, Church Stewardship opportunities for distribution to members and visitors. (Melissa)
- Welcomed 25 members into the church (Sarah and Melissa)

Attended to and supported congregant interactions

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

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 (Sarah)
- 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 43 participants. (Sarah)

Continuing and Future Goals:

- Will work with new minister focusing on increasing our membership
- Continued support and involvement with Caring Community, Hospitality and Growth, Chalice Circles
- Working toward reorganization of Membership Committee (These tasks are currently being done by members of the Hospitality and Growth Committee)
- Will assist in updating church pamphlets
- Will work with Communications Committee to brainstorm advertising locations
- Continued involvement with visitors, keeping them informed and involved.
- Will work with Adult Religious Education to implement future learning opportunities and classes.
- Will work together with Religious Education Committee to develop multi-generational events and opportunities.
- Will plan, organize a committee and facilitate Women's Retreat October 2017.

MUSIC DIRECTORS

Submitted by Joe Mish and Connie Schuelka

This is our seventeenth year of working together and thirteenth year as co-directors of music. Our defined roles did not change: Connie serves as the service musician, accompanist, and coordinator of music. Joe serves as the choir and ensembles 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 the musical needs in our worship services. We communicate about the music program with the congregation through the website, Enews, and Venture.

Music Services

This year we presented two services that featured music:

Sunday October 16 - "Can One Person Really Make a Difference in the World?" - David Roth

Sunday February 26 - *Kindling* by Elizabeth Alexander – Walden Hill Vocal Ensemble

Music also played a large part in the services during candidating week. An ensemble of our musicians (Allen Bishop, David Townsend, John Vettel, Joe Mish and Connie Schuelka) played for services on April 30 and the WHVE and Rose Mish reprised Joe's piece, *The Larger Circle* (which was commissioned for the 150th anniversary) at services on May 7.

Guest Musicians

We welcomed a number of guest and member musicians to our church services this year. Several different musicians covered the piano duties for the Summer services when Connie took some time off.

This year's guest musicians included: Jane Foote (guitar and voice); Carl Stephenson (guitar); Suzanne and Rebecca Blouin (voice); Autumn Harff (voice); Kathryn Horntvedt (piano); Scott & Russ Hoag, Dianna Parks, Kevin Kleist (vocals and guitars); Carol Engel (piano); Tom Overlie (voice); Laurie Helmers (voice and piano); Teresa Tolmie (piano); Jaymi Wilson (piano); Lori Elward (voice); Mike Anderson (piano); Leon Joseph Littlebird (flute & guitar); David Roth (voice and guitar); Greenwood Tree Duo (hammered dulcimer & guitar); Nirmala Rajasekar (veena); Heidi Shriver (voice); Mary Jo Otis (piano), John Vettel (violin & viola), Allen Bishop (oboe), Catherine Charles Hammond (voice & piano), Rose Mish (violin and voice); Nodding Wild Onions; Larry McDonough (piano); Richard Terrill (sax); Laura Hautzinger (flute); David Townsend (clarinet); Ethan Egger (trumpet); and our next minister, the Rev. Luke Stevens-Royer (voice and guitar).

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

Walden Hill Vocal Ensemble

We would also like to extend a hearty thank you to the Walden Hill Vocal Ensemble (WHVE) who performed on 15 Sundays and Christmas Eve for a total of 16 times this year. Last year the choir sang 20 times.

The choir continues to rehearse on Wednesday evenings from 6:00-7:00 PM. The choir attendance has stayed consistent. We continue to maintain a high level of performance quality and repertoire. Several of our 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, Myatt Helmers, Kathryn Horntvedt, Natalie Liessmann, Ann Lien, Joe Lobl, Rod Milbrandt, Kathy Miner, Laurel Phelps-Bowman, Ray Phelps-Bowman, Morgan Robertson, Corey Roeder, Penny Roeder, Kathy Shepel, Michele Tinetti, Linda Thompson, Patty Trnka, John Vettel, and Phil Wheeler.

August:

Aluoch & Anyango/Tate - *Kawouno Wan Gi Pi*
Patterson - *Song of the River*

September:

Holstedt - *Our Sacred Home*
Alexander - *We Need Each Other*
Beck - *Autumn*
Vaughan-Williams - *Linden Lea*

October:

Tavener - *Song for Athene*
Barnwell - *Wanting Memories*

November:

Alexander - *May This Be a Working Alleluia* (with WHCC)
Ramsey - *We Are Blessed* (with WHCC)

December:

Dengler - *These Things That Never Die*
Alexander - *Bells in the High Tower*
Leontovich/Wilhousky - *Carol of the Bells*
Gjeilo - *Northern Lights*
Kantor - *Night of Silence*

January:

Alwes - *Hold On!*
U2/Chilcott - *MLK*

February:

Warmbrand - *Daoona Nayeesh*
Leila Be/Sangeet - *A Salaam Aleikum*
Alexander - *Kindling*

March:

Bernstein/Freed - *Take Care of This House*
Harmonia Mundi
Thompson - *The Road Not Taken*
Thompson - *Choose Something Like a Star*

April:

Chesnokov - *Salvation is Created*
Parker and Shaw - *Now April Has Come*

May:

Halley - *The Maypole*
Mish - *The Larger Circle*

June:

Weiss and Theile/Brymer - *What A Wonderful World*
Ginsberg - *We Sing of Golden Mornings*
Schrader - *Amazing Grace*
Ungar/Stephens - *Ashokan Farewell*

Walden Hill Children's Choir

The Walden Hill Children's Choir rehearses throughout the school year on 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, Claire Nelson, Trygve Nelson, Daria Robertson, Jamis Robertson and Kyla Robertson. We would like to thank the children and their parents for their hard work. The parents give important support to this endeavor and their support is critical to the success of the Children's Choir. Here is a list of our repertoire for this year:

November:

Alexander - *May This Be a Working Alleluia* (with WHVE)

Ramsey - *We Are Blessed* (with WHVE)

December:

Sherman/Miller - *Feed the Birds*

Dwyer and Ellis - *Deck the Halls*

February:

Seeger/Mish - *Turn, Turn, Turn*

Shaw - *Sing Hallelujah Amen*

April:

Schaefer - *UU kids*

Carey - *A Spring Morning*

May:

Barnwell/Mish - *We Are*

Giebler - *Tailor of Gloucester*

RECORDS OF THE CONGREGATION

Donations to the Memorial and Gift Fund

Submitted by Connie Schuelka, Congregational Co-Administrator

From June 2016 through May 2017, donations were given in memory of:

John Berquist – church member
Robert LaGrange – father of Connie Schuelka
Barry Scanlon – brother of Paul Scanlon
Nancy Harrell – church member
Jack Holmes – father of Rebecca Rolstad
Zena Weshta – mother of Elizabeth Katzmann
Malcolm Campbell – church member
Phyllis McKeeman – church member
Arlis Tharp – mother of Jody Tharp
Ned Bateman – son of former members Sue & Walter Bateman
Alan Taylor – father of Robin Taylor

A donation was made in honor of:

George Huston

Donors to the Memorial and Gift Fund

Patricia Calvert
Jeff Ellingson
Jean and Don Hanson
George Huston and Jean Murray
Ann and Richard Hutton
Marie Miller
Ruth Murray
Beth Schmidt and David Pesch
Dillman Baker Sorrells
Linda and Bill Thompson

Purchases from the Memorial and Gift Fund

Rocking chair for the nursery
Mural painted by Greg Wimmer for the RE wing

Transitions 2016-2017

Submitted by Connie Schuelka, Congregational Co-Administrator

Births/Adoptions to Members: (1)

Erin and Pernell Meier (James, adopted
11/10/16)

Child Dedications: (4)

Maria Louise O'Donnell
Gwenyth Lucille O'Donnell
Nadine Jo O'Donnell
Eleanor Katherine O'Donnell

Coming of Age Students: (6)

Cole Beetcher
Ethan Egger
Eleanor Hedrick
Jessica Meier
Ethan Thompson-Jewell
Jackson Young

Weddings for Members (1)

Stephanie Podulke and Jim Frost (11/20/16)

Deaths: (3)

Nancy Harrell (10/9/16)
Malcolm Campbell (12/19/16)
Phyllis McKeeman (1/7/17)

New Members: (19)

Jack Weber
Alan Goldberg
Kay Udey
Dan Rogers
Morgan Robertson
Derik Robertson
Nick Braus
Ann Braus
Kate O'Donnell
Teaki Garcia
Kathy Miner
Mary Jane McHardy
Judith Keeler-Burshem
Ali Bishop
Kristian Kennedy
Christina Young
Erin Froud
Sarah Hayes
Jason Hayes

Reinstated Members: (2)

Marilyn Riley
Julia Gallagher

Resigned or Removed from Membership: (14)

Joseph Butterfield
Linda Butterfield
Shannon Bolte
Ruth Donaldson
Anne Kamin
Caitlin Matera
Robyn Walker
Macayla Walker
Steven Jystad
Kathryn Horntvedt
Elaine Eberhart
Christine Miller
Toby Weingarten
Missy Weingarten

Members Moved: (8)

Marcus Lundberg
Julie Lundberg
Randy Chapman
Sheryl Chapman
Donna Edwards
Ann Jones
Tjalda Nauta
Char Tarashanti

Membership:

Membership at the beginning of the year was 353. 19 new members were added, 2 members were reinstated, 3 members died, and 22 members were taken off the rolls. Our membership now stands at 349.

Donations Made on Charitable Contribution Sundays 2016-17

Submitted by Connie Schuelka, Congregational Co-Administrator

Project Legacy	(June donation)	\$ 707.51
Pfund Scholarship Fund	(July donation)	\$ 493.00
Possibilities	(August donation)	\$ 753.00
Hawthorne Helps	(September donation)	\$ 1,200.00
Center City Housing Empowerment Center	(October donation)	\$ 1,283.57
Catholic Charities Refugee Resettlement Program	(November auction donation)	\$ 4,700.00
Family Promise Rochester	(November donation)	\$ 1,057.00
Standing Rock Sioux Oceti Sakowin Camp	(December donation)	\$ 1,928.65
Community Food Response	(December donation)	\$ 747.00
Guest at Your Table (UUSC)	(December donation)	\$ 2,151.50
Human Needs Fund	(Christmas Eve donation)	\$ 1,774.75
Diversity Council	(January donation)	\$ 883.27
MN UU Social Justice Alliance (MUUSJA)	(February donation)	\$ 949.26
RT Autism Awareness Foundation/Project Lifesaver	(March donation)	\$ 747.00
Camp Heartland	(April donation)	\$ 725.00
Immigrant Law Center of Minnesota	(May donation)	\$ 1,822.00
Youth Leadership Development Scholarship Fund	(Coming of Age service donation)	\$ 1,492.66

Attendance Records 2016-17

Submitted by Connie Schuelka, Congregational Co-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>
6/5	10:00	Greg Wimmer/Is there an Artificial God?	100	100	6	3	9	109	2
6/12	10:00	Fritz/Flower Communion	104	104	1	2	3	107	
6/19	10:00	Char Tarashanti/Perfect Parent	84	84	9	3	12	96	17
6/26	10:00	Bob Ortiz/Ties That Bind	96	96	1	3	4	100	1

<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>
7/3	10:00	Greg Wimmer/Americana	92	92	8	4	12	104	6
7/10	10:00	Char Tarashanti/Transitions	62	62	13	5	18	80	6
7/17	10:00	Karen Hutt/Tolerance to Acceptance	95	95	5	4	9	104	3
7/24	10:00	Chalice Camp	115	115	0	2	2	117	4
7/31	10:00	Harriet Hodgson/Caregiving Transaction	92	92	5	4	9	101	5

<i>August</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>Subtotal</i>	<i>Total</i>	<i>Visitors</i>
8/7	10:00	Kevin Jagoe/Community Can Be Holy Now	69	69	5	6	11	80	5
8/14	10:00	Megan Schultz & Nate Shriver/Youth Leadership	75	75	5	5	10	85	5
8/21	10:00	Fritz/Something in the Water	99	99	9	5	14	113	1
8/28	10:00	Fritz/Like Rivers to the Sea	110	110	1	4	5	115	5

<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>Subtotal</i>	<i>Total</i>	<i>Visitors</i>
9/4	10:00	Fritz/In Quest	84	84	7	4	11	95	0
9/11	9:00	Fritz/Disciplines for Freedom	84		4	4			
	11:00		108	192	30	14	52	244	0
9/18	9:00	Eddy Carroll/Hopeful Journey	50		3	4			
	11:00		93	143	27	14	48	191	12
9/25	9:00	Fritz/Stop the Merry Go Round	44		4	4			
	11:00		59	103	21	14	43	146	0

<i>October</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Students</i>	<i>RE Adults</i>	<i>Subtotal</i>	<i>Total</i>	<i>Visitors</i>
10/2	9:00	Fritz/Of Sun & Stars & Spirit	73		5	3			
	11:00		77	150	33	16	57	207	4
10/9	9:00	Fritz & Leon Littlebird/Spirit of Healing	66		3	3			
	11:00		72	138	35	13	54	192	5
10/16	9:00	David Roth/Can One Person Make a Difference?	75		4	3			
	11:00		88	163	28	15	50	213	3
10/23	9:00	Fritz/Souvenir	57		1	5			
	11:00		50	107	16	12	34	141	5
10/30	9:00	Fritz/All Souls	60						
	11:00		101	161	1	2	3	164	1

<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>
11/6	9:00	Fritz/Myths, Meanings, & Muddling Through	65		5	3			
	11:00		108	173	39	11	58	231	1
11/13	9:00	Fritz/Hopeless Optimists	86		5	4			
	11:00		94	180	25	15	49	229	7
11/20	9:00	Fritz/Let Us Pray	80		1	4			
	11:00		123	203	23	15	43	246	2
11/27	9:00	Greg Wimmer & Anne Black-Sinak/Tis a Gift to be Simple	47		1	3			
	11:00		69	116	18	7	29	145	5

<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>
12/4	9:00	Fritz/Beyond Welcoming	58	146	6	4	62	208	5
	11:00		88		32	20			
12/11	9:00	Fritz/The Very Dickens	41	115	2	4	45	160	3
	11:00		74		24	15			
12/18	9:00	Fritz/Stranger, Share Our Fire	59	124	0	2	4	128	0
	11:00		65		0	2			
12/24	4:00	Min/Christmas Eve	200	274	0	1	2	276	0
	5:30		74		0	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>
1/1	9:00	Fritz/In a Dream		84	15	7	22	106	1
	11:00		84						
1/8	9:00	Fritz/Face to Face	57	134	6	5	65	199	4
	11:00		77		39	15			
1/15	9:00	Fritz/Righteous Anger	60	164	3	6	50	214	9
	11:00		104		30	11			
1/22	9:00	Fritz/Suffering, Surviving, Surmounting	54	158	2	4	51	209	
	11:00		104		31	14			
1/29	9:00	Karen Hering/She, He, They, We	51	161	5	3	54	215	3
	11:00		110		32	14			

<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>
2/5	9:00	Fritz/Jihad	65	151	3	5	59	210	
	11:00		86		39	12			
2/12	9:00	Fritz/Means to Meaning	54	129	4	4	48	177	7
	11:00		75		27	13			
2/19	9:00	Fritz/Up With Which We Will Not Put	57	155	3	4	57	212	
	11:00		98		35	15			
2/26	9:00	Joe & Fritz/Kindlings	72	148	4	5	42	190	2
	11:00		76		26	7			

<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>
3/5	9:00	Fritz/Fresh Start	57		5	5			
	11:00		91	148	24	15	49	197	6
3/12	9:00	Fritz/Fundamentalism & Free Faith	59		0	3			
	11:00		85	144	20	15	38	182	2
3/19	9:00	Fritz/ The Care of Conscience	64		3	4			
	11:00		71	135	32	13	52	187	8
3/26	9:00	Disability Task Group/Autism	63		0	3			
	11:00		74	137	27	5	35	172	9

<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>
4/2	9:00	Fritz/Whose am I	54		0	3			
	11:00		84	138	27	14	44	182	4
4/9	9:00	Fritz/What Do Atheists Believe?	75		3	3			
	11:00		81	156	44	14	64	220	1
4/16	9:00	Fritz/Little Deaths, Little Resurrections	82		4	4			
	11:00		76	158	18	12	38	196	1
4/23	9:00	Fritz/Earth Teach Me	69		4	5			
	11:00		68	137	30	12	51	188	4
4/30	9:00	Luke/Draw the Circle Wide	98		6	4			
	11:00		147	245	32	13	55	300	4

<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>
5/7	9:00	Luke/The Snow is Melting into Music	71		2	4			
	11:00		168	239	40	8	54	293	5
5/14	9:00	Fritz/Who's in Charge Here?	59		9	4			
	11:00		62	121	29	15	57	178	2
5/21	9:00	Coming of Age	80		0	2			
	11:00		123	203	11	4	17	220	6
5/28	10:00	Fritz/Love's Labor Lost	97		11	4			
				97			15	112	9

COUNCILS

HOSPITALITY AND GROWTH COUNCIL

Submitted by Ann Lien and Rebecca Rolstad, Co-Chairs, and HGC members

Council Members

Janet Breitenbach, Lyn Smith, and Robin Taylor-Fellowship chairs, Beth Thompson-RE fellowship coordinator 3/2017-5/2017, Linda Thompson-1st Sunday Hospitality leader, Judy Jensen-2nd Sunday Hospitality leader, Jean Hanson-3rd Sunday Hospitality leader, Ron Chrisope-4th Sunday Hospitality leader, Ann Lien-5th Sunday Hospitality leader and HGC co-chair, Rebecca Rolstad-HGC co-chair. Members-at-large: Paulette DeMers, Communications Committee liaison, Sarah Rothwell, Coordinator of Congregational Life and Membership-2016-2/2017, Melissa Eggler-Coordinator of Congregational Life and Membership-3/2017-5/2017.

Meeting Information

The Hospitality and Growth Council members met every other month with six regular meetings during the year. The Fellowship chairs met or communicated as needed to plan activities by sharing the chair responsibilities throughout the year rather than being responsible for four months of planning. Sarah Rothwell/Melissa Eggler attended our meetings as the staff liaison and Coordinators of Congregation Life. They exchanged information and their needs for membership events with the Council including participation in Pathway classes, the New Member Sundays, a potluck for new members, and providing supplies for membership events. At least one co-chair attended the 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 coordinate activities among the committees. We have had dedicated, hard-working committee members who focus on creating a welcoming church for visitors and members. We have continued to use a team approach to staffing the Sunday morning volunteers, and we are focusing on creating multi-generational fellowship activities.

Council Activities During the 2015-2016 Church Year

FELLOWSHIP

Activities arranged by members include a book club, bridge group, and Mahjong group. Throughout the year, the UU Book Club meets monthly from September-June and is led by Joyce Wood and Diane Clossen. The UU Horton Bridge Group meets monthly and is organized by Joyce Lewis. Darrel Waters is the contact for the Mahjong group which meets weekly. Activities arranged by the Fellowship Committee are scheduled throughout the year.

Summer Fellowship activities

Breakfast potluck for Pridefest was put on by the Welcoming Congregation members including Paulette DeMers, Patty Trnka, and Jeanne Hoecker; all church potluck/Ye Olde Pizza Grille with the Chalice Campers and the Katzmans, Egglers, and Smiths; three Monday Funday ice Cream Socials put on by Robin Taylor, Lyn Smith, and Janet Breitenbach; beading necklaces/lanyards craft event taught by Laurel Podulke-Smith, Barb Foss, and Robin Taylor; The Wailers/Down by the Riverside Concert gathering organized by Robin Taylor and Joe Lobl; UU Wine Tasting Event hosted by Jodi Edmonson, Margo Stich, and Robin Taylor; and an all church picnic with lawn games at Oxbow Park organized by the Gupta and Greg/Beth Thompson families

Fall Fellowship activities

Welcome back potluck organized by Lyn Smith; Cabaret show in Austin hosted by Laurie Helmers and Janet Breitenbach; Root River Park hike and tailgate party with Robin Taylor and Joe Lobl; Open House at the Rochester Muslim Community Circle arranged by Robin Taylor and Kathy Brutinel; Halloween/Day of the Dead/All Souls party held by the RE youth with Ramona Barr and Denise Feddersen; Thanksgiving dinner hosted

by Jim and Judy Jensen; start of the ethnic lunch series and of the UU moviegoers with John and Sandy MacLaughlin; cookie exchange by Rachel Froud; New Member Sunday organized by Lyn Smith; and the Holiday reception organized by Robin Taylor and Janet Breitenbach.

Winter Fellowship activities

Beginning in late December, Robin Taylor started the armchair travel series with Lee McKeeman on walking the Appalachian Trail; Jim and Sue Nielsen on biking in Holland and travel in Denmark; Elaine Case and Bill Wiktor who hiked in England; Beth Atkinson on singing with Village Harmony in Bosnia; Angie Joyce and Kim Edson on travel in Ireland and Sweden; and Joe Lobl and Robin Taylor on volunteering in Bhutan. Bill and Linda Thompson organized a group to attend Lion in the Winter at the Rochester Civic Theatre. The ethnic lunches and UU movie goers group with the MacLaughlins and others continued. A winter potluck was organized by Lyn Smith; a valentine cookie/ random acts of kindness event was organized by Molly Dennis and Karmen Frana; a UU wine tasting was set up by Margo Stich and Jodi Edmonson; UU Valentine's Tea was organized by Barb Foss and Robin Taylor; a family game night was organized by Beth Thompson; and the World Potluck was arranged by Janet Breitenbach and Paulette DeMers with invitations sent to the Jewish and Muslim communities.

Spring Fellowship activities

Spring events included the final ethnic lunch; a Taste of Faith cooking class organized by Robin Taylor and given by Ghazala Hamid and Rana Mikati of the Muslim Community Circle; a movie night arranged by Derik Robertson. Several activities were held during the candidating week including a blue bell walk on the Mayowood trail organized by Anna Lovrien and an all church dessert potluck organized by the Council. A planning meeting for summer activities will be held on May 22nd and led by Robin and Lyn.

Last summer all families with children and new members were sent schedules of summer activities and included information on volunteering for hospitality venues. Melissa has invited families with children to fellowship events using Facebook. All fellowship events are also being posted in the Weekly eNews and on the website.

We continue to look at multi-generational activities and welcome Beth Thompson who has joined us to find more activities that will include children and youth. Activities designed to appeal to all ages this year have been the receptions, picnic and potlucks, the Halloween activities, hiking, game nights, ice cream socials, and Valentine's Day events.

We are trying to recruit additional fellowship organizers.

MEMBERSHIP

Sarah Rothwell and, as of March, Melissa Egglar have let the Council members know which membership tasks we can help with. Jean Hanson has hosted new member potlucks at their home, and several members of the Council also participated. New Member Sunday celebrations have been organized by Fellowship organizers with help from other Council members. Council members have been invited to attend and share their experiences at the visitor chat sessions and the two session Pathway classes. Ann Lien has ordered supplies from the UUA and assembled gift bags for new members. Angie Joyce has posted pictures of new members in the Commons and made pictures available for posting on the website and for the Venture. John MacLaughlin calls visitors within a few weeks after they have completed the visitor form at the guest table and has shared any information he receives with the Coordinator of Congregational Life.

Although individuals on the Council have been volunteering to do the work, there is not an official chair right now. Melissa hopes to get the committee re-formed and to recruit new members.

PUBLICITY

Pictures of new members are now posted on the website; biographical information will be added soon. The June Venture will feature information on new members. Pictures and biographies will not be published in the eNews.

Although it was our hope to create a few ads in public advertising venues, most have become too expensive for the \$500 available in the Communication's budget. We have placed an ad on Facebook of our Love Your Neighbor sign; churches cannot place ads on Mom blogs.

We investigated having a small street sign attached to the one on 6th Street and 17th Ave SW that holds those to the Congregational and Kingdom Hall Jehovah's Witness churches. Our request was turned down because the city traffic department does not allow this type of sign to be put up.

HOSPITALITY

We continue using the five Sunday Hospitality teams. All teams would welcome and benefit from adding more volunteers. To encourage more visitors and members to help, we are planning to have a Hospitality volunteering event with a bulletin insert in the early fall, schedule our attendance at Pathway classes where we can talk about volunteering on our teams and in other church activities and demonstrate using Sign-Up Genius, post team signup sheets at the coffee hour, connect with Joyce Rood to seek youth interested in being greeters and coffee hosts, and create a bulletin insert to seek ideas/hosts for Fellowship events.

Cynthia Daube has organized a group who provide treats for the coffee hour for each Sunday during the year. Our volunteer bakers include Marty Aleman, Joyce Wood, Shayna Johnson, Lynne Kirklin, Phyllis Berry, Darrel Waters, Dianne Clossen, Betty Devine, and Cynthia Daube.

Members of the Council coordinated, purchased food and supplies, set up, and prepared food for the annual meeting and for the dessert potluck for the ministerial candidate.

Starting last fall, Ron Chrisope created name tags for new people with a colored border so that the congregants can know that this person is new to the church. Blue was used in 2016 with green to be used throughout 2017. This enables us to have an indicator of how long the person has been attending. As they join the church, their tag is changed to show the year of joining in the upper right corner.

The Hospitality and Growth Council guidelines approved by the Board in the summer of 2015 were submitted with a few deletions and corrections to represent current practices.

Major Expenses for the 2016-2017 Year

Miscellaneous supplies and snacks were provided for Fellowship events such as potlucks, Thanksgiving dinner, Christmas Eve receptions, potluck for ministerial candidate, annual meeting and other gatherings as needed. Donations of supplies, food and money have continued to cut the overall expenses for Fellowship events. The Clara Barton Guild has continued to fund the purchase of coffee, tea, hot chocolate, lemonade/juice, sugar, powdered creamer, storage bags, food gloves, dish soap and dishwasher detergent.

Membership costs have included the purchase of UUA pamphlets and wallet cards for Pathway, food for New Member Sundays, and gifts for new members including church directories, church cookbooks, shopping bags with the church logo, votive lights, cards, and books for adults and children.

Council Goals for the 2017-2018 Year

The Council continues 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.

We will continue to use the church's website, the Weekly eNews and Facebook to get information to guests and members concerning fellowship, membership, and hospitality needs and activities.

We will continue to develop strategies to encourage new members to join one of the teams and to encourage youth and family participation on hospitality teams.

We want to develop a consistent process for contacting members who leave the church.

We will continue to plan, support and encourage more multi-generational fellowship activities that can increase participation of youth, young adults and young families and which will include having an individual representing the RE program on the Council.

We will provide information and support for the new minister as needed.

We will continue to work with the Coordinator of Congregational Life on membership plans and activities.

RELIGIOUS EDUCATION COUNCIL FOR CHILDREN AND YOUTH (R.E.C.C.Y.)
Report Prepared and Submitted by Tara Freimund & Ramona Barr, Chairs

Council Members

Tara Freimund	(Council Chair 1 st ½) (Sept. to Dec.)
Ramona Barr	(Council Chair 2 nd ½) (Jan. to May)
Erika Beetcher	(Youth Group Representative)
Kate Thompson-Jewell	(Children's Curriculum Coordinator & Chalice Camp Co Rep.)
Ramona Barr	(Youth Curriculum Coordinator & Chalice Camp Co-Rep.)
Karmen Frana	(Fellowship Coordinator 1 st ½, Children's Curriculum Coordinator 2 nd ½)
Julie Gilkinson	(Social Justice Sunday Projects Coordinator)
Beth Thompson	(Fellowship Coordinator 2 nd ½)
Open Position	Board Liaison
Open Position	Secretary
Open Position	Worship Coordinator
Ex-officio	Joyce Rood, Director of Religious Education
Ex-officio	Beth Curtin, Childcare Coordinator (1 st ½) (Sept. to Jan.)
Ex-officio	Jadyn Shumaker, Childcare Coordinator (2 nd ½) (Feb. to May)

Meeting Information

The R.E.C.C.Y. met: 4th Wed. of the month from 7 - 8 p.m. in the Commons (1st ½); 4th Tues. of the month from 6 - 8 p.m. in the Board Room (2nd ½) per the Chair.

Function of the Council

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.

Duties of the Council

1. 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.
2. Recruit volunteers from the congregation to support and promote Sunday morning classes, special programs and fellowship opportunities for children and families.
3. 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.
4. Plan and organize activities/childcare for ages 4 -11 during Sunday services when no regular classes are held.
5. 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.
6. 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. Implementation (or attempt) at Policy Governance within the Council
2. Approved improvements to RE wing including mural & new Nursery rocker
3. Enlisted Bids for possible A/C to the DREs office (only staff office without it)
4. Supported RE by filling in as Sub-DRE in the absence of the DRE
5. Recommended to the Board the reestablishment of the Youth Programs Coordinator position
6. Supported the mentorship of our Acting DRE which was suggested by the Minister
7. As a result of the DRE's mentorship, learned of an App for Church Libraries allowing checkout through smart phones and a database of inventory allowing the DRE to know if we have a particular book necessary

- to a curriculum. Supported Implementation of a new library system by helping catalog and label all books in the Sophia Lyon Fah's library.
8. Supported the new SJ Sunday Projects throughout the year.
 9. Provided for a Youth Con & more Youth Centered Events, some open to entire families, some primarily for youth.
 10. Offered support/advise to the DRE in coming up with a budget for next year.
 11. Supported Elementary O.W.L. offerings this year.
 12. Offered support/advise on ways to get teacher feedback and family feedback
 13. Supported the new Visions/Goals as they pertain to RE (with ministerial help)
 14. Developed the Youth Scholarship Fund Application Process as per the Board
 15. Approved the Youth Adult Committee (Y.A.C.) for W.H.Y. oversight.
 16. Helped put on a successful RE Open House & Teacher Appreciation Event.
 17. Met with the Ministerial Candidate to discuss collaboration & Programming
 18. Drafted and submitted a revised Youth Lock-In & Con Policy for approval

Goals of the Council

1. Work with the new Minister to continue to grow our Board directed, mission driven vision: *A Community that Nurtures Spiritual Growth (detailed below)*
"A Church in touch with, involved with, and supportive of younger families raising children."
 - A. with youth as they seek out connections with adulthood***
 - B. with young adults who seek a new community***
 - C. with younger families who seek support in raising children***
 - D. with young children who seek naturally and revel in older companionship***
2. Offer O.W.L at other age levels
3. Offer the UU Religious Award classes for UU Boy and Girl Scouts
4. Continue to try to grow and strengthen the W.H.Y. Youth Group
5. Find a sustainable way to replenish the Youth Scholarship Fund
6. Create an RE Council information packet for members joining the council
7. Provide Leadership Enrichment opportunities for Council Members such as Midwest Leadership School, UUA trainings and enrichments, or any pertinent classes offered by our own Leadership Development or Nominating Committee
8. Develop a procedure for documenting misbehavior of students.
9. Develop a new Teacher Orientation/Training Session for the Fall RE Program
10. Develop a Parent Orientation/Expectations Session for the Fall RE Program.

Of Note

Tara Freimund, our original Council Chair, stepped down mid-year following a bicycle accident which left her with a concussion that caused her to have to vacate the position. Ramona Barr stepped in to finish out the year. We were again struggling to fill several positions on the Council, most poignantly that of secretary, which leaves the chair having to take notes and run meetings which is not only inefficient, but ineffectual. We also felt the lack in not having a presence on the Worship Committee. We are very encouraged by the focus on RE and families this past year and appreciate Rev. Fritz's help in getting RE family feedback through ZOOM Meetings. Although we approved the Y.A.C., we have such a small youth group currently that it's full implementation is not yet in place as it was approved, but rather in a much scaled-back version.

SOCIAL JUSTICE COUNCIL

Report Prepared and Submitted by Julie Gilkinson, 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 and MUUSJA liaison	Anne Black-Sinak
SOSL/Welcoming	Patty Trnka and Paulette DeMers
Racial Justice	Phil Wheeler
Refugee Support	Elizabeth Katzmman & Cynthia Daube
Community Service partnering:	
AARP Tax Service	Ella VanLaningham
Hawthorne Helps	Sandy MacLaughlin & Sandy Ramage
Community Food Response	Ella VanLaningham
Family Promise Rochester/INH	Phyllis Beery, Julie Gilkinson, Lynne Kirklin, and Joyce Wood
Saturday Noon Meals	Roxanne Schlasner
Interfaith Worker Justice/In the City for Good-Living Wage	Jessie Stratton
Members-at-Large	Bill Rood
	Reverend Fritz Hudson, Minister

Meeting Information:

The Social Justice Council met five times this past year- July 20, 2016, September 21, December 7, February 1, 2017 and April 5. 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:

Catholic Charities
Channel One
Christ United Methodist Church (Saturday Noon Meals)
Community Food Response
Diversity Council
Family Promise Rochester (IHN)
Hawthorne Education Center (Hawthorne Helps)
Land Stewardship Project
NAACP
Project Legacy
Riverside Elementary school
Rochester for Justice
Rochester Muslim Community Circle (RMCC)
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 (UUA) and Unitarian Universalist Service Committee (UUSC) Social Justice Resolutions and activities.
- Administer, as indicated by Church policy, congregational resolutions on matters of social justice.

- Organize and present lay-led services/forums/discussions on matters of social justice.
- The chair contacts church visitors who indicate interest in more information about social justice activities.
- Recommend the recipient for the Service Auction who receives this special donation
- Recommend recipients for the shared offering for "Shared Plate Sundays" and arrange for speakers to speak on behalf of each organization.

Charitable Contribution Sunday Recipients June 2016-May 2017

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

The *Sharing of the Offering with Charitable Organizations* policy was reviewed with a member of the Finance Committee and updated. Additionally, the wording to be used for these collections was specified and shared with the worship associates.

Project Legacy**June 19, 2016****\$707.51**

An organization providing hope, connections and support to youth of color ages 17-24 who are refugees, homeless, formerly gang-involved or recently incarcerated allowing them to transform their lives and become contributing members of our community.

P-Fund MN Scholarship**July 17, 2016****\$493.00**

The foundation annually awards thousands of dollars in grants and scholarships to LGBTQ- related organizations and individuals throughout the upper Midwest.

Kathe Yoss Youth Scholarship**August 21, 2016****\$753.00**

PossAbilities is a private, non-profit organization that creates opportunities for children and adults with disabilities to contribute and connect with the community. This scholarship is used to help with camp fees or activity fee so kids can participate in the activities of their choice.

Hawthorne Helps**September 18, 2016****\$1,058.42**

This is the second year of a partnership with School District 535's Hawthorne Education Center. 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. A mini store staffed by UU volunteers is set up at the school with much needed items that can't be purchased with Snap (food stamps). The store is open every two weeks and students are able to select two items such as toothpaste, toilet paper, shampoo etc.

Empowerment Center**October 16, 2016****\$1,283.57**

A collaborative project where multiple agencies with shared goals and values will co-locate at the old Gage East elementary school site to provide programming for low income and homeless families and youth living in the new Gage East apartments. The Empowerment Center will not duplicate services but instead make them more accessible. The old school building needs to be renovated: a new roof, windows, HVAC system etc. This was a one-time capital campaign.

Family Promise Rochester (IHN)**November 20, 2016****\$1,057.00**

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 40 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. A family stabilization counselor works with the families daily to achieve and maintain independence.

Standing Rock Sioux Tribe**December 4, 2016****\$1,928.05**

(Via the Bismarck Mandan UU church)

The Standing Rock Sioux Tribe mounted a peaceful resistance to the Dakota Access Pipeline (DAPL) route because it would desecrate a cultural site and jeopardize their water supply. It was met with violence. The Water Protectors called for support to sustain their efforts, especially legal defense. The Bismarck /Mandan church was very involved

in providing support and agreed to serve as a non-profit conduit for financial donations directed to Oceti Sakowin Camp.

Community Food Response (CFR) December 11, 2017 \$747.00

CFR was formed back in 1993 to help address the issue of hunger in our community. For 24 years, various local businesses have donated unused prepared food that would otherwise be discarded. Volunteer drivers pick up this food 3 days a week. Then at Bethel Lutheran church, additional volunteers get the food sorted and given out to people in need.

UUSC/ Guest at your table December 18, 2016 \$2,151.50

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. Boxes distributed on Dec. 4 and returned on 18th. This is not a shared plate.

First UU Human Needs Fund December 24, 2016 \$1,774.75

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. This is not a shared plate.

The Diversity Council January 15, 2017 \$883.27

The Diversity Council began in Rochester in 1989 to address challenges related to the increasing racial diversity in the community. In 1992, it extended its scope to the many facets of human difference. Their programs and outreach have evolved over the years to respond to Rochester's growth and increasing diversity. Their current goals are civic equity, economic equity, and health equity.

Minnesota UU Social Justice Alliance February 19, 2017 \$949.26

MUUSJA works with UUs in our 26 Minnesota congregations and beyond. It 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 congregations do effective, accountable, spiritually grounded work for justice in their local contexts. MUUSJA's mission is to empower Minnesota Unitarian Universalists to "unleash courageous leadership and collective power to build a just and loving world".

RT Autism Awareness Foundation March 26, 2017 \$747.00

Project Life Saver

Children with autism and some vulnerable adults can have a tendency to wander. Citizens enrolled in Project Lifesaver wear a small personal transmitter around the waist or ankle that emits an individual tracking signal which helps law enforcement find them, usually quite quickly. There are close to 100 Project Lifesaver clients in Olmsted County.

Camp One Heartland April 16, 2017 \$725.00

One Heartland runs several camp programs for youth affected by serious illness or socially isolating conditions. Camp Heartland services youth ages 7-15 infected or affected by HIV/AIDS. The camp focuses on building a positive community and provides a safe, stigma –free place for participants to express their true identities.

Immigrant Law Center of Minnesota May 7, 2017 \$1,822.00

The ILCM is a nonprofit organization that provides legal services, education, and advocacy to low-income immigrants and refugees. Based in St. Paul, with outstate offices in Austin, Moorhead and Worthington it serves immigrants and refugees of all nationalities and all legal statuses.

Special Activities and Sponsored Events of SJ Council

(Detailed reports of the various task groups follow this general report)

- Obtained from MN Council of Churches and posted Blessed Ramadan signs at church
- Hosted a booth at Pridefest on July 17, 2016
- Worked up a poster to help communicate social justice structure at 1st UU
- Planned to host Project Legacy 's event – Grace in the Margins III on September 18 but had to cancel due to a search committee event conflict
- Racial Justice partnered with NAACP to organize reading volunteers at Riverside Elementary
- A talk by Mel Duncan was co-sponsored with the SE MN Alliance of Peacemakers, Rochester Friends and Assisi Spirituality titled “Nonviolently Protecting Citizens in a Violent World” on September 17, 2016
- Promoted the PBS film “Defying the Nazis- the Sharp’s War” that aired September 20th. Bought a copy of DVD for the church library.
- Partnered with RE to provide activities for five Social Justice Sundays: September 25 (SNM), October 22 (Refugees), January 15, 2017 (Civil Rights), February 26 (Hawthorne Adult Education), and April 23 (Litter-bit Better- care for our earth).
- Participated in the Volunteer Fair between services on September 25
- Sandy MacLaughlin and Sandy Ramage were selected to receive the MUUSJA Lay Leader Justice Award. The presentation was on September 29 at 1st Unitarian Society in Minneapolis.
- Held our own Social Justice Fair to inform and recruit people October 2 during coffee hour
- Class Conversations workshop October 2
- Selected Catholic Charities Refugee Resettlement Program as the UU Auction recipient. Donated \$4,700.
- Candidate forum held at church October 6 partnering with NAACP & Rochester 4 Justice
- Partnered with RE Council to have a Peace and Giving tree in December to collect items for 4 organizations: Channel One, Project Legacy, Hawthorne Helps, and Refugee Resettlement
- Mayo SOS account money transferred to Mayo Transition Coordinator to purchase items for high needs students at Mayo H.S.
- Researched and drew up a proposal for a Social Justice coordinator, a part-time staff person, to support our mission and work.
- Started a new outreach program with Family Literacy program at Hawthorne to supply various clothing and household items. Jodi Edmonson coordinating.
- Partnered with the Land Stewardship Project to host a retirement preparation workshop at our church for farmers January 14, February 11, and March 11.
- Many UUs participated in MLK Jr. March January 16 displaying signs made by RE youth. Yellow SOSL shirts and scarves were again made available to congregants and worn for March.
- Workshop- Gender 101: Fostering Justice, Equity & Compassion for All Genders- January 29
- Partnered with the Diversity Council to offer their new Allies & Advocates program: one for the community on February 22 and a second for our congregants after church on March 5.
- Co-sponsored an event with Rochester For Justice March 13 to follow up on their February Lift Every Voice Town Hall meeting
- Attempted to offer a scholarship to attend GA in New Orleans as it will have a SJ focus this year but none awarded due to lack of applicants
- Chair participated in MUUSJA convening calls most months
- Racial Justice task group participated in a community forum held on February 4 to address discipline disparities data in ISD 535
- A couple of us attended a Safe Congregations: Mental Health Ministry webinar February 15
- Decided to create “LOVE your neighbor” signs as a way of speaking out against Islamophobia and anti-immigrant sentiment; combating hate with love. 100 signs were ordered and sold.
- A very large Love sign was also made and installed down near the street
- The Disabilities Task Group presented the worship services on March 26 on Autism
- The Racial Justice Task Group proposed a congregational resolution addressing Immigrant rights and Sanctuary which the SJC approved as having met the required criteria. Their education and discernment plan was also felt by the SJC to meet the Policy and Procedures expectations so the RJ Task group is moving forward with their plan.

- Hosted a Civil Freedoms program “Islamophobia and the War on Terror” put on by The National Coalition to Protect Civil Freedoms on May 5th.
- New leadership – Marie Davidiak and Frank Druktainis agreed to co-lead the SJ Council

Major Expenditures for the Council

Blessed Ramadan signs	\$56.00
Class Conversations workshop	\$1,067.51
Food for workshops	\$420.00
Defying the Nazis DVD	\$21.94
Minnesota Education Equity Partnership for Feb 4 th forum	\$250.00
Safe Congregations Mental Health Ministry webinar	\$50.00
Big “Love” sign	\$108.28
Pridefest booth for 2016 & 2017	\$160.00
Hawthorne Helps 2 nd birthday PB ad	\$231.75
Support Youth leadership scholarship	\$500.0
Gender 101 – workshop fee	\$250.00

The cost of the “Love” signs came from our budget, but they proved a moneymaker.

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.
- Work for immigrant and refugee rights and advocate for our becoming a sanctuary congregation
- Increase our engagement with environmental issues and rekindle efforts to become a “green” sanctuary.
- Continue to work to improve communications and expand our use of social media
- Continue to work with community partners and determine new liaisons to community groups and interfaith organizations
- Hold another Social Justice Fair at church in the fall in hopes of getting more congregants involved in social justice work
- Continue to advocate for a part-time Social Justice staff position to support the work of the Council and Task groups

Social Justice Council: People With Disabilities 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, Janet Breitenbach. New participants: Schalleen Nelson and Peter Hoffman.

Vision 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 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 long term. 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 Accessibility and Inclusion Ministries (AIM) program of EquUal Access, part of the UUA.

Accomplishments of the Task Group

- It was announced at General Assembly, June 2013 that our Church would be one of 8 churches within the UUA to field test the Disability/Ability Action Program Handbook. Now referred to as AIM (Accessibility and Inclusion Ministries). We completed Phase 2 of this process, completing our action plan in May 2017.
- In conjunction with the communications committee our webpage has been updated.
- We presented a worship service March 26, 2017; If you've met one person with Autism, you've met one person with Autism. Two members of our Church Sam Olson and Gloria Marmolejo shared their personal stories. Jon Sailer from the Rochester Center for Autism was an outside speaker. The shared plate was the RT Autism Foundation/Project Lifesaver.
- We met twice with the City of Rochester Park Department looking at the accessibility of our parks and what role our group may play in advocating for this in the future.
- We did a "smart phone" blitz enlisting support of the congregation around the concerns of lack of increase in compensation for support staff working in group homes for people with disabilities.
- We provided a special page for the Ministerial Search Committee Packet about the work of the Disabilities task group.
- The group would like to thank the Property committee for new signs re limited mobility parking in the upper parking lot. The group would like to thank Rev. Fritz for giving up his upper parking lot spot on Sundays!!
- Our new water fountain, installed by the property committee meets all requirements for accessibility.

Task Group Goals for Next Year

- Continue our maintenance goals of reviewing disability resources, updating our website as needed and forwarding any legislative issues impacting the Disability Community to congregants.
- Complete Phase 3 of the credentialing process and apply for certification as an AIM congregation
- Look for opportunities to partner with other Social Justice initiatives at Church, advocating for people with disabilities.
- Participate in the kitchen remodeling project
- Present a worship service
- Continue to recruit new members. We welcome Schalleen Nelson and Peter Hoffman to the committee.

Disability Task Group: List of accomplishments for the Aim certification process: 2014-2017

Items proposed by our plan that were accomplished:

Workshops: We were required to complete 4 workshops. We planned to do 2 in RE.

- Language Matters: Completed January 31, 2015 as part of the all church midwinter retreat. Presented by the ARC of SE Minnesota
- Introduction to Disability work in the Congregation: Board Meeting April 2015. Summary of Survey and work we would do based on the results.
- Nick Meets the Man in the Wheelchair: Presentation by Richard Noll Feb 15, 2015 to RE classes. Rick has Spina Bifida and uses a wheel chair.
- Super Hero Chalice Camp: July 23, 2015. Shelly Maciujec, member of the Disability Task group who uses a wheel chair, spoke to 52 children at camp following a lesson based on the story of Christopher Reeves. She discussed what the church has been doing to welcome people with disabilities and make the church more friendly and accessible.

Worship: We were required to do one service as part of the certification process: We did two:

- ‘Breakfast of Champions’, January 31, 2016, part of the 150th Anniversary Celebration. We honored two members of our congregation; Kathe Yoss and Dorothy Hedgecock for their contributions to disability work.
- ‘If you’ve Met one person with Autism, You’ve met one person with autism’, March 26, 2017. Two members of our congregation told their stories and Jon Sailer from the Rochester Center for Autism was an outside speaker.

We had a shared plate at both services for Ironwood Springs Christian Camp: Wheelchair camp, and RT Autism Foundation/Project Lifesaver.

Projects: We were required to do 8, One social justice project, and projects regarding accessibility and inclusion.

- Jumping In: We created a survey called What do you need to Fully Experience Congregational Life that was distributed mainly after 3 services, and mailed, which was completed by 54 congregants. This survey was the basis of the presentation to the board.
- Did you Know? (Information Blitz): Our webpage was updated under ‘Social Justice’ on the First Unitarian Universalist Church web page. Information about being accessible is also listed under ‘About Our Church’. Periodic articles appeared in the ‘Venture’. A feature article about the Task Group was in the ‘UU Revue’. We submitted our own page as part of the Ministerial Search Packet, highlighting our work. An updated webpage is a required element of the credentialing process. We were told ours could be a model for other congregations to use.
- ReelAbilities: We had hoped to offer a fellowship type activity to visit the Reel Abilities Film Festival in St. Paul. This event was greatly curtailed in 2015, so we offered a showing of a film about Ironwood Springs Wheelchair camp that had been shown at the Reel Abilities film festival in 2015. Film was shown at our Church January 31, 2016. It was shown in the afternoon of the day of our service. Bob Bardwell, Director of Ironwood Springs, was present.
- Under Cover: The UU Book Club selected books in February 2015 and March 2016 around disability related themes. The books read were: Good Kings/Bad Kings in 2015 and Wonder and Stop Pretending in 2016.
- Beyond Our Walls: Steps to insure accessible space when we are not at church. Venues away from Church are more carefully looked at. This was a consideration in planning the 150th anniversary event. This was a consideration when the Silver and Gold dinners were planned, making sure one venue was accessible. There is greater awareness within the congregation about this.
- Engaging in Disability Rights: A Multi-generational Project: This was a required element of the credentialing process and gave us the greatest difficulty in doing. We spend many meetings and much time trying to work on this. We had two conversations with the Park Department about accessible playgrounds. We talked with Amy Nelson about the accessible playground project at Ben Franklin School. We are still in conversation with the Park Department. We had an information Blitz on two Sundays in March 2017 handing out information about the crisis for support staff in group homes working with people with disabilities. Raises for these workers have not been approved by the legislature and shortages of staff are at a critical level. An e-mail and text messaging blitz was done. We also co-hosted the fund-raising event

held at our Church for Lee McKeeman February 2016. Lee's walk on the Appalachian Trail was to raise awareness of Mental Illness.

- Are We Accessible Yet? A new Semcil survey was completed in September 2, 2015 with members of the Property committee also present. We have been working to follow up on the recommendations. New tables were purchased in the commons area. Accessible towel racks are in both bathrooms. Automatic door openers are in both bathrooms. Additional limited mobility parking has been added to the upper parking area. A greater awareness of having accessible aisles in the Commons area, especially from the elevator into the Commons. Clearing the elevator areas of "storage". The new water fountain (funded by the Clara Barton Guild) was installed following Semcil guidelines.
- It's in Every one of us to be welcoming: We have met with the Hospitality and Fellowship committees. We wrote 'Reminders and Tips to Provide a Welcoming Community for People with Disabilities' to be used by ushers and greeters. One member of our church noticed how cumbersome it was to use our large print hymnals; they are in 3 volumes and heavy. Because of that suggestion, now if you take a large print order of service, the hymns for the service are printed and included.

Social Justice Council: Racial Justice Task Group
Prepared by Phil Wheeler, Chair

Committee Members (at year-end):

Marty Alemán, Patricio Alemán, Bob Beery, Aleta Borrud, Paulette DeMers, Molly Dingel, Jodi Edmonson, Sara Felts, Julie Gilkinson, Kathy Miner, Ray Phelps-Bowman, Kim Reid, George Thompson, Phil Wheeler, Sue Wheeler, and Rev. Fritz Hudson (ex officio)

Activities:

Service:

- Several members of the Task Group and others in the congregation participate in a volunteer program at Riverside Central School assisting kindergarten and first grade students with reading. After piloting the program for seven months, beginning in September 2016, the task group invited others in the congregation to participate. We now have volunteers working with students up to fourth grade. The program was initiated by the local chapter of the NAACP.

Education:

- In March, 2017, Char Kunkel and Ron Ferguson of Luther College presented the results of the 2016 Olmsted County Racial Attitudes Survey to the Task Group. Once the study results have been published (in July 2017), the task group will share the results with the congregation.

Witness:

- The Task Group initiated a Congregational Resolution on Immigrant Rights and Sanctuary at its March 2017 meeting and began the discussion and discernment phases in April. As part of those phases, the Task Group conducted two forums by year end (April 23 and May 21), hosted a discussion table between services every Sunday since April 9, established a “question box” both physically and on the church website, and prepared a series of “matters of the congregation” presentations on issues related to undocumented immigrants presented in Sunday services beginning April 16.

Advocacy:

- The Chair of the Task Group worked with District staff from June to September 2016 to acquire student discipline data for the 2015-16 school year and analyze it by school, race, and free and reduced price lunch status. In cooperation with the Minnesota Education Equity Partnership, the NAACP, and Rochester for Justice and with the assistance of the Somali American Caucus, the Task Group conducted a forum on discipline disparities in Rochester Public Schools. In contrast to some assertions that disparities were the result of income and not race, the analysis showed significant racial disparities in discipline even after accounting for income.
- As an outcome of the February 4, 2017 forum, the Task Group and NAACP jointly submitted a request to the District in April 2017 that it regularly release discipline data disaggregated by school, race, free/reduced price lunch status, and special education status.
- Three members of the Task Group (including two members who are also members of the NAACP Executive Committee) met with School Board members in May 2017 to discuss the issues with analysis of district data.
- The Task Group has made contact with the American Indian Parents Committee to work on issues affecting American Indian students.
- Members of the Task Group serve on the District’s re-convened Community Focus Team working on discipline disparities and the achievement gap.

Community Organization:

- The Task Group participated in several fellowship activities building relationships with local minority communities and organizations.
- As part of the sanctuary resolution discernment process, the Task Group has developed relationships with local Hispanic/Latino groups, ISAIAH, and a few area faith communities.

- The Task Group works closely with NAACP, the Diversity Council, Rochester for Justice, and others on an ongoing basis.
- The Task Group co-hosted very well-attended candidate forums prior to the 2016 election.

Major Expenditures

\$250 donation to Minnesota Education Equity Partnership; miscellaneous expenditures related to refreshments and childcare at forums.

Task Group Goals for Next Year

- Combat racism and its variant forms.
- Hold local institutions accountable for eliminating institutional racism.
- Continue discernment activities leading to a vote on the Immigrant Rights and Sanctuary resolution.
- If the resolution is approved, begin implementation of sanctuary support activities; in either case, advocate for undocumented immigrants and other marginalized members of our community
- Increase congregational involvement in the NAACP volunteer reading program
- Continue to collaborate with area organizations to improve School District performance on achievement gaps, discipline disparities, and school integration
- Begin to address congregational education with regard to Olmsted County Racial Attitude Survey results and issues of white privilege
- Continue to support the Standing Rock Water Protectors' efforts to attain environmental justice

Social Justice Council: Refugee Resettlement Support Task Group

Submitted by Elizabeth Katzmann, Chair

Forty-two church members and friends are signed up as volunteers. All interested in working directly with families have completed VIRTUS training and orientation to the Catholic Charities Refugee Resettlement Program (CCRRP). Lisa Teixeira, CCRRP coordinator, contacts volunteers directly as needs arise. Areas of assistance include: family mentors, donations/donated items, welcoming meal providers and grocery shoppers, and drivers. Other subgroup members volunteer at Hawthorne Learning Center as tutors and nursery caregivers.

A poster was prepared and presented at the Social Justice Council Information Fair last fall. Seven people inquired further about training and activities.

Julie Gilkinson and I led a Social Justice Sunday activity for the Religious Education classes on October 23, 2016, focusing on shelter and feeling safe, which included packing suitcases, backpacks, and duffels with pots, bottles of water, dishes, bowls, utensils, and foodstuffs, blankets and clothes, and walking half a mile around the church and through the neighborhood with them in tow. A lively discussion about the experience of fleeing ensued.

The Mike Podulke Memorial Auction in November designated the CCRRP as recipient of targeted donations, and \$4,700 was raised for household goods, hygiene needs, art and school supplies, refurbished computers and hookups, and bus passes. Thank you all again!

A collection of household and personal items was completed in December, and the stuffed boxes and bags completely filled our station wagon for delivery.

We can continue to welcome refugees by continuing work with CCRRP and Hawthorne Learning Center. We can educate ourselves and others about refugee resettlement issues and processes. We can initiate political actions by letter-writing, calling our elected officials, and demonstrating. We can donate locally and internationally to support groups in the field. We will remain open to call ourselves to action.

Social Justice: SOSL-Welcoming Congregation Task Group

Prepared and submitted by Patty Trnka

Task Force Members:

Paulette DeMers and Patty Trnka, co-chairs, Darrel Waters, Julie Larson Keller.

Meeting Information

Monthly in the evening from June until February 2017 when members decided to take a break.

Regular Activities:

1. Planned a service for PrideFest Sunday – July 17, 2016. Children's story was *Heather Has Two Mommies*. Rev. Karen Hutt gave the sermon, *From Tolerance to Acceptance: The Journey of a Former Homosexual*.
2. Staffed a booth representing the church at PrideFest, July 17, 2016 in Peace Plaza.
3. Organized a workshop on classism, *Class Conversations* on Saturday, October 1, 2017. Facilitators were Kellie Kelly, a ministerial student and intern in Chicago and Suzanne Zilbers from Ames UU Fellowship. Total attendance = 32; 29 First UU members or friends, one UU minister from Minneapolis and two of our staff attended. Workshop was publicized throughout southern Minnesota and Twin Cities area.
4. Sponsored a Fellowship activity of attending Drag Queen Bingo at Peace United Church of Christ on October 29, 2016 at 7 PM. A few members attended.
5. Discussed the merger of ***Standing On Side of Love (SOSL)** committee with us as SOSL is composed of Jeff and Julie Larson Keller. Agreed to merge these two groups as our activities have the same focus of welcoming all to our church and advocacy.
6. Planned a transgender service for January 29, 2017 led by Rev. Karen Hering, from Unity Church-Unitarian, St. Paul. Her son, Catherine (Cat) Charles Hammond, a Minneapolis-based writer, musician, and performer presented an afternoon workshop, *Gender 101* that was attended by 30 or more people from the church and community.

Special Activities:

1. Organized a vigil following the Orlando massacre at the Pulse nightclub and held the service in the Memorial Garden on June 21, 2016. Attended by 25 people.
2. Met with Rev. Fritz Hudson to discuss ways to counteract the increased bigotry and hatred since the Presidential election. Partnering with community organizations to offer our space rent free or at a reduced rent was a possible idea. Reconnecting with other social justice workers in the community was another idea.

Goals for Next Year

1. Plan a service on transgender for PrideFest Sunday – July 23, 2017. Debbie Davis from Gender Education Center in Maple Grove, MN will be speaking.
2. Begin and complete renewal process for recertification as a Welcoming Congregation.
3. Continue to provide education on transgender.

Social Justice: Community Service Outreach Groups

AARP Tax Program for Lower Income Families

Submitted by Ella VanLaningham

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 3866 taxpayers, representing 3297 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. Summer appointments can be made by calling 287-1958 which is a number set up by the United Way to help with scheduling.

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 tax counselors, receptionists and phone schedulers.

Special thanks to Bruce Bjorgum, Paula Horner, Joyce Lewis, Joe Lobl, John MacLaughlin, Garth Nelson, Jo Payne, Sandy Ramage, James Rentz, Bill Thompson, Vikki Wolff and Ella VanLaningham who contributed many hours this year. Contact Ella if you would like to know more about the volunteering opportunities or if you have problems getting an appointment.

Community Food Response (CFR)

Submitted by Ella VanLaningham

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 2016, CFR collected 95.7 tons of food from 34 donor sites, and provided nearly 85,000 meals, including items for the next day's breakfast or lunch. An average of 75 families (225 individuals) was served every Monday, Wednesday and Friday.

Many thanks to the over 40 church families and friends who have helped with this project. Special thanks to 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 regularly do food pick-up, and Ash Gupta, Dave Kallmes and Cathy Stroebel who have served on the CFR Board over the last year. Thank you, wonderful UUs. Contact Ella VanLaningham to be on the distribution list for possible volunteering or to answer any questions.

SOCIAL JUSTICE: COMMUNITY SERVICE OUTREACH GROUPS (CONT.)

Family Promise of Rochester (IHN)

Submitted by Phyllis Beery, Joyce Wood, Julie Gilkinson, Lynne Kirklin

Group Members

Phyllis Beery, Julie Gilkinson, Lynne Kirklin and Joyce Wood serve as coordinators for the UU Interfaith Hospitality network portion of Family Promise. There are about 49 congregants that volunteer. Family Promise Rochester offers food and shelter 365 days a year to homeless families through Interfaith Hospitality, which is composed of close to 40 faith communities.

Meeting Information

One of the coordinators attends the SJ Council meetings and gives an update

Coordinators attend quarterly meetings each year led by Family Promise director, Karen LaFee, which address program issues.

UU, UCC, St. Pius and Good Shepherd met several times to discuss concerns in losing UCC as our host church and Good Shepherd becoming our host church.

All new IHN volunteers are required to attend an informational and sensitivity training. Continuing volunteers attend re-training every three years. Training is offered at various sites throughout the year and on-line training is now available. All volunteers must complete a criminal back ground-check as well as read the IHN Behavior Policy and sign off on that policy.

Regular Activities

This past year, our host church, UCC, found itself without a coordinator. After hosting June 11- 19 and August 7 – 14, 2016 with UCC, we started looking for a new host church.

In the meantime, UU volunteers filled needed spots for other churches who needed extra volunteer help. Early in 2017 Good Shepherd Lutheran Church offered its facility, but could not offer any volunteers at this time. We just finished our first week at Good Shepherd (April 30-May 7) with us coordinating assisted by buddy churches, UCC and St. Pius, volunteers.

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, website, E News, member interest forms, Social Justice Fair and person to person contact.

Special Activities

Cardboard Box City was not held this year. We did not participate in the IHN choir concert though did contribute a basket for the silent auction fundraiser associated with the concert.

We publicized two fundraisers - "No Place Like Home" gala a Somerby last June, and "Open Your Heart" a Valentine's week on-line donation challenge.

Expenses

Generally, there are no expenses but this spring the SJC reimbursed the money spent for the food and beverages purchased for breakfasts and lunches for our hosting week: \$34.20.

Family Promise asks that a church our size contribute \$1,000 annually. We were able to do this through the shared plate collection in November that brought in \$1,057.

Goals for Next Year

- Continue to recruit new members
- Encourage UU support of Family Promise Community events, such as the choir concert, "No Place like Home" Gala (June 15, 2017), and 5K race, if it is held again.
- Develop a partnership with Good Shepherd Lutheran Church to get back to volunteering four weeks during the year.

SOCIAL JUSTICE: COMMUNITY SERVICE OUTREACH GROUPS (CONT.)**Saturday Noon Meals (SNM)****Submitted by Roxanne Schlasner**

We had four Saturdays volunteering at SNM this year. June 25, August 27 and October 15 in 2016. Saturday Noon Meals is the Channel One Agency that feeds those in need. The mission is: To serve an attractively nutritious meal in warm safe atmosphere for persons in need. It is served at Christ United Methodist Church, 400 5th Ave. SW. This program encourages us to practice the first and second principle. *First Principle* encourages us to "Inherent Worth and Dignity of every Person". At Saturday Noon Meals, the meal is served family style to those sitting a community table of eight. The program encourages us to call the homeless and hungry who participate a guest. Just as you would have a guest over to meal you decorate the table with flowers and serve appetizers. *Second Principle* is encouraging us to practice "Justice, Equity and Compassion in Human Relations". Preparing a home-style cooked meal for the hungry and homeless is action of compassion.

Saturday June 25, 2016 - meal

Seven members volunteered at Sat. Noon Meals on June 25th. Marie and Carmina Davidiak, David Maciujec, and Roxanne Schlasner prepared the meal and appetizers. The meal that was prepared included lettuce salad with ranch dressing, lasagna, corn, butter/ garlic Italian bread with milk and ice cream drumsticks for dessert. For appetizers, open face (tea time size) ham sandwiches, chicken wings and fresh veggies were prepared. At 11:00 Julie Gilkison, and Paulette DeMers, Mike Tinetti and Roxanne Schlasner helped serve the meal and clean up; the Latter-Day Saints volunteers helped with serving as well. Roxanne read the blessing of from the book "Bless This Food". We served 65 guests in the dining room, with the meals counted that volunteers ate and all the take home meals the meal made for 100 guest was gone. Holiday bags were given out as guest left the dining room – the holiday celebrated is "RochesterFest".

Saturday August 27, 2016 – meal

Eight of us volunteered at Sat. Noon Meals. Linda Curtis, coordinator of SNM stated that the guest numbers are very low compared to last year 40 to 50 per Saturday vs the 70 to 80 that used to come. All of the noon meal programs are experiencing this decrease in numbers for the meals. Jeanne Hoecker and Roxanne Schlasner arrived for cooking. The menu was spaghetti, corn, fresh tomatoes, fresh refrigerator pickles, lettuce salad with ranch dressing, garlic bread, strawberry fluff pie. At 11:00 two members of the Sikh Society of Rochester (SSRM) joined the group. They found our volunteer opportunity thru the website; Ravindr Sing and Deb help us out. Other UU members that joined Jeanne and Roxanne were: Becca Blouin (teen), Julie Gilkinson, Mike Tinetti, Joyce Wood. All volunteers have had the orientation information so it was not given. Roxanne read the blessing before the meal using a blessing from the book "Bless This Food". We served 54 guests in the dining room, two families and one service dog included and four take home meals that were picked up. Many of the guests took home the extra food.

Sunday September 25, 2016***RE Social Justice Sunday with Saturday Noon Meals***

Rev. Fritz went to Saturday Noon Meals September 24, took some photos for Sunday service and shared his experience at Sat. Noon Meals. Rev. Fritz read Uncle Willie and the Soup Kitchen in the service before the children left for RE classes. Roxanne Schlasner wrote up the RE lesson with the help of the RE CO-Directors Ramona Barr and Kate Thompson-Jewell and Julie Gilkison, Social Justice Council Chair. Becca Blouin, a teen church member, shared her story and experience with each classroom during the 11:00 RE time, and before the reading of the book at in service at 10:00. Christmas treat bags were decorated. Family's donated Kleenex and hand sanitizer to place in the treat bags.

Sunday September 25, 2016

Participated in the Volunteer Fair in Commons between services 10:00 to 11:00 with tri-fold information board, flyers and signup sheet for next Sat. Noon Meals

Saturday December 17, 2016– 9:00

Filled the Christmas bags that were decorated. Two families, plus Julie Gilkinson and Roxanne Schlasner, filled the Christmas bags. The bags will be given to the guests on Dec. 24th. Becca will talk to Linda to arrange a time to come to hand out bags.

Saturday Dec. 24, 2016

Becca helped hand out Christmas bags at the meal.

Saturday October 15, 2016 – meal

Fourteen members volunteered at Sat. Noon Meals on October 15. It was mixed-generation volunteer event; 11 adults and 4 youth. Marie Davidiak and Frank Druktainis, Julie Gilkinson and Becca, Roxanne Schlasner and Jack Weber did the cooking. Marie and Frank did the big job of frying up the ground pork. The meal had pork sandwich with alternative protein cheese sandwich, corn, potato fries, ketchup, toss salad with ranch dressing, milk, pickles, chocolate pudding for desert. Roxanne gave the introduction and instruction talk at 11:00. Michele Tinetti, Derik and Morgan Robertson and their three children, Kathy Miner, and Lynn Kirklin helped with serving and clean up. Roxanne read the blessing of the food from “Bless This Food”. We had 50 guests sitting at the tables at 12 noon and many of the guests took home leftovers.

Saturday April 29, 2017

Five members volunteered at SNM on April 29th: Julie Gilkinson, Jeanne Hoecker, Jerry Katzmann, Kathy Miner, Roxanne Schlasner for cooking. Linda Curtis, the coordinator, took a Saturday off to be with family so one of Sat. Noon Meals ministry volunteers, Dave, was the coordinator. Without Linda at the meal, the group needed to do more math than the usual focus on making 100 servings. The meal was turkey breast with mashed potatoes and gravy, corn, stuffing, green leaf salad with ranch dressing mixed in with side plate of tomatoes and dinner rolls with butter. We also helped clean up veggies for appetizers – celery and cauliflower. Jerry had fun making the desert, brownies, all nine boxes. All volunteers have been oriented to program in the past, so no introduction and instruction talk. Roxanne was the only member that stayed for serving and clean up help the SNM ministry and the Youth Missionaries of Latter Day Saints. Roxanne read the blessing from “Bless This Food”. We had 50 guest sitting at the tables at 12 noon, there were 3 meals sent home, and many of the guest took home leftovers.

Hawthorne Helps

Submitted by Sandy MacLaughlin & Sandy Ramage

Mission: To provide support that affirms personal dignity, welcomes newcomers to our community and encourages all students' educational success.

Committee Members

Sandy MacLaughlin and Sandy Ramage coordinate Hawthorne Helps (HH). 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 items unavailable from SNAP. In 2nd year of operation, over 8,440 items were distributed to 4,220 shoppers.

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 Committee

- Maintained communication via Web Page, Venture, Facebook, Weekly eNews & SignUpGenius.
- Presented to RE students on February 2017 Social Justice Sunday.
- Maintained core of UU volunteers and coordinated required District 535 training.
- Set up themes for UU barrel collection & recruited RE students for counting items.
- 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 weekday Farmers' Market to distribute fresh produce in season.
- Assembled and distributed over 300 personal care kits with donated hotel toiletries.
- Wrote donation requests to 6 businesses. (Paulette DeMers, Rhonda Lorenz & Sandy M.)
- Developed letter head design (Paulette DeMers).
- Designed Post Bulletin 2nd HH Birthday ad (Paulette DeMers) that ran April 22, 2017.
- Received 500 reusable shopping bags from Altra Federal Credit Union 500 reusable with HH logo to begin a recycle effort with HEC students. Pilot project started with 40 Family Literacy Families.

Major Expenditures for Committee

2nd annual budget was set at \$4,800 plus donated items. Our church contributed 35% of budget (Share the Plate, Clara Barton Guild and UU individual donors). Bethel Children's Ministry, Christ United Methodist Inquiring Spirits, First Presbyterian Women, First Presbyterian Memorials, Rochester Muslim Community Circle, St. Luke's Episcopal and UCC Congregational contributed 65%. UU Blue Barrel, Anonymous, Costco, CUMIS, Daymaker Kiwanis, Eggler's Summer Fling, Esther Circle, Headliners, JM Speech Project, Peace UCC, St. Lukes, UCC Congregational and Yarnies donated over 2,400 items.

Committee Goals for Second Year

- Request and promote September Share the Plate as a financial foundation for 3rd year.
- Sustain current partners and continue outreach to other faith, business and local groups.
- Maintain UU volunteers corp for tech assistance, shopping, stocking & distribution.
- Continue partnership with Clara Barton Guild, Caring Crafters and RE.

COMMITTEES

CARING CONGREGATION COMMITTEE

Submitted by Vikki Wolff, Chair

Committee Members:

- Paula Horner
- Ann Lien
- Barbara Anderson
- Beth Plaetzer
- Diane Clossen
- Don & Jean Hanson
- Ella & Glenn VanLaningham
- Jessie Finch
- Jo Payne
- Sandy & John Mac Laughlin
- Joyce Wood
- Julie Gilkinson
- Kay Eberman
- Linda & Bill Thompson
- Maggie O'Connell Nolte
- Marge Dalen
- Phyllis Beery
- Rhonda Lorenz
- Ronice Donovan
- Shayne Johnson
- Sue Nielsen
- Vikki Wolff

Regular Activities of the Committee:

Providing meals, rides, hospital visits, cards (birthday, condolence, anniversary, thinking-of-you), & misc. help to our congregants and friends when they are in need.

Special Activities of the Committee:

- Recognition & appreciation meal for the choir (& perhaps sextons)

Major Expenditures for the Committee:

- Greeting cards and stamps
- Flowers (twice last year – approximately \$40/each)
- Table decorations for special events

Committee Goals for Next Year:

- Increase the number of our Caring Coordinators so each person will only have to take one turn. We have 22 and need approximately 26.
- Update our lists of meals, ride, errand volunteers
- Have 1-2 Committee gatherings to discuss ideas and promote *esprit de corps*

COMMUNICATIONS COMMITTEE

Submitted by Paulette DeMers, Committee Chair

Committee Members

Kathy Brutinel, Paulette DeMers, Shelly Maciujec, Sue Wheeler, and Jody Tharp (ex officio)

Activities

Website: The website was redesigned by Paulette DeMers to make it cleaner and easier to navigate.

UU Revue: The purpose of the magazine is to tell the stories of our members, our church, and the committees that make it work. Paulette DeMers does the layout and design of the magazine and it is printed by SmartPress, Chanhassen, Minn.

Articles were written by church members Mary Amundsen, Beth Atkinson, Kathy Brutinel, Pat Calvert, Anita DeAngelis, Paula Horner, Robin Taylor, Sue Wheeler, and Phil Wheeler. Angie Joyce has done much of our beautiful photography. Articles through the year included; Summer Issue: *Hawthorne Helps, Parsonages, Memorial Garden, Nodding Wild Onions, Eco-Snatchers*; Fall Issue: *Search Committee, Joe Mish, 150th JumpStarter Campaign, William Saltzman Collection, Getting Involved*; Winter Issue: *Vern Curry Journey to Selma, Greg Wimmer Master Muralist, Secret Life of Sextons, Our Congregation by the Numbers*; Spring Issue: *The Journey Starts in the RE Wing, Resettling a Family, What Would Ella Do, Camp UniStar*.

Other: We continue to utilize Facebook for much of our communication and now have a Twitter account. Shelly Maciujec posts 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. Flickr (www.flickr.com) is the repository for church photographs with anyone able to upload pictures. Sue Wheeler has taken on the task of tagging each photo, making them easier to organize and find.

We have worked with many of the other church committees in the preparation of advertising materials, informational brochures, posters, etc. This has included Stewardship, Social Justice, Search Committee, and Hospitality and Growth. Working with the Congregational Life Coordinator (first Sarah and then Melissa) we have updated many of the church brochures.

An ad-hoc committee was established (Rob Harveland, Rog Nolte, Jakob Feddersen, Jody Tharp, Paulette DeMers) to explore and facilitate technology. The process of implementing new church management software has begun.

Major Expenditures

Printing of courtesy copies of UU Revue

Redesign of website and hosting for the year

Post-Bulletin newcomer ad space

Goals

- Work with the PAC team to improve the communication of church activities by establishing better communication with church board and 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

FINANCE COMMITTEE

Submitted by: Linda Thompson, Chair

Committee Members:

Gail Bishop, Alan Goldberg (started March 2017), Nathan Harff, Rob Harveland (Treasurer), Dave Siljenberg, Linda Thompson (Chair); Ex officio: Connie Schuelka (Co-Administrator- Records), Rev. Fritz Hudson

The Finance Committee oversees and reviews all areas of income and expenditures and advises the Board on matters relating to church financial policy. It is considered a Standing Committee defined in our church By Laws and reports to the Board. We strive to support of the mission and goals of the Board, staff & Program Council/ committees.

Activities of the Committee:

- Met monthly (except for July), usually on the second Thursday of each month.
 - Reviewed our monthly financial reports to monitor income and expenses, making recommendations as needed.
 - Moved the ACH (automatic deposit/debit account) from Bremer Bank to F & M Bank due to higher fees imposed by Bremer.
 - Reviewed and updated the **Reserve and Special Funds Authorization policy**; the **Finance committee** description; the **Memorial and Commemorative Fund** policy; the **Human Needs Fund** policy; the **Sharing the Plate with a Charitable Organization** policy.
 - approved or recommended to PAC Team/Board the following **funding requests**:
 - up to \$750 requested by the RE Council, from the Memorial and Commemorative Fund for the Maypole RE wing mural, designed and completed by Greg Wimmer this winter (completed)
 - up to \$500 requested by the DRE, for a new rocking chair in the nursery from the Memorial and Commemorative Fund (purchase completed)
 - up to \$2500 requested by Design, for an additional name tag case and replacement of plastic strips holding tags on current cases (work in progress)
 - up to \$400 requested by Co-Administrator- Office for purchase a refurbished laptop computer from Bight Eyed Computers when one failed suddenly. (purchase and installation complete)
 - approved another \$2796 in roof repairs in April.
 - approved almost \$89,000 in funding from Major Maintenance/Replacement/Jumpstarter Fund for audio/video upgrade, handrail upgrade, roof repairs and life extension work, improved lighting in the chapel.
 - reviewed plans for Stewardship campaign and assisted as needed when asked by Stewardship Chairs, **Jim Jensen** and **Chris Wendt**. (See the Stewardship report for the summary of this year's campaign.) Thanks to Jim and Chris for their work on this year's campaign, to the **Board members** for their assistance and to **Jerry Katzmann & Gail Bishop** for their leadership and efforts on this year's campaign.
 - **Proposed Budget for June 2017- May 2018**: Worked with the treasurer & recommendations from Program Council to formulate a proposed operating budget for the next fiscal year (June 2017- May 2018). This is first drafted in January-early February, based on requests from staff, PAC/ Board, committees & Program Council, so Stewardship can build the budget goals into their campaign for the following year.
- Once the Stewardship campaign is completed and we have an idea of pledges made & income expected, we acquire input from Program Council & work with the treasurer to make necessary revisions in the draft budget and then make a recommendation to the PAC Team & Board on the final operating budget for 2017-2018.

Special Activities of Finance:

- Organized and conducted our annual **UU Auction held on Nov. 12, 2016**. The auction is one of our main sources of income in addition to income from our pledges, plate, rentals and miscellaneous interest. We were able to donate \$4700 to the Catholic Charities Refugee program, even though the auction was about \$7000 short of it's goal to raise \$28,000 for our budget this year. Energy and participation at the 2016 auction was down from other years and

bidding was also more reserved. Perhaps that was due to the auction following this November's election, but in any case, the energy and the mood of the evening were markedly different from previous auctions.

Thanks to everyone who did attend the evening and to our devoted committee members who each contributed to this event: **Dave & Pat Siljeborg & Melissa Egger** for their organizing of the silent auction; **Nathan and Ramona Harff** for their set up of the fixed price items; **Sue Wheeler** for her data entry of auction items as they are donated; **Rob Harveland** for finalizing the auction bill and generating all the reports for donors and bidders; **Randy Crawford** for his assistance the night of the auction entering bids/bidder; **Ash Gupta** for helping to greet attendees; **John Kruesel** and **Stephanie Podulke** for their emceeing of the live auction and the **Social Justice Council** for identifying the charity organization that is supported via items at the live auction. Also, thank you to **Gail Bishop, Linda Thompson and our sextons** for organizing and providing the food and beverages available during the silent auction and to the many volunteers who helped set up the refreshments and cleaned up the leftovers and kitchen

The **2017 Auction will be held on Nov. 11, 2017**. John Kruesel has confirmed his availability for that evening. If you have suggestions for the auction or are interested in helping organize the auction, contact one of us on the committee.

- Gathered with our ministerial candidate during his candidating week for introductions & discussion.

Major Expenditures for the Committee:

Finance does not have a separate committee budget. Any expenses related to the auction are paid for out of the auction proceeds.

Committee Goals for Next Year:

In addition to our responsibilities to monitor income and expenses, recommend financial policies and organize the annual auction:

- we look forward to working with the incoming minister and supporting him in his first year with us to ensure a smooth transition.
- we will continue to update our financial related policies and the Stewardship Committee description.
- we will try to assist in re-establishing an Endowment committee who can monitor the existing account and provide communication and encouragement of contributions.
- we will work on continued communication on encouraging our generosity in support of our church community, via the annual Stewardship campaign, as well as, the special funds to which members and friends can donate (Jumpstarter/Major Maintenance Fund, Endowment Fund, Memorial and Commemorative Fund, Human Needs Fund, Memorial Garden Fund).
- We will work on financial planning for future needs (financial implications of sabbatical, potential leaves & resignations, insurance increases, building needs, etc).
- We will review current church liability & workman's comp insurance policies in order to make recommendations about renewal.
- We will keep informed of bank and investment account options.

HISTORY COMMITTEE
Submitted by Sue Wheeler, Member

Committee Members

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

Meeting Information

The regular meetings are once every other month on Saturday at 10:30 am in the Commons and as needed. We require a quorum for decision-making.

Regular Activities of the Committee

Review and organize historical materials
Protect historical documents and photos
Maintain records and Archives cabinet
Convert materials to digital media
Facilitate congregation's use of archives

2016-2017 Special Projects

Darrel Waters, Jean Hanson, and Marge Dalen, together with the minister, have begun discussions and plans with appropriate committees regarding a cornerstone box of items from 2016 to be opened during another significant anniversary.

Melissa Eggler with the help of Sue Wheeler created a scrapbook that commemorates the church's 150th Anniversary Celebration.

Major Expenditures for the Committee

\$80 - convert 1965 reel-to-reel audio tape to CD
\$146.01 - Archival supplies
\$63.89 - extra copy of Treasures book
\$16.17 – supplies for 150th scrapbook

Committee Goals for the Next Year

- Consult expertise on preserving/storing the collection.
- Identify items that need preservation in a timely manner
- Participate in outreach activities so the congregation knows how to access the material

SOPHIA LYON FAHS LIBRARY COMMITTEE

Submitted by Alan Goldberg & Kay Udey, Co-Chairs

Committee Members:

Kathy Brutinel (Consultant), Alan Goldberg, George Huston, Joyce Rood (Director of Religious Education), Patty Trnka, and Kay Udey.

Activities of the Committee:

The Committee has been inactive for several years. In early March of 2017 Alan Goldberg and Kay Udey agreed to be the new co-chairs of this committee.

The first official meeting this year of the Committee was held on April 9, 2017.

Special Activities of the Committee:

Our first library event was held on March 12 between services highlighting the Jewish Holiday of Purim. Books and handouts were available for both children and adults. Kay Udey provided the traditional hamantaschen for all to enjoy.

A second event was held on May 21 focusing on Ramadan. Rana Mikati from the Rochester Muslim Community Circle shared her knowledge and faith. Books, handouts, and special treats were provided. These two special events were designed to get people re-acquainted with the library, nurture individual spiritual growth, and promote our community's understanding and respect for all of the world's religions.

Special Activities of the Library:

Thanks to Joyce Rood and Kate Thompson-Jewell for transforming the cataloging system in the library in 2017. A new cloud-based system has been implemented using the library management application, Libib.com. Every registered user with a computer, tablet, or smartphone will now have access to the database with the ability to search for and check out library materials. Kate spent many hours scanning all of the adult and children's books into our Libib.com site and entering books without barcodes by hand. She also provided a training to committee members on March 26 to acquaint them with the new system.

Kathy Brutinel is writing a history of the library for publication in the UU Revue.

The library became a source of information for the congregation on the roles of Sanctuary and supporting churches thanks to Sue Wheeler. As part of the discernment plan for the UU resolution on immigrant rights and sanctuary, Sue provided copies of background articles, an overview of potential legal issues, and a proposed congregational resolution addressing immigrant rights and sanctuary.

Major Expenditures for the Committee:

The \$5 monthly expenditure for the Libib.com library cataloguing system has been paid this past year out of the DRE (Director of Religious Education) budget. This is expected to change in the next fiscal year. The \$764 available in the designated library fund was unspent.

Committee Goals for Next Year:

The Committee will be meeting over the next several months to plan a Grand Re-Opening in the fall, to acquire needed library materials, and to develop formal and fun goals for the next year.

MEMORIAL GARDEN COMMITTEE
Submitted by Margaret Brandl, Chair

Committee Members:

Marty Aleman, Mary Amundsen, Margaret Brandl, Marge Dalen, Ann Lien, Linda Thompson

Regular Activities of the Committee:

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

Special Activities of the Committee:

We focused on clarifying and streamlining the description of our committee and updating our policy and procedures. We changed our brochure to reflect these changes. Due to the challenge of digging in the garden, we now expect individual ashes to be interred in biodegradable bags. We have a supply of these available for families.

Interments:

David and Jean Eldridge on 11-5-2016

Phyllis McKeeman on 4-22-17

Neale Edward (Ned) Bateman 5-1-2017

Major Expenditures for the Committee:

We had no major expenditures.

Committee Goals for Next Year:

Explore the need for adding the south side of the garden for the future. Also explore need for future panel addition.

PROPERTY COMMITTEE
Submitted by George Huston, Chair

Property Committee 2016-17 Annual Report Haiku:

From Property Committee Haiku Handbook (Volume 2, 1st printing)

Strange sound, Attention!
Am I hearing what I think?
Where is to-do list

Committee Members:

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

Meeting Information:

The committee meets approximately quarterly.

Regular Activities of the Committee:

- Monthly outdoor property work days typically from April through November of each year, 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 with church office about which items 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 2015 / 2016 Annual Report include:

JumpStarter projects completed:

- Roof repairs in Summer 2016 and Spring 2017
- Exterior handrail removed / rebuilt / reinstalled in August 2016
- A/V- Sanctuary projector / camera / screen / audio board / sound system, Hearth Room, Nursery, Commons sound install / video pre-wire in Fall 2016
- Chapel room LED lighting upgrade completed in Jan 2017
- Church management software evaluation / selection Spring 2017 / implementation begun May 2017

Outdoor projects completed:

- Structure built over RE stairwell exit to minimize rain, melting snow, and leaf debris intrusion which caused flooding in RE hallway. Special thanks to Eric Egger for his assistance.
- Love banner frame built and installed March 2017 in front of church.
- Century Link active cable laying on ground in back of church finally moved to power line poles by Century Link.
- 15 dead trees (some with emerald ash borer infestation) removed during past year. Special thanks to Eric Egger, Don Hansen, Randy Crawford, Phil Wheeler, and Bill Thompson.
- Thanks to John Trnka for repainting courtyard table and chairs.

- Many species of native wildflowers were donated to the church by Joel Dunnette. These were either planted in the west butterfly garden or on top of the west slope, and several bulbs of nodding wild onions were planted in the top of the butterfly garden.
- And special thanks to the many volunteers who help on outdoor property workdays to help maintain our gardens and landscape.
- Invasive plant control:
 "I have no wrath. Should someone give me briars and thorns in battle, then I would step on them, I would burn them completely." - Isaiah 27:4
 - Invasive plant management was completed for garlic mustard, poison ivy, wild parsnip and buckthorn. Garlic mustard areas were sprayed with 2% glyphosate this spring, the remaining plants were pulled by hand, bagged and thrown in the trash. Poison ivy was sprayed last fall. Wild parsnip was dug up or pulled. The female Buckthorn trees (fruit bearing) were treated using a variety of methods - cut down, then stump was treated with 12.5% triclopyr or a few had basal bark treatment last fall. This spring more female buckthorn were cut down and stumps were covered with a tin can.

BUTTERFLY FLIGHT CREW 2016-2017 REPORT:

A. THE BUTTERFLY GARDEN is doing well with many plants established. Some maintenance work is planned for summer.

B. AMUR SILVERGRASS TARP TREATMENT OUTCOME:

As of April 2017, the tarps have been removed and there are several Amur silvergrass survivors near the shaded edges of the tarp that was removed in April. (The other tarp was removed in 2016 due to its opacity so it did not have the same success.) According to Dawn Littleton and Bill Thompson the edge-based silvergrass survivors will be sprayed frequently with glyphosate and the currently bare ground will be planted with native plants before invasives move in. While this may be a strong success for removing an invasive, we cannot say for sure until the end of summer.

RECOMMENDATIONS: For the Church's cultivated and non-cultivated areas (gardens, woodlands and prairie areas) to require less attention and maintenance, we recommend the following priorities:

Priority One: Eliminate the nine invasives known to be on any part of UU property before controlling non-invasive weeds (e.g., dandelions):

1. Garlic Mustard
2. Crown Vetch
3. 3. Wild Carrot/Queen Anne's Lace L. (which invades disturbed areas only - so we if have a happy ecosystem, wild carrot will cease to be a problem)
4. 4. Common Buckthorn (originally sold as a nursery plant)
5. 5. Asian Bush Honeysuckle (still sold in nurseries and on the web)
6. 6. Japanese Barberry (still sold in nurseries and on the web - This is the new buckthorn as a forest/prairie invader).
7. 7. Reed Canary Grass (still sold in nurseries and on the web)
8. 8. Creeping Bellflower
9. 9. Cushion Spurge (still sold in nurseries, known to be toxic and this is now self-seeding into the UU natural areas)

Priority Two: The Butterfly Flight Crew advises on increasing the use of native plants including native aggressive plants. Native aggressive plants quickly establish on disturbed sites and over a few years "back off" as other gentler natives get established in less-disturbed soils, thereby increasing healthy habitat. (Typical examples of aggressive natives are common milkweed and goldenrod as they quickly stabilize the soil then they back off allowing other plants in). As we have observed at Church--invasives work by quickly taking over healthy or disturbed soil, never backing off, and destroying wildlife habitat on their way (the nine plants above are excellent examples of not backing off).

Priority Three: Continue to allow black-out tarps of any size to smother invasives where they form monocultures. While the tarps are unsightly they require no herbicide, little volunteer effort, and are

extremely effective at killing very resilient plants. They do need to prevent light from hitting the ground, and they do need to be used for at least one or two growing seasons.

Priority Four: Form a committee to start screening all donations of plants and seeds for invasive species whether they are provided for the cultivated or non-cultivated sites. Virtually all of Minnesota's invasive plant species come from un-informed horticultural sales and gifts from others (apparently including those at our Church), causing an infinity of inefficient work to maintain healthy habitats for pollinators, birds, amphibians etc. on Church grounds.

Other projects completed:

- RE main level hallway was prepped for painting by Tom Rud and then repainted by several volunteers.
- Replacement water fountain / bottle filler installed in main lobby; project was generously funded by Clara Barton Guild.
- Final 2 items on Cincinnati Insurance audit results completed - installation of emergency light in CR / library hallway, and Hearth Room damper inspection (required reseating).
- Removal / recycling of Commons Furniture per Design Committee request.
- Commons closets cleanup / disposition of obsolete items, obsolete paint, and paint cabinet to free up space. Special thanks to Barb Foss.
- Upper parking lot signage purchased for some of the stalls stating 'Limited Mobility Sunday morning only'.
- Faulty relay which prevented hot water flow for RE heating was replaced.
- Participating in Historic Landmark designation with City of Rochester.
- 150th year banner removed.
- LED lighting in A/V cabinet in process, should be installed prior to 05/30/17.

Committee Goals for 2017 - 2018:

JumpStarter projects:

- Parking lot repair / resurface / repaint stripes
- Concrete flatwork / mud jacking / courtyard accessibility
- Monitors for Hearth Room & Commons, Sanctuary hearing aid loop (dependent on carpet funding)
- Participation in Kitchen renovation / definition / planning.
- A/C for RE office
- Sanctuary runoff in winter creating upper parking lot icing
- Continue window replacement weather-stripping project

Other projects:

- Prep / repaint Rev. Luke Stevens-Royer office and other walls of church (where needed).
- Erosion with run-off from above Memorial Garden down across front of Memorial Garden.
- Paint stair edge stripes on exterior steps

And, special thanks to:

Our custodian, Tom Rud, whose expertise in repairing things that rattle, break, leak, bang, don't turn on, don't turn off, are stuck, missing, overflowing, bent, need patching, etc., is a huge help in maintaining our building and lowering our expenses! Tusen takk, George

Design Committee (A PROPERTY SUBCOMMITTEE)
Submitted by Richard Hutton, 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.

Activities of the Committee

1. Continue to monitor the entryway, coatroom, hearth room, sanctuary and other common areas to maintain an uncluttered environment for the safety and free movement of the members of the congregation.
2. Put greens in planters outside on either side of the coatroom window so as not to block the stain glass window.
3. Continued the trend of decorating with poinsettias in the Sanctuary and lobby area by the stairs leading to the Sanctuary. Also, put a swag of greens on the pulpit and a lighted tree with red bows on the chancel.
4. Put tape markings down on Sanctuary floor to help maintain alignment of chairs.
5. Ongoing discussion about rearranging west closet to provide more space and storage.
6. Ongoing discussion about providing access to chancel for persons with limited mobility.
7. Worked with property committee to paint wall in conference room.
8. Cleaned solid colored banners that hang at the front of the Sanctuary.
9. Installed a plant on the south side of the organ to liven up dark space between organ and wall.
10. Will install an additional name tag rack in the entry way to accommodate children's name tags.
11. Quilts hung in the Sanctuary for candidating week.

Major Expenditures

Holiday decorations and tree.

Goals

Install additional name tag rack, purchase and additional Christmas tree for Sanctuary.

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."

WORSHIP COMMITTEE

Submitted by Anne Black-Sinak, Committee Chair

Committee Members

Anne Black-Sinak (chair), Linda Blouin, Mark Brutinel, Elena Druktainis, Erin Froud, Ann Hutton, Jeff Larson-Keller, Amy Nelson, Greg Wimmer; Rev. Fritz Hudson (ex-officio), Joseph Mish (ex-officio), Joyce Rood (ex-officio)

Members/attendees during a portion of the year: Marie Druktainis, Melissa Egger, Jane Foote, Ramona Barr (ex-officio), Kate Thompson (ex-officio), Connie Schuelka (ex-officio)

Meeting Information

Meetings are held 7:15pm-8:30pm the 2nd Wednesday of each month. This year we met every month except July.

Regular Activities of the Committee

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

This year we did not have monthly themes. We offer two identical services at 9am and 11am through the majority of the year. During the summer months (Memorial Day through Labor Day), we offer a single service at 10am. There are also two services on Christmas Eve. This year there was no Sunday service on Dec 26. New Year's Day was Sunday; one service was held.

Special Activities of the Committee

- This year, having been the second year of our interim ministry, the committee worked with Rev. Fritz to continue to make small changes in the services as we transition to a new settled minister.
- We had a table at the church volunteer fair in September.
- During candidating week, we had a lengthy conversation with Rev. Luke Stevens-Royer. Ann Hutton coordinated letting Mark Brutinel attend successfully via Skype.

Guest Ministers/Speakers & Special Services:

6/5/2016.....Greg Wimmer
 6/19/2016..... Rev. Char Tarashanti
 6/26/2016..... Bob Ortiz
 7/3/2016.....Greg Wimmer
 7/10/2016..... Rev. Char Tarashanti
 7/17/2016..... Rev. Karen Hutt
 7/24/2016..... Chalice Camp
 7/31/2016..... Harriet Hodgson
 8/7/2016..... Kevin Jagoe
 8/14/2016..... Megan Schultz & Nate Shriver

9/18/2016 Eddy Carroll
10/9/2016 Leon Littlebird with Rev. Fritz Hudson
10/16/2016 David Roth
11/27/2016 Greg Wimmer & Anne Black-Sinak
12/18/2016 Joyce Rood, DRE, with Rev. Fritz Hudson
1/29/2017 Rev. Karen Hering w/Catherine Charles Hammond
2/26/2017 Joseph Mish w/Rev. Fritz Hudson
3/19/2017 Disabilities Task Group
4/30/2017 Rev. Luke Stevens-Royer (candidating week)
5/7/2017 Rev. Luke Stevens-Royer (candidating week)

Major Expenditures

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

Committee Goals for Next Year

- Work with our new settled minister, Rev. Luke Stevens-Royer, to offer high quality Sunday worship services on a wide range of topics.
- To continue developing the vitality of the Worship Associate program, provide training for lay service leaders and new committee members.
- To work with designated committees for a successful installation service for Rev. Luke Stevens-Royer.

GROUPS

CLARA BARTON GUILD

Submitted by Jessie Finch & Laura Lukes, Co-Chairs

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. This year we held four regular meetings in September, October, February and March.

Regular Activities

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

In *September*, Darrel Waters showed us his many beautiful creations, some that had won blue ribbons at the fair. He showed us several of his looms and shared weaving techniques he has used. Ella VanLaningham gave us a financial report and provided data of past donations. Ella, Marge Dalen and Sandy MacLaughlin agreed to meet and bring suggestions for this year's donations to the October meeting. Sandy MacLaughlin gave us an update for Hawthorne Helps. The store is doing well with many volunteers and donations.

In *October*, Beth Atkinson shared thoughts and pictures from her trip to Bosnia and Herzegovina in summer 2016. She called it "Building Peace, One Note at a time". Ella VanLaningham presented what she, Marge and Sandy proposed for the 2016-2017 donations. They proposed giving Gage East, Hawthorne Helps, Planned Parenthood, and project Legacy each \$500. They also proposed the \$2,170 needed to replace the lobby drinking fountain. All proposals were moved and seconded to go ahead. The Christmas luncheon will be December 13th at Charter House and Kathe Yoss has agreed to take charge of it again. The cost will be a suggested price of \$12 with church staff members as guests. Sue Wheeler and Melissa Eggert have agreed to plan the spring rummage sale with the help of Margaret Brandl, Barb Foss and Sandy MacLaughlin. Clara Barton Guild members will sign up to help during set up, sale and cleanup.

In *February*, Harriet Hodgson gave the program about her new book "The Family Caregiver's Cookbook: Easy-Fix recipes for the busy Family Caregivers". She talked about how her new book grew out of the need for self-care. She also talked about what is involved behind the scenes in writing a cookbook. Sandy MacLaughlin gave an update on Hawthorne Helps. The spring luncheon will be held at Charter House in May. Ann Lien and Linda Thompson are in the process of buying a new hot water urn to replace the broken one in the church kitchen. We started discussing the future of the Clara Barton Guild. We talked about the need for monthly meetings since our present co-chairs will be done and no replacements have been found.

In *March*, Anne Black-Sinak showed pictures and talked about how she uses images from her camera to create her art. Sue Wheeler gave some information about the all church rummage sale coming up on April 22. This year people can sign up to help on SignUpGenius. This year, the church youth will have a bake sale during the rummage sale. People are encouraged to donate items to the rummage sale and treats for the bake sale. The new water pot cost \$63 and the new drinking fountain cost \$1635. Kathe Yoss gave several options for food available for the May luncheon. The group chose Polynesian chicken salad. The suggested cost will be \$12. Sandy MacLaughlin reminded us of the needs for Hawthorne Helps this month. She told us of the closure of days and hours at Hawthorne. Duane

Sauke has introduced a bill in support of the Hawthorne Bridges to Healthcare program which would enable Hawthorne to continue programming for current students transitioning to RTCT to Mayo School of Health Sciences and then to work. Sandy developed a questionnaire to gather input concerning the future of the guild and how and in what capacity it will continue.

Mission statement of the 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 the Clara Barton Guild as we adapt to the future.

Guild money is separate from the church budget so the committee makes its own financial decisions. Ella VanLaningham prepared a Treasurer's report (attached).

Goals

Committee goals for next year are uncertain at this time. More questionnaires will be available at the May luncheon and a group of former and present Guild chairs will meet this summer to evaluate the input and discuss the Guild's future.

Clara Barton Guild - End of Year Financial Report 2016-17		
Report prepared by: Ella VanLaningham, Treasurer		
Checking Account - April 30, 2016:		\$4,234.13
Receipts		
Spring Luncheon	354.00	
Fall Rummage Sale	0.00	
Christmas Luncheon	351.00	
Spring Rummage Sale	3,715.87	
Interest	6.77	
Transfer from CD	1,732.21	
Total receipts:		\$6,159.85
Disbursements		
Spring Luncheon	256.13	
Fall Rummage Sale	0.00	
Christmas Luncheon	265.16	
Spring Rummage Sale	158.08	
Miscellaneous - supplies, etc	9.40	
Gifts to Nonprofits (900)		
- Planned Parenthood	500.00	
- Hawthorne Helps	500.00	
- Empowerment Center/Gage East	500.00	
- Project Legacy	500.00	
	2,688.77	

<u>Gifts to the Church:</u>		
Hospitality: coffee, cocoa, lemonade, etc.	758.81	
Linda Thompson (coffee pot)	62.95	
George Huston (fountain)	15.00	
Roger Einck Plumbing (new water fountain)	1,619.85	
	2,456.61	
Total Disbursements:		5,145.38
Checking Account - April 30, 2017:		5,248.60
Checking Account		
Balance - April 30, 2017		\$5,248.60
Clara Barton Guild Leadership Memorial Fund		
Balance - April 30, 2016	\$21,442.61	
Interest earned	\$186.85	
Transferred to checking: CD #1702	-\$1,732.21	
Balance - April 30, 2017		\$19,897.25
- CD #1702 cashed in 3/22/17		
- CD #1705 maturing 05/21/2018: \$4,156.92		
- CD #1706 maturing 5/21/18: \$5,174.79		
- CD #1707 maturing 5/21/17: \$5,307.02		
- CD #1708 maturing 05/03/2018: \$5,258.52		
Total Assets on Hand - April 30, 2017		\$25,145.85
2016-17 Financial Report: Clara Barton Guild		

We

The member congregations of the Unitarian Universalist

- The inherent worth and dignity of every person
- Justice, equity and compassion in human relations
- Acceptance of one another and encouragement to spiritual growth in our congregations
- A free and responsible search for truth and meaning
- The rights of conscience and the use of the democratic process within our congregations and in society at large
- The goal of world community with peace, liberty, and justice for all
- Respect for the interdependent web of all existence of which we are a part.

*T*he living tradition we share draws from many sources.

- Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life
- Words and deeds of prophetic women and men which challenge us to confront power and structures of evil with justice, compassion, and the transforming power of love
- Wisdom from the world's religions which inspires us in our ethical and spiritual life
- Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves
- Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit
- Spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythm of nature.

*G*rateful for the religious pluralism which enriches and ennobles our faith, we are inspired to deepen our understanding and expand our vision. As free congregations we enter into this covenant, promising to one another our mutual trust and support.



The Unitarian Universalist Association shall devote its resources to and exercise its corporate powers for religious, educational and humanitarian purposes. The primary purpose of the Association is to serve the needs of its member congregations, organize new congregations, and extend and strengthen Unitarian Universalist institutions, and implement its principles.