

Annual Report of First Unitarian Universalist Church

Rochester, Minnesota

2017-2018



SHARED MINISTRY







-  Coordinator of Congregational Life
-  Director of Religious Education
Youth Programs Coordinator; Childcare Coordinator
-  Co-Directors of Music
-  Minister
-  Co-Administrator (Records)
-  Co-Administrator (Operations)
Custodian

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ANNUAL MEETING OF THE CONGREGATION JUNE 3, 2018

Agenda

First Unitarian Universalist Church - Rochester, Minnesota
Sunday, June 3, 2018 – 11:15 am

1. Call to Order
2. Minutes of the June 11, 2017 Annual Meeting
3. Reports of the Officers and Minister
 - a. Officers
 - President
 - Vice-President
 - Treasurer
 - b. Minister
4. Report of the Nominating Committee
5. Election of Officers
6. Report of the Committees and Staff
 - a. Recognition of Current Board and Committee Chairs
7. Unfinished Business
8. New Business
 - a. Amend Bylaws
 - b. 2018-2019 Budget
 - c. Awards and Acknowledgements
9. Installation of Board
10. Adjournment

The next Annual Meeting will be held **Sunday, June 2, 2019**

Minutes of the Annual Meeting of the Congregation – Sunday, June 11, 2017

First Unitarian Universalist Church - Rochester, Minnesota

Submitted by Greg Turosak, Member at Large and Acting Secretary

1. Ann Hutton, Board Secretary, called the annual meeting to order at 11:40 am. A count of the congregation showed 74 in attendance. Chalice lighting followed.
Copies of the Annual Report 2016-17 were distributed to all in attendance, and throughout the meeting congregants were alerted to the page number(s) corresponding to the topic being presented/discussed. Ann explained several additions to the agenda.
2. Motion to approve the **Minutes** of the **June 12, 2016**, Annual Meeting, the Special Meeting of the Congregation on **October 30, 2016**, and the Special Meeting of the Congregation on **May 7, 2017**, was made by Amy Nelson, seconded by Eric Egglar. Approved by voice vote.
3. The meeting moved on to **Reports** on the 2016-2017 church year.
 - A. Officers
 - 1) Ann Hutton went over the President's report in the absence of Jerry Katzmann. There were no questions.
 - 2) Eric Egglar went over the Vice President's report, explaining the PAC team and its function, in the absence of Gail Bishop. There were no questions.
 - 3) No Treasurer's report was given.
 - B. Committees and Councils - Ann next recognized committees and councils.
 - Ann then went over the Stewardship Report. There were no questions.
 - Ann went over the ministerial search effort, thanking all for an "incredible job." No questions. Applause.
 - Attention turned next to the Religious Education report by Joyce Rood. Marge Dahlen asked if Joyce is still regarded as acting DRE. Rev. Fritz Hudson said yes, that both Joyce and Melissa Egglar (Coordinator of Congregational Life) are regarded as acting until a final decision by incoming Rev. Luke Stevens-Royer. There were no questions of Melissa.
 - Joe Mish went over the Music Directors' report. There were no questions.
 - The meeting then moved on to donations made on Charitable Contributions Sundays, 2016-2017. The amount was approximately \$22,000 by this congregation and matched to benefit social justice organizations.
 - Attention turned to the Hospitality and Growth Council report. There were no questions.
 - Attention turned to the Social Justice Council report. There were no questions.
 - Attention turned to the Disabilities Task Group report. There were no questions.
 - Attention turned to the Racial Justice Task Group report. There were no questions.
 - Attention turned to the Refugee Resettlement Support Task Group report. There were no questions.
 - Attention turned to the Community Service Outreach Groups and AARP Tax Program report. There were no questions.
 - Attention turned to the SOSL-Welcoming Congregation Task Group report. There were no questions.
 - Attention turned to Family Promise of Rochester report. There were no questions.
 - Attention turned to Caring Congregation Committee report. There were no questions.
 - Attention turned to the Communications Committee report. There were no questions.
 - Attention turned to the Finance Committee report. Linda Thompson made a pitch for volunteers and pointed out that the annual auction is Nov. 11. She urged congregants to consider time and support for stewardship. She encouraged anyone with an interest in the Endowment Committee to let her know.
 - Attention turned to History Committee report. There were no questions.
 - Attention turned to Library Committee report. There were no questions.
 - Attention turned to Memorial Garden Committee report. There were no questions.
 - Attention turned to Property Committee report. George Huston reviewed list of projects and goals for coming year.
 - Dawn Littleton spoke to the butterfly effort and encouraged the congregation to remove invasive species. Dawn invited congregants to "put your boots on the ground" and "join us in this effort."
 - Attention turned to Design Committee. There were no questions.
 - Attention turned to Worship Committee. There were no questions.
 - Attention turned to Clara Barton Guild. There were no questions.
4. There was no **Old Business**.
5. Attention turned to **New Business**.

- A. Linda Thompson (Finance Committee chair) presented information on the **2017-18 budget**.
- The **2016-17 budget year**: The past year's budget closed with a surplus of \$16,400, mainly due to committee expenses being under budget – especially for the Search Committee; Minn. Energy and snow plow/mowing savings; some staff savings primarily due to a new DRE. That surplus has allowed adding of funds in the coming year's budget to Major Maintenance, Computer/Equipment, Furnishings and for Sabbatical/Contract Fund (some amount needs to be saved each year before Rev. Luke is eligible to take sabbatical.)
 - Income section of **2017-2018 budget**:
 - The 2017-28 budget is about \$1,200 more than the 2016-17 budget
 - Pledge income increased by about \$4,000
 - Expected income from the auction has been lowered to \$20,000 (down from \$27,000), because Finance feels it's important to support budgeted expenses mostly from pledge income (along with some interest, rent, and dividends), and not be as dependent on fundraisers.
 - On the expense side of things in next year's budget:
 - Increase in website management fees (under administration category) for the new church management software; Adobe Creative Cloud; Constant Contact, MS Office365, and Library Inventory/check out software (Libib)
 - Committees: Hospitality and Social Justice had asked for increases to their budget; instead, a PAC Innovation Fund was created, because many committees did not spend all the budgeted funds, so Finance couldn't justify increasing budgets. However, the PAC fund can be tapped when a committee uses its budgeted funds and needs a bit more for an additional project/event.
 - Minister section includes \$6,000 for moving expenses & increased benefits line due to more health insurance cost for Rev. Luke and family; also includes \$6,000 for installation expenses.
 - Under Property administration - Minn. Energy budget has been reduced based on actual expenses for this past year with the new furnaces.
 - The financial situation allowed addition of a Youth Program Coordinator (already being advertised as a 10 hour/week position); the pledged income received was not enough for the following: addition of a 10 hr/week office assistant; addition of 5 hr/week to Melissa's position, the 5 hr/week Social Justice coordinator.
 - Raises/salaries proposed by Rev. Fritz/Personnel committee for other staff are included.
 - Linda voiced appreciation for the steady income provided by regular pledge payments and noted that the church is in year 2 of a Jump Starter/Major Maintenance Fund pledge effort. Commitments to spend the money on potential projects can be made only with the funds available (at end of May that was about \$36,000). Linda suggested contacting Connie Schuelka for questions about your pledge or want to start an automatic bank debit or if you're new and want to support the church.
 - Ann stated a reminder that this budget is a fair share budget in line with UUA guidelines.
- B. Ann highlighted the **Stewardship Award** and the **President's Unsung Hero Award**, which were presented the previous Sunday. Recipients of the **Stewardship Award** were Rob Harveland, Julie Gilkinson, and the members of the Ministerial Search Committee (Mary Amundson, Aleta Borrud, Judy Jensen, Amy Nelson, Dave Siljenberg, Robin Taylor, George Thompson).
- C. Recipient of the **President's Unsung Hero Award** was Karmen Frana.
- D. Ann thanked the committee chairs and the board members for their service.
- [Other new business] Attention turned to consideration of a **congregational resolution** to become an *Accessibility and Inclusion Ministry (AIM) certified congregation*. Janet Breitenbach provided an overview and background of the effort, which is now heading into Phase III. She said that at this point a vote is needed to demonstrate the support of the congregation. Motion from the Social Justice Council/People with Disabilities Task Group, with Janet seconding. Unanimous voice vote in support of the resolution.
- E. Attention turned to the report of the **Nominating Committee** by co-chair Beth Atkinson. Board members to start terms are Chris Wendt – 1st year of first term, Kate Thompson-Jewell – 1st year of first term, and Charyssa Cobb – 1st year of second term. Officers to be Jerry Katzmann, president, Gail Bishop, vice president, Ann Hutton, secretary, and Garth Nelson, treasurer. At-large members to continue: Randy Crawford and Greg Turosak.

- F. Motion by the Nominating Committee and second by Pat Wimmer to **approve officers and directors**. Unanimous voice vote in favor. To continue on the Nominating Committee: Anita DeAngelis, Aleta Borrud, and Joel Reid. Motion by Nominating Committee and second by Eric Egger to approve. Unanimous voice vote in favor.
 - G. Rev. Fritz Hudson then officiated over **installation** of members of the board of directors.
6. Ann announced there will be a potluck for Rev. Hudson on Sunday, June 18, and that Installation of Rev. Luke Stevens-Royer as new minister has been set for 4:30 p.m. Oct. 15. There being no other items, Ann declared the annual meeting **adjourned** at 12:40 p.m.
- The next Annual Meeting will be held **Sunday, June 10, 2018**.

LEADERSHIP REPORTS

Board of Directors

Submitted by Jerry Katzmann, Board President

The Board had a busy year. The Directors have all worked to foster the church Mission and Visions, support the functioning of the congregation, and ensure the future of 1st UU. I especially thank individual Directors for taking on a number of extra duties even while having some personal losses in their lives:

Ann Hutton (Secretary) chaired the ad hoc By-laws Committee

Randy Crawford chaired the Personnel Committee

Kate Thompson-Jewell served as an election judge, organized the Shared Ministry Evaluation

Chris Wendt served as an election judge, served on the Sanctuary Steering Committee

Greg Turosak served as an election judge and PAC-Team member, worked on Sanctuary and governance policies

Charyssa Cobb worked on the Shared Ministry Evaluation

Gail Bishop (Vice President) chaired Program Council and has worked with me to write the monthly Board Letters

All of the Directors have been actively engaged in defining our church's efforts for Sanctuary and have worked on the Stewardship Campaign

The Board met before the start of the 2017/18 church year and affirmed our Mission and Visions and set Goals for the year. We achieved some of these goals and as the year progressed changed the focus of some:

Board Goals 2017/18

1. Develop an understanding of *Shared Ministry* at 1st UU:
 - a. communicate with and educate the congregation
 - b. develop assessment tools to help the Minister, the Board, and the Congregation fulfill our Mission
 - c. continue building the foundation of a successful settled ministry
2. Finalize the PAC-Team processes to streamline operations and update the *Vision / Mission* monitoring report to provide support and direction for PAC-Team activities.
3. Convene an *ad hoc* committee to review the Bylaws for language updates and/or changes to align them with actual practices, and to allow for flexibility while retaining appropriate safeguards.
4. Establish an Endowment Committee and make use of *Wake Now Our Vision* matching funds.
5. Finalize the language of the Sex Offender Risk Reduction Policy, establish an educational program for church leadership and staff, and design the overview communication material for the congregation.
6. Explore ways to define and streamline administrative purchasing processes.
7. Incorporate the monthly Worship and Religious Education themes into the monthly board letters and general communication.

Progress Against Goals

- Goal 1 has begun with our 1st year Shared Ministry Evaluation. The understanding of Shared Ministry and the education of the congregation will continue to develop.
- Because of a transition in Governance that stresses Shared Ministry and empowers the Minister and Staff with more responsibilities, Goals 2 and 6 have evolved. The PAC-Team will be dissolved, and staff will have more administrative purchasing authority.
- By-laws updates (Goal 3) have been proposed.
- The Endowment Committee has been reestablished and is now active (Goal 4).
- Goal 5 of finalizing the wording of the Sex Offender Policy has been completed but not yet implemented.
- Monthly Board Letters have been used to communicate issues and touch upon monthly themes (Goal 7).

Other Initiatives

In addition to the stated Board Goals, the Board has spent significant time concerned with the 2 major issues of *Stewardship and Sanctuary*.

1. The Board recognizes its responsibility for the survival and flourishing of the congregation and therefore has taken a more active role in **Stewardship**. For the 2nd year we have hosted Cottage meetings to discuss Board activities, plans, and budget proposals. We have become participants with the Stewardship Committee and have tried to connect with members during the Annual Pledge Drive.

2. **Sanctuary** has occupied a significant amount of Board time and activity this year. We established a Sanctuary Steering Committee, and we recognized the immense effort of the Racial Justice Task Group in bringing the resolution forward and the Steering Committee in managing Sanctuary efforts. Despite the overwhelming support of the Congregational Resolution on Immigrant Rights, we have been aware of the hesitancy of a small but significant portion of the membership to host an illegal immigrant(s) in our church. We have diligently and thoughtfully explored the aspects of becoming a Full Sanctuary Church, and we voted to move forward. This process involved:
- Defining remodeling needs and costs
 - Approving Sanctuary Policies for Church and Guest(s)
 - Establishing a Sanctuary Fund
 - Forming a Sanctuary Steering Committee to manage sanctuary activities
 - Engaging LegalCorp for a *pro bono* attorney to represent the Church
 - Satisfy the Fire Marshall's requirement for fire/smoke alarms and panel.
- Because of this last issue we have not yet begun any remodeling, and we feel the frustration of moving at a slow pace to address an immediate need.

As this year began we were all excited about the beginning of Reverend Luke's Ministry, and we were anxious to be certain that the relationship of the Board with this young Minister would develop in a collegial and productive manner. Rev. Luke has surprised us with his mature approach to staff supervision and his easy style of listening to the thoughts of lay leadership. The transitions to Rev. Fritz Hudson as Interim and then to Rev. Luke Stevens-Royer as Settled Minister have gone very well from the Board's perspective.

I acknowledge the hard work and dedication of the Executive Committee (Gail Bishop, Ann Hutton, Garth Nelson). Our Congregation is lucky to have so many good leaders!

Lastly, I thank the at-large Directors who are leaving the Board this year. Randy has served 4 years and his business background has brought a steadiness to our group. Kate felt uneasy being in a leadership position but has grabbed the reins and led the Sanctuary Election team and designed the Shared Ministry Evaluation. Chris' legal background and demeanor calmed some of the storms that were brewing over sanctuary. Thank you, Thank you, Thank you.

Program & Administration Coordinating (PAC) Team

Submitted by Gail Bishop, Board Vice-President

Our Mission:

To be a compassionate, welcoming community that nurtures spiritual growth & practices justice.

Members

The PAC Team is composed of the Minister plus two or three Church Members appointed by the Board of Directors. Team members for the 2017-18 church year were:

Reverend Luke Stevens-Royer
Gail Bishop – Board Vice-Chair, PAC Team Chair
Greg Turosak – Member at large
Rob Harveland – Member at large, 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
 - e) At each regular meeting of the Board of Directors, the PAC Team reports, in writing,
 - i) Indices of progress achieved, and obstacles encountered, since the prior meeting, in realizing the Church's Vision, and
 - ii) Instances of non-compliance with the Limitations policies since the prior meeting.
- 3) Oversees Program Council, Council & Committee policy-setting
- 4) Recruits and approves chairpersons for committees in the event of a vacancy
- 5) Consults with committee leaders to remove obstacles to full functioning
- 6) 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
- 7) Conducts or arranges for at least one volunteer recruitment event each program year

Meetings

The PAC-Team generally met the Wednesday before the Board meeting.

PAC Team Reporting & 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. The team highlighted those activities, events, gatherings and practices that reflect community building, welcoming, spiritual involvement and connection for children, youth and adults, and practices of justice within and outside our walls. Specific details in each category can be found in the annual reports of our committees and councils.

The report template can be found at the end of this report.

Goals for Next Year

- **Background and current situation**

During the interim ministry of Rev. Fritz Hudson, initial steps were taken to move toward a new governance model for the First UU Church of Rochester, Minn.

Part of the motivation for this change was the realization that church Board of Directors was too mired in details and day-to-day decisions and needed to be free to focus on the bigger picture of fulfilling the church's mission. The same assessment might be made of the multitude of committees and councils of the church – that they are focused on details, at times to the detriment of the big picture.

Within the past year, we also have a new minister, Rev. Luke Stevens-Royer. As a new minister, Rev. Luke brings a fresh perspective about our longstanding governance practices, a perspective we can benefit from, as well as experience in other forms of church governance. He's had time to observe our church's particular dynamics and consider how we might become even more effective.

A key part of the steps toward different governance taken during Rev. Fritz's tenure was creation of a Program and Administrative Coordinating Team (PAC Team). Multiple benefits were envisioned with the PAC Team – among them, relieving the Board of many details, improving communication with staff and committees, and acting as an advisory and planning group to help the minister.

Today, the timing is good to consider additional governance changes. With a couple of years of perspective with the PAC Team, and with a new minister, the timing is good to reassess where we are and where we ought to be going in terms of governance. The timing is good to take a fresh look at our leadership and governance structure, opening the door for deeper relationships and understanding of our shared ministry.

We have retained some aspects of policy-based governance in that the role of the Board's governance is vision and mission based, with the responsibility of carrying our mission delegated to staff and lay leaders. We will continue to monitor how well the mission of our church is being fulfilled. A more exacting description of our governance structure moving forward is that of a **shared ministry model**.

- **Overview**

In our **Shared Ministry model of governance**, leadership is shared between staff and lay leaders in a variety of ways. The model is built on trust, collaboration, and clarity in role.

The congregation is the foundation of the church, delegating responsibility through the democratic process. The congregation elects Board members who work together to craft and attend to the mission of the church. The congregation calls a Minister, who works with the Board to carry out the mission of the church as the head of staff. Staff work in a liaison relationship with lay leaders to carry out the work of the church.

In short, the congregation, through their elected Board members, holds primary responsibility for the mission of the church, and the Minister and Staff, in consultation with lay leaders, hold primary responsibility for the functioning of the church in service to that mission.

- **Staff – Lay Leader Liaison Relationship**

In this model, councils and committees may function as advisory (to staff or Board) or as functional. Programmatic responsibility is held by staff, in collaboration and consultation with appropriate lay leaders. Tasks may be shared between staff, lay leaders, and volunteers. This allows for accountability with clear lines of supervision and reporting, as staff have direct supervisors, and as head of staff, the minister reports directly to the Board.

Staff liaisons and committee/council chairs work together to plan agendas, discuss topics, and envision best practices for their program area. This will allow committees to engage in deeper reflection and visioning, with staff holding more logistical details. It will also allow lay leaders to carry less of the burden of the functioning of the church and engage more deeply with what brought them to the church to begin with: nurturing their spirit and practicing justice.

- **Clarity & Coordination**

Ultimately, the goal of this model is to strengthen the relationships between staff and committee chairs, increase intentional coordination of church programs, and clarify who has the structural responsibility of a particular area of church life. This will also include leadership gatherings and/or retreats, to gather lay leaders and staff together to share information, sharing visioning, and work together to attend to the mission of the church.

This model of ministry takes trust, collaboration, and nimbleness. It will take time for this to take root, and adjustments will of course be made, as we learn as we go. In time, we hope this will add to both the clarity, and ultimately the flourishing of our church in service to our mission: inviting people into meaningful service, connecting people with opportunities for spiritual growth and practicing justice, and welcoming newcomers in ways that add depth and beauty to this church.

*A model of the proposed governance structure created by **Kathy Shepel** is available in the church office.*

Monitoring Report Template (see additional information under “PAC Team Reporting & Monitoring” above.

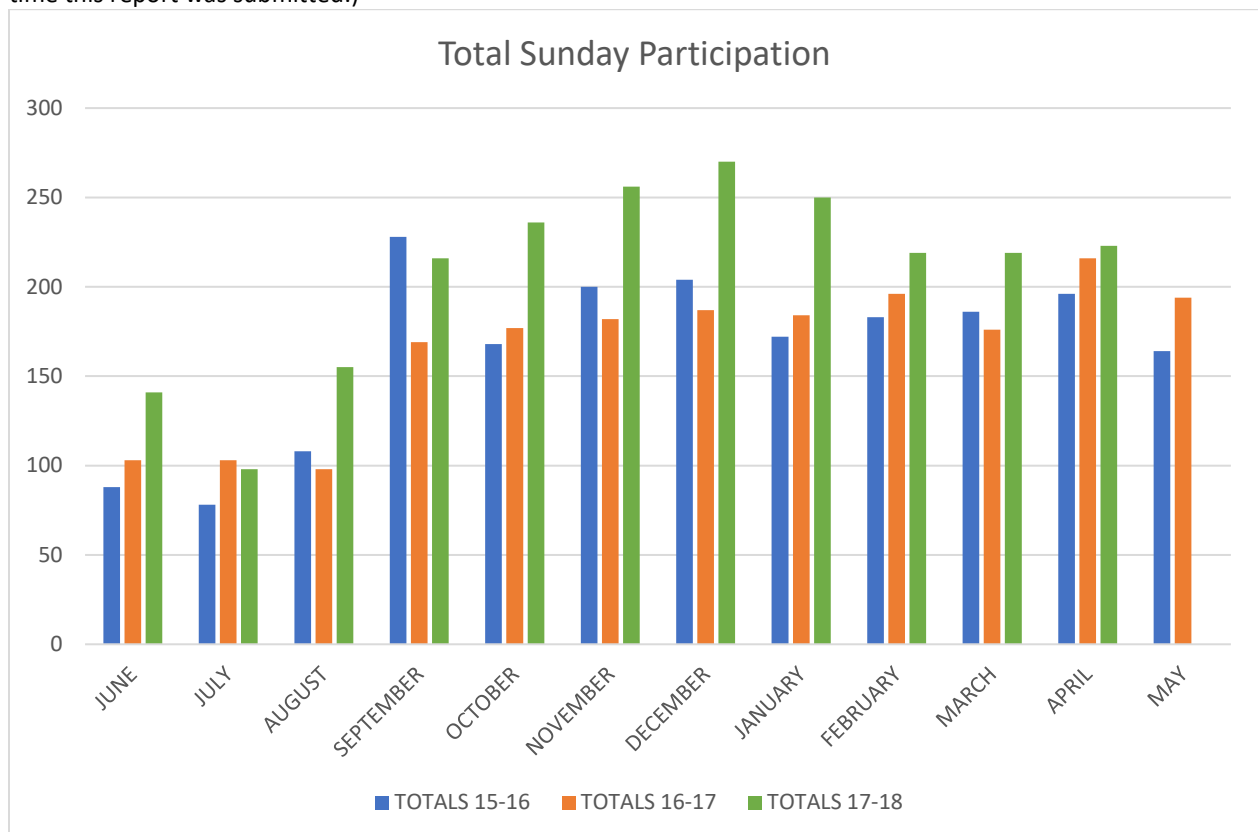
Monitoring Report to Board of Directors May 16, 2018

VISION – highlights and narrative

1. *A community*
2. *A compassionate community*
3. *A welcoming community*
4. *A community that nurtures spiritual growth*
 - A. To be a church that is in touch with, involved with, and supportive of younger people and creating multi-generational opportunities with:
 - a. children as they explore inclusion, spirituality, and wonder
 - b. youth as they explore and discern their own beliefs and identity
 - c. young adults seeking community
 - d. families seeking support and connections in raising children and youth
 - B. To be a congregation that is building meaningful, human connections within our walls and into the wider community.
5. *A community that practices justice*

VISION – numbers & statistics

Below is a three-year comparison of Sunday morning attendance: (Note-May 2018 numbers are not reflected at the time this report was submitted.)



The Monitoring Report to Board of Directors also would note any global limitations, variations from policy and bylaws and expenditures approved first by the PAC Team. The limitations template is below:

LIMITATIONS

1. Global Limitation
 - A. Instances of notice/discovery: practice, activity, decision, and organizational circumstance that are unlawful, imprudent, in violation of the Church By-laws, or in violation of commonly accepted business or professional ethics.
2. Financial Activities: Expenditure or Encumbrance of Reserve Funds.
 - A. Expenditures in violation of Limitation Policy
 - B. Expenditures or encumbrances of \$1,000 - \$4,999
3. Treatment of Church Constituents or Participants
 - A. Instances of notice/discovery of conditions, procedures, or decisions that are inconsistent with Unitarian Universalist Principles,
 - B. or Inhumane, unfair, unsafe, unhealthy, disrespectful, unnecessarily intrusive, unprotective of appropriate confidentiality or privacy
 - C. Discriminatory based on race, ethnicity, national origin, gender, physical disability, marital status, sexual orientation, or gender characteristics, identity, or expression.
4. Treatment of Church Staff
 - A. Instances of notice/discovery of conditions, procedures, or decisions that are inconsistent with Unitarian Universalist Principles,
 - B. or Inhumane, unfair, unsafe, unhealthy, disrespectful, unnecessarily intrusive, unprotective of appropriate confidentiality or privacy
 - C. Discriminatory based on race, ethnicity, national origin, gender, physical disability, marital status, sexual orientation, or gender characteristics, identity, or expression
 - D. or unprofessional
 - E. Additions/changes in Personnel Policies which: Protect against wrongful conditions and provide for effective handling of grievances.

Treasurer

Submitted by Garth Nelson, Treasurer

The Treasurer worked closely with the Board, Congregational Administrator/Records, and the Finance Committee throughout the year.

With the conclusion of our Stewardship campaign, the Board has approved a 2018/2019 balanced budget. The Stewardship campaign was ambitious and successful. With this budget, we are able increase hours for the Coordinator of Congregational life and add an Office Assistant at 12 hours per week along with an increase of 3% to Staff and Minister salaries. We continue to be a Fair Share congregation and compensate staff at a level that is consistent with the UUA Fair Compensation Guidelines for our church size and geography. Endowment, Sanctuary Steering, and Library committees have funding that did not in 2017/2018. Property expenses continue to increase and have been accounted for accordingly. Staff development funds for Director of RE and Youth Coordinator have been increased to allow for more training of newer staff. Child Care has also been increased to accommodate more events/activities for young families.

Although many goals were accomplished, some areas such as some reserve funds were not funded at the 2017/2018 levels although others were or increased. Increasing reserve funds will be discussed if there are surplus funds from the 2017/2018 budget.

Attachments: Due to the annual meeting being a week earlier, final 2017-2018 data is not available at the time of this report.

- 2017-2018 balance sheet through April 2018
- 2017-2018 income and expenses spreadsheet through April 2018
- 2018-2019 approved budget

The work of Connie Schuelka, John Helmers, the finance committee, the Board, Rev. Luke, the staff, and all the members and friends who are part of budgeting outcome are much appreciated.

Respectfully Submitted,
Garth Nelson, Treasurer

2017-18 Balance Sheet through April 2018

ASSETS		3/31/2018		4/30/2018		Delta	
Cash/Money Market			\$ 154,957.36		\$ 157,520.49	\$ 2,563.13	1.7%
F & M Bank: ACH Account			\$ 8,232.00		\$ 7,758.37	\$ (473.63)	-5.8%
Wells Fargo: Checking			\$ 109,328.57		\$ 112,360.49	\$ 3,031.92	2.8%
Wells Fargo: Cash Sweep Account			\$ 37,396.79		\$ 37,401.63	\$ 4.84	0.0%
UU Common Endowment Fund			\$ 124,359.38		\$ 124,836.29	\$ 476.91	0.4%
Flora Woodworth Trust			\$ 25,200.00		\$ 25,000.00	\$ (200.00)	-0.8%
Bremer: CD - 24 month (due 4/14/18)	0.80%		\$ 25,200.00		\$ -	\$ (25,200.00)	-100.0%
F & M Bank: CD - 12 month (due 4/30/19)	1.35%		\$ -		\$ 25,000.00	\$ 25,000.00	0.0%
Stock Donations (pledges)		Yield	Shares \$ 43,213.78	Shares \$ 41,885.79		\$ (1,327.99)	-3.1%
Amgen	3.15%	67	\$ 11,422.16	67	\$ 11,690.16	\$ 268.00	2.3%
AT&T	6.23%	180	\$ 6,417.00	180	\$ 5,886.00	\$ (531.00)	-8.3%
Caterpillar	2.12%	42	\$ 6,189.96	42	\$ 6,063.12	\$ (126.84)	-2.0%
IBM	4.38%	116	\$ 17,797.88	116	\$ 16,815.36	\$ (982.52)	-5.5%
Verizon	4.92%	29	\$ 1,386.78	29	\$ 1,431.15	\$ 44.37	3.2%
Percentage of budget			9.0%	8.7%			
TOTAL ASSETS			\$ 347,730.52		\$ 349,242.57	\$ 1,512.05	
LIABILITIES		3/31/2018		4/30/2018		Delta	
Restricted Funds							
Endowment Fund			\$ 124,359.38		\$ 124,836.29	\$ 476.91	0.4%
Flora Woodworth Trust			\$ 25,000.00		\$ 25,000.00	\$ -	0.0%
Memorial & Commemorative Fund			\$ 17,452.74		\$ 15,882.80	\$ (1,569.94)	-9.0%
Memorial Garden			\$ 2,404.16		\$ 2,404.16	\$ -	0.0%
Prepaid Pledges (2018-19)			\$ 29,380.45		\$ 41,990.45	\$ 12,610.00	42.9%
Special Funds							
Chalice Camp			\$ -		\$ 250.00	\$ 250.00	0.0%
Library Fund			\$ 437.55		\$ 320.11	\$ (117.44)	-26.8%
Hawthorne Helps			\$ 2,533.31		\$ 2,558.31	\$ 25.00	1.0%
Youth Leadership Development			\$ 560.16		\$ 560.16	\$ -	0.0%
Human Needs Fund			\$ 7,241.93		\$ 7,241.93	\$ -	0.0%
Key Deposits			\$ 878.00		\$ 878.00	\$ -	0.0%
Matching Plate Donation Fund			\$ 2,559.15		\$ 2,559.15	\$ -	0.0%
OWL Fund			\$ 200.00		\$ 200.00	\$ -	0.0%
Revue Subscriptions			\$ 988.68		\$ 988.68	\$ -	0.0%
Sabbatical Fund			\$ 500.00		\$ 500.00	\$ -	0.0%
Sanctuary Fund			\$ 5,450.00		\$ 5,450.00	\$ -	0.0%
Women's Retreat			\$ (1,029.36)		\$ (1,029.36)	\$ -	0.0%
Youth Fund			\$ 2,770.45		\$ 2,770.45	\$ -	0.0%
Cash Reserves							
Major Maintenance/Jumpstarter Fund			\$ 32,744.41		\$ 34,081.19	\$ 1,336.78	4.1%
Computer & Equipment Fund			\$ 1,463.56		\$ 1,463.56	\$ -	0.0%
Furnishings Fund			\$ 2,060.00		\$ 2,060.00	\$ -	0.0%
Instrument Fund			\$ 414.72		\$ 414.72	\$ -	0.0%
Roof Replacement Fund			\$ 20,000.00		\$ 20,000.00	\$ -	0.0%
Operating Reserves			\$ 23,340.80		\$ 23,340.80	\$ -	0.0%
TOTAL Liabilities & Cash Reserves			\$ 301,710.09		\$ 314,721.40	\$ 13,011.31	
Working Capital			\$ 46,020.43		\$ 34,521.17	\$ (11,499.26)	

2017-18 Income/Expense through April 2018

		April Actual	YTD Total	YTD Projected	Delta		Total Budget
					\$	%	
Income		\$25,872.16	\$459,700.44	\$452,145	\$7,556	102%	\$480,737
1	Donations	\$1,407.26	\$45,866.93	\$33,050	\$12,817	139%	\$34,500
1.1	Fundraisers	\$ -	\$29,221.64	\$20,000	\$9,222	146%	\$20,000
1.2	Plate	\$1,407.26	\$16,645.29	\$13,050	\$3,595	128%	\$14,500
2	Other income	\$312.90	\$20,667.96	\$19,792	\$876	104%	\$20,625
2.1	Interest	\$0.35	\$18.97	\$23	\$(4)	83%	\$25
2.2	Dividends	\$ -	\$1,456.44	\$819	\$637	178%	\$900
2.3	Woodworth Trust	\$207.55	\$207.55	\$200	\$8	104%	\$200
2.4	Building Usage Fees	\$105.00	\$4,485.00	\$4,250	\$235	106%	\$5,000
2.5	Transfer from Insurance Reserve	\$ -	\$5,000.00	\$5,000	\$ -	100%	\$5,000
2.6	Transfer from 2016-2017 Budget	\$ -	\$9,500.00	\$9,500	\$ -	100%	\$9,500
3	Pledges	\$24,152.00	\$393,165.55	\$399,303	\$(6,137)	98%	\$425,612
3.1	Current pledges	\$23,687.00	381,384.79	\$389,623	\$(8,238)	98%	\$428,157
3.2	Mid-year pledge renewals	\$ -	\$2,010.00	\$ 910	\$1,100	221%	\$1,000
3.3	New pledges	\$ 465.00	\$6,550.76	\$4,770	\$1,781	137%	\$5,300
3.4	Previous year pledges	\$ -	\$3,220.00	\$4,000	\$(780)	81%	\$4,000
3.5	Unrealized pledges (3%)	\$ -	\$ -	\$ -	\$ -	0%	\$(12,845)
Expenses		\$36,043.43	\$445,135.36	\$441,090	\$4,045	101%	\$480,733
4	Administration/Communication	\$1,534.75	\$13,694.31	\$16,364	\$(2,669)	84%	\$17,875
4.1	Phone	\$130.78	\$1,434.59	\$1,365	\$70	105%	\$1,500
4.2	Postage	\$ -	\$943.13	\$900	\$43	105%	\$1,000
4.3	Supplies & printing	\$138.40	\$2,871.84	\$2,730	\$142	105%	\$3,000
4.4	Copier	\$244.81	\$2,692.91	\$2,842	\$(149)	95%	\$3,100
4.5	Computer Maintenance & Supplies	\$ -	\$987.49	\$2,521	\$(1,533)	39%	\$2,750
4.6	Internet Access	\$59.99	\$659.89	\$733	\$(73)	90%	\$800
4.7	Mileage	\$15.26	\$144.30	\$183	\$(39)	79%	\$200
4.8	Bank Charges	\$161.91	\$674.66	\$825	\$(150)	82%	\$900
4.9	Website Management	\$268.61	\$508.31	\$1,192	\$(683)	43%	\$1,300
4.10	Licensing Fees	\$ -	\$246.65	\$206	\$40	120%	\$225
4.11	Software Licensing	\$514.99	\$1,829.54	\$2,292	\$(462)	80%	\$2,500
4.12	Background Checks	\$ -	\$401.00	\$275	\$126	146%	\$300
4.13	Church Copies UU Revue	\$ -	\$300.00	\$300	\$ -	100%	\$300
5	Congregational Life Activities	\$150.00	\$344.87	\$504	\$(159)	68%	\$550
5.1	Volunteer Appreciation	\$150.00	\$175.00	\$138	\$38	127%	\$150
5.2	Pastoral Care Supplies	\$ -	\$127.87	\$183	\$(55)	70%	\$200
5.3	Caring Crafters	\$ -	\$42.00	\$183	\$(141)	23%	\$200
6	Committees	\$130.60	\$2,352.44	\$7,400	\$(5,048)	32%	\$8,100
6.1	Board	\$ -	\$284.19	\$275	\$9	103%	\$300
6.2	Caring	\$ -	\$43.22	\$182	\$(139)	24%	\$200
6.3	Stewardship	\$ -	\$80.00	\$367	\$(287)	22%	\$400
6.4	Hospitality & Growth	\$96.37	\$599.29	\$917	\$(317)	65%	\$1,000
6.5	Social Justice Council	\$(21.00)	\$1,039.81	\$3,185	\$(2,145)	33%	\$3,500
6.6	History	\$55.23	\$55.23	\$367	\$(311)	15%	\$400
6.7	Communications	\$ -	\$250.70	\$1,375	\$(1,124)	18%	\$1,500
6.8	PAC Innovation Fund	\$ -	\$ -	\$733	\$(733)	0%	\$800
7	Minister	\$8,904.13	\$118,496.38	\$113,301	\$5,196	105%	\$122,510
Benefits & Professional Expenses		\$1,820.80	\$35,894.54	\$35,384	\$510	101%	\$37,510
7.1	Retirement	\$708.33	\$7,874.97	\$7,792	\$83	101%	\$8,500
7.2	Insurance	\$1,091.62	\$10,622.33	\$7,801	\$2,821	136%	\$8,510
7.3	Professional Expenses	\$20.85	\$7,729.44	\$7,792	\$(62)	99%	\$8,500

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First Unitarian Universalist Church, Rochester, MN

		April Actual	YTD Total	YTD Projected	Delta		Total Budget
					\$	%	
7.4	Moving & Temporary Expenses	\$ -	\$4,451.86	\$6,000	\$(1,548)	74%	\$6,000
7.5	Installation	\$ -	\$5,215.94	\$6,000	\$(784)	87%	\$6,000
Salary & Housing		\$7,083.33	\$82,601.84	\$77,917	\$4,685	106%	\$85,000
7.6	Housing	\$2,500.00	\$29,750.00	\$27,500	\$2,250	108%	\$30,000
7.7	Salary	\$4,583.33	\$52,851.84	\$50,417	\$2,435	105%	\$55,000
8 Property Committee		\$ -	\$12,319.62	\$9,911	\$2,409	124%	\$10,850
8.1	Maintenance & Supplies	\$ -	\$11,662.97	\$9,167	\$2,496	127%	\$10,000
8.2	Landscaping	\$ -	\$115.00	\$240	\$(125)	48%	\$300
8.3	Design	\$ -	\$541.65	\$504	\$37	107%	\$550
9 Property Administration		\$2,879.48	\$32,720.98	\$28,005	\$4,716	117%	\$29,262
9.1	Garbage	\$217.76	\$2,909.81	\$2,013	\$897	145%	\$2,196
9.2	Insurance	\$ -	\$6,292.76	\$4,431	\$1,862	142%	\$4,431
9.3	Mow & Snow	\$900.00	\$6,575.00	\$5,828	\$747	113%	\$6,200
9.4	Elevator Service	\$ -	\$1,228.61	\$1,235	\$(6)	99%	\$1,235
9.5	Minnesota Energy Resources	\$1,078.01	\$8,480.82	\$7,623	\$858	111%	\$7,700
9.6	Rochester Public Utilities	\$683.71	\$7,233.98	\$6,875	359	105%	\$7,500
10 Lifespan Faith Development		\$484.62	\$2,502.50	\$3,208	\$(706)	78%	\$3,500
10.1	Children & Youth	\$433.06	\$2,430.99	\$3,117	\$(686)	78%	\$3,400
10.2	Adult RE	\$51.56	\$71.51	\$92	\$(20)	78%	\$100
11 Religious Services		\$331.40	\$8,843.76	\$9,029	\$(185)	98%	\$9,850
11.1	Candles, Flowers, Supplies	\$35.00	\$561.65	\$413	\$149	136%	\$450
11.2	Music	\$296.40	\$5,882.18	\$6,417	\$(534)	92%	\$7,000
11.3	Speakers	\$ -	\$2,399.93	\$2,200	\$200	109%	\$2,400
12 Staff		\$19,184.70	\$215,679.25	\$217,630	\$(1,951)	99%	\$237,611
12.1	Salary: Congregational Administrator/Office	\$3,863.50	\$42,498.50	\$42,499	\$ -	100%	\$46,362
12.2	Salary: Congregational Administrator/Records	\$2,505.67	\$27,562.37	\$27,562	\$0	100%	\$30,068
12.3	Salary: Coordinator of Congregational Life	\$1,075.67	\$11,832.37	\$11,832	\$0	100%	\$12,908
12.4	Salary: Custodian	\$1,145.67	\$12,602.37	\$12,602	\$0	100%	\$13,748
12.5	Salary: Director of Religious Education	\$2,967.17	\$32,638.87	\$32,639	\$0	100%	\$35,606
12.6	Salary: Music Director/Choir	\$1,132.83	\$12,461.13	\$12,461	\$(0)	100%	\$13,594
12.7	Salary: Music Director/Keyboards	\$1,416.17	\$15,577.87	\$15,578	\$0	100%	\$16,994
12.8	Salary: Child Care Coord.	\$225.00	\$1,844.77	\$1,781	\$64	104%	\$1,943
12.9	Salary: Youth Program Coord.	\$700.00	\$6,300.00	\$6,670	\$(370)	94%	\$7,276
12.10	Retirement: Congreg. Admin/ Office	\$386.33	\$4,249.63	\$4,250	\$(0)	100%	\$4,636
12.11	Retirement: Congreg. Admin/ Records	\$392.17	\$4,313.87	\$4,314	\$0	100%	\$4,706
12.12	Retirement: Director RE	\$296.75	\$2,225.63	\$3,264	\$(1,039)	68%	\$3,561
12.13	FICA: Minister	\$541.92	\$6,024.78	\$5,961	\$64	101%	\$6,503
12.14	FICA: Staff	\$1,145.88	\$12,722.32	\$14,306	\$(1,584)	89%	\$15,607
12.15	Insurance: Dental	\$98.00	\$1,078.00	\$1,007	\$71	107%	\$1,099
12.16	Insurance: Disability	\$129.03	\$1,419.33	\$1,236	\$184	115%	\$1,348
12.17	Insurance: Health	\$937.70	\$10,327.09	\$10,039	\$288	103%	\$10,952
12.18	Insurance: Life	\$87.74	\$965.14	\$908	\$57	106%	\$991
12.19	Insurance: Worker Comp	\$ -	\$3,223.47	\$1,075	\$2,149	300%	\$1,414
12.20	Staff Development: Congreg. Admin/ Office	\$ -	\$100.00	\$633	\$(533)	16%	\$690
12.21	Staff Development: Congreg. Admin/ Records	\$ -	\$100.00	\$633	\$(533)	16%	\$690
12.22	Staff Development: Congregational Life	\$ -	\$60.00	\$642	\$(582)	9%	\$700

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First Unitarian Universalist Church, Rochester, MN

		April Actual	YTD Total	YTD Projected	Delta		Total Budget
					\$	%	
12.23	Staff Development: Director of RE	\$ -	\$2,094.39	\$1,902	\$192	110%	\$2,075
12.24	Staff Development: Music/ Choir	\$ -	\$457.37	\$889	\$(432)	51%	\$970
12.25	Staff Development: Music/ Keyboards	\$ -	\$924.00	\$889	\$35	104%	\$970
12.26	Staff Development: Youth Program Coord.	\$ -	\$178.48	\$183	\$(5)	97%	\$200
12.27	Child Care	\$137.50	\$1,795.00	\$1,375	\$420	131%	\$1,500
12.28	Summer RE Youth Coord.	\$ -	\$102.50	\$500	\$(397)	21%	\$500
13	Other	\$2,443.75	\$26,881.25	\$24,438	\$2,444	110%	\$29,325
13.1	UUA/MA Dues (345 members)	\$2,443.75	\$26,881.25	\$24,438	\$2,444	110%	\$29,325
14	Cash Reserves	\$ -	\$11,300.00	\$11,300	\$ -	100%	\$11,300
14.1	Computer & Equipment Fund	\$ -	\$3,800.00	\$3,800	\$ -	100%	\$3,800
14.2	Major Maintenance & Replacement Fund	\$ -	\$5,000.00	\$5,000	\$ -	100%	\$5,000
14.3	Furnishings Fund	\$ -	\$2,000.00	\$2,000	\$ -	100%	\$2,000
14.4	Sabbatical Fund	\$ -	\$500.00	\$500	\$ -	100%	\$500
Income-Expense		\$(10,171.27)	\$14,565.08	\$11,055	\$3,511		\$4
Unrealized Gain/Loss on Investments		\$(1,327.99)	\$(1,022.75)				
Realized Gain/Loss on Investments		\$ -	\$4,872.65				
Sales Commissions & Fees		\$ -	\$(42.19)				
TOTAL EQUITY CHANGE		\$(11,499.26)	\$18,372.79				

Approved 2018-19 Budget

Income		
1	Donations	
1.1	Fundraisers	
1.2	Plate	
2	Other income	
2.1	Interest	
2.2	Dividends	
2.3	Woodworth Trust	
2.4	Building Usage Fees	
2.5	Transfer from Insurance Reserve	
2.6	Transfer from 2016-2017 Budget	
2.7	Transfer from Library Fund	
3	Pledges	
3.1	Current pledges	
3.2	Mid-year pledge renewals	
3.3	New pledges	
3.4	Previous year pledges	
3.5	Unrealized pledges (3%)	

2017-2018 Budget
\$480,737
\$34,500
\$20,000
\$14,500
\$20,625
\$25
\$900
\$200
\$5,000
\$5,000
\$9,500
\$425,612
\$428,157
\$1,000
\$5,300
\$4,000
\$(12,845)

2018-2019 Budget
\$505,331
\$39,331
\$22,481
\$16,850
\$7,108
\$20
\$1,403
\$335
\$5,000
\$350
\$458,892
\$462,775
\$1,000
\$6,000
\$3,000
\$(13,883)

Expenses		
4	Administration/Communication	
	4.1	Phone
	4.2	Postage
	4.3	Supplies and printing
	4.4	Copier
	4.5	Computer Maintenance & Supplies
	4.6	Internet Access
	4.7	Mileage
	4.8	Bank Charges
	4.9	Website Management
	4.10	Licensing Fees
	4.11	Software Licensing
	4.12	Background Checks
	4.13	Church Copies of UU Revue
5	Congregational Life Activities	
	5.1	Congregational Life/Membership
	5.2	Pastoral Care Supplies
6	Committees	
	6.1	Board
	6.2	Caring
	6.3	Caring Crafters
	6.4	Stewardship
	6.5	Hospitality & Growth
	6.6	Social Justice Council
	6.7	History
	6.8	Communications
	6.9	PAC Innovation Fund
	6.10	Endowment
	6.11	Sanctuary Steering
	6.12	Library
7	Minister	
	Benefits & Professional Expenses	
	7.1	Retirement
	7.2	Insurance
	7.3	Professional Expenses
	7.4	Moving & Temporary Expenses
	7.5	Installation
	Salary & Housing	
	7.6	Housing
	7.7	Salary

\$480,733
\$17,875
\$1,500
\$1,000
\$3,000
\$3,100
\$2,750
\$800
\$200
\$900
\$1,300
\$225
\$2,500
\$300
\$300
\$350
\$150
\$200
\$8,300
\$300
\$200
\$200
\$400
\$1,000
\$3,500
\$400
\$1,500
\$800
\$122,510
\$37,510
\$8,500
\$8,510
\$8,500
\$6,000
\$6,000
\$85,000
\$30,000
\$55,000

\$505,331
\$18,351
\$1,600
\$1,100
\$3,500
\$3,000
\$3,000
\$751
\$200
\$900
\$1,000
\$300
\$2,500
\$500
-
\$1,000
\$1,000
-
\$9,100
\$700
\$200
\$200
\$300
\$900
\$3,000
\$400
\$1,000
-
\$300
\$1,500
\$600
\$118,360
\$30,810
\$8,755
\$13,300
\$8,755
-
-
\$87,550
\$30,000
\$57,550

			2017-2018 Budget	2018-2019 Budget
8	Property Committee		\$10,850	\$12,850
	8.1	Maintenance & Supplies	\$10,000	\$12,000
	8.2	Landscaping	\$300	\$300
	8.3	Design	\$550	\$550
9	Property Administration		\$29,262	\$32,400
	9.1	Garbage	\$2,196	\$3,000
	9.2	Insurance	\$4,431	\$4,100
	9.3	Mow & Snow	\$6,200	\$6,500
	9.4	Elevator Service	\$1,235	\$1,500
	9.5	Fire Alarm Monitoring	-	\$600
	9.6	Minnesota Energy Resources	\$7,700	\$9,000
	9.7	Rochester Public Utilities	\$7,500	\$7,700
10	Lifespan Spiritual Development		\$3,500	\$3,900
	10.1	Children & Youth	\$3,400	\$3,400
	10.2	Adult RE/Small Group Ministry	\$100	\$500
11	Religious Services		\$9,850	\$10,950
	11.1	Candles, Flowers, Supplies	\$450	\$400
	11.2	Music	\$7,000	\$7,000
	11.3	Speakers	\$2,400	\$3,200
	11.4	Soul Matters	-	\$350
12	Staff		\$237,611	\$260,848
	12.1	Salary: Administrator/Office	\$46,362	\$47,753
	12.2	Salary: Administrator/Records	\$30,068	\$30,970
	12.3	Salary: Coordinator of Congregational Life	\$12,908	\$17,727
	12.4	Salary: Office Assistant		\$7,800
	12.5	Salary: Custodian	\$13,748	\$14,160
	12.6	Salary: Director of Religious Education	\$35,606	\$36,674
	12.7	Salary: Music Director/Choir	\$13,594	\$14,002
	12.8	Salary: Music Director/Keyboards	\$16,994	\$17,504
	12.9	Salary: Child Care Coordinator	\$1,943	\$2,001
	12.10	Salary: Youth Program Coordinator	\$7,276	\$8,652
	12.11	Retirement: Congregational Admin/Office	\$4,636	\$4,775
	12.12	Retirement: Congregational Admin/Records	\$4,706	\$4,848
	12.13	Retirement: Director of RE	\$3,561	\$3,667
	12.14	FICA: Minister	\$6,503	\$6,698
	12.15	FICA: Staff	\$15,607	\$15,089
	12.16	Insurance: Dental	\$1,099	\$1,176
	12.17	Insurance: Disability	\$1,348	\$1,808
	12.18	Insurance: Health	\$10,952	\$11,300
	12.19	Insurance: Life	\$991	\$1,374
	12.20	Insurance: Worker's Comp.	\$1,414	\$2,400
	12.21	Staff Development: Admin/Office	\$690	\$690
	12.22	Staff Development: Admin/Records	\$690	\$690
	12.23	Staff Development: Congregational Life	\$700	\$700
	12.24	Staff Development: Director of RE	\$2,075	\$2,850
	12.25	Staff Development: Music/Choir	\$970	\$970
	12.26	Staff Development: Music/Keyboards	\$970	\$970
	12.27	Staff Development: Youth Coordinator	\$200	\$900
	12.28	Child Care	\$1,500	\$2,200
	12.29	Summer RE Youth Coordinator	\$500	\$500
13	Dues		\$29,325	\$30,272
	13.1	UUA/MA Dues	\$29,325	\$30,272
14	Cash Reserves		\$11,300	\$7,300
	14.10	Computer & Equipment Fund	\$3,800	\$2,500
	14.20	UU Revue (Church Copies)		\$300
	14.30	Major Maintenance & Replacement Fund	\$5,000	\$2,000
	14.40	Furnishings Fund	\$2,000	\$1,000
	14.50	Sabbatical Fund	\$500	\$500
	14.60	O.W.L. Fund		\$1,000

COMMITTEES REPORTING TO THE BOARD OF DIRECTORS

Bylaws Committee

Submitted by Ann Hutton, Board Secretary

Committee Members

Allen Bishop, Kathy Brutinel, Ann Hutton, Rev. Luke Stevens-Royer

Regular Activities of the Committee

Appointed as an ad hoc committee for the 2017-2018 church year. The committee conducted a general review of the bylaws and focused attention on simplifying language in a number of articles. With a goal of providing more flexibility to committees and, where appropriate, amendments were proposed to delete language better suited in policies or procedures. The most extensive editing occurred in Article VII: Committees and Council with an eye to consistent style and streamlined language.

Highlights from the Year

- December 2017 – April: Conducted committee edit sessions and provided updates to the Board of Directors
- April 2018: Solicited congregational input
- May 2018: Shared final wording of proposed amendments to be voted upon at the Annual Meeting of the Congregation on June 3, 2018.

Hopes for the Coming Year

- Requesting the appointment of an ad hoc Bylaws Committee during the 2018-2019 church year.
- Proposing additional amendments that will support the dynamic environment of Shared Ministry with Rev. Luke Stevens-Royer, the staff, the Board, church leadership, and members.

Endowment Committee

Submitted by Sue Nielsen, Chair

Committee Members

Sue Nielsen, Mary Amundson, Richard Harrell, Dave Edmonson, Vikki Wolff

Regular Activities of the Committee

Regular meetings.

Continuing Committee goals include:

- informing and educating congregation about the *Wake Now Our Vision* Legacy challenge,
- inform and educate congregation about the Endowment fund, and
- increase the size of our Endowment fund.

Special Activities/Initiatives of the Committee

- We included information about the Endowment fund and Legacy challenge with this spring's annual Pledge Drive mailing.
- We will share information at a church service this spring (May 20, 2018) and be available at coffee hour after services to answer questions and encourage participation in matching funds drive.

Highlights from the Year

Our highlight will be presenting information at the May 20 church services and meeting with the congregation after the service.

Hopes for the Coming Year

We hope to increase our Endowment fund over the next two years during the UUA Wake Now Our Vision Legacy challenge.

Finance Committee

Submitted by Linda Thompson, Chair

Committee Members

Gail Bishop (Board Vice-President), Alan Goldberg, Nathan Harff, Garth Nelson (Treasurer), Dave Siljeborg, Linda Thompson (Chair)

Non-voting members: Connie Schuelka (Congregational Co-Administrator), Rev. Luke Stevens-Royer, Jerry Katzmann (Board President)

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 Bylaws and reports to the Board. We strive to support the mission and goals of the Board, staff and Program Council/committees.

Activities of the Committee

- Met monthly on the 2nd Thursday of June through October, and then on the 2nd Wednesday of each month thereafter. In July, we did not have a regular meeting, but met informally to share thoughts and provide input.
- Reviewed our monthly financial reports to monitor income and expenses, making recommendations as needed. Our budget for this year was \$480,733 and as of this report, income is ahead of expenses with about one month of the budget year remaining.
- Drafted a brochure on Stewardship and Church Finances which gives an overview of: the committees related to church finances (Finance, Stewardship, Endowment), the church budget, the sources of income, special funds available for donations. The brochure design was finalized by Paulette DeMers to be in the same format as other brochures available in the lobby. Finance made the brochure available during their volunteer recruitment event in October; it was updated with the proposed 2018-19 budget info & included in each pledge envelope this year.
- Staffed a volunteer recruitment and information table on the Finance Committee on Oct. 8, 2017.
- Made recommendations to the Board for bequest received from the estate of Marguerite Smith for \$49,741.99, based on guidelines in Bylaws pertaining to bequests. Recommended 75% go to Endowment Fund, 20% go to Memorial and Commemorative Fund, and 5% go to Major Maintenance Fund.
- Approved or recommended to PAC Team/Board the following funding requests:
 - Established a Roof Replacement Fund moving \$20,000 from the Major Maintenance/JumpStarter Fund line
 - Approved up to \$1,500 from Memorial & Commemorative Fund for silk banners (Design Committee)
 - Approved up to \$1,600 from Memorial & Commemorative Fund for five RE bulletin boards
 - Approved \$2,250 from Memorial & Commemorative Fund for Bookbinding project of History Committee
- Reviewed plans for Stewardship campaign & assisted as needed when asked by Stewardship Chair Jim Jensen. (See the Stewardship report for the summary of this year's campaign.) Thanks to Jim & his Stewardship team, as well as the Board for their work on this year's campaign. Jerry Katzmann and Gail Bishop provided leadership & assistance to Stewardship with planning & support of this year's campaign.
- Proposed Budget for 2018-2019. Worked with the Treasurer & recommendations from Program Council committee chairs & Staff to formulate a proposed operating budget for the next fiscal year (June 2018- May 2019). The first draft was developed in January-early February, so Stewardship could build the budget goals into their campaign for the following year.

With the Stewardship campaign completed in May, a recommendation was made to the PAC Team & Board on the final operating budget for 2018-2019. The Board-approved budget for 2018-19 can be found in the TREASURER'S REPORT.

2017-2018 Year-End Report: Since the date of this year's Annual Meeting (June 3) is immediately following the close of the fiscal year (May 31), the financial information for May will not be available for the annual meeting. Copies will be available at the church when the report is completed, or upon request.

Special Activities

UU Mike Podulke Memorial Service Auction:

Organized & conducted our annual auction on Nov. 11, 2017. As the main fundraiser of the year, the auction is one source of income in addition to income from our pledges, plate, rentals, & miscellaneous interest. We were

able to donate \$6,140 to the Community Dental Health program & raised a total of about \$27,747 for this year's operating budget.

Thanks to everyone who attended the evening & to our devoted Finance committee members who contributed time to this event & were there from set-up to the end!

We extend our gratitude to:

- Bill and Linda Thompson for setting up the Commons, lobby, Hearth Room & Sanctuary for the event
- Dave Siljenberg for help in organizing the silent auction
- Nathan Harff & Alan Goldberg for set up of the fixed-price items
- Sue Wheeler for her data entry of auction items as they were donated
- Garth Nelson for learning the auction database, finalizing the auction bill, entering the sales, & generating reports for donors & bidders
- Ash Gupta for helping greet attendees & helping with final bid entries
- John Kruesel, Stephanie Podulke, Laurel Podulke-Smith, & Darin Smith for emceeing of the live auction
- Social Justice Council for identifying the charity organization that is supported via items at the live auction
- Gail Bishop, Linda Thompson, & our volunteer bakers & sextons (Sue Wheeler, Barb Foss, Jean Murray, George Huston, Nathan Harff, Ramona Barr, Lyn Smith, Kathy Brutinel, Jess Hoffman) for organizing & providing the food & beverages available during the silent auction
- To the many volunteers in addition to Finance members who helped set up refreshments & moved them to the Sanctuary, cleaned up the leftovers & kitchen, & returned rooms to usual set up (Marilyn Harstad, Kathy Brutinel, John & Sandy MacLaughlin, Paulette DeMers)

The 2018 Auction will be held on Nov. 3, 2018. John Kruesel has confirmed his availability. Please contact a member of our committee with suggestions or interest in assisting with the auction.

Handcrafted Bazaar:

Organized by Melissa Eggler over the last few years, this event showcases local artisans and handcrafted items from members of our church. Each vendor pays for their table space and, along with proceeds from a UU table, this event raised about \$1,475 for our budget income.

Major Expenditures

Finance does not have a separate committee budget. Auction-related expenses are paid out of auction proceeds.

Goals for Next Year

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

- we look forward to continuing our efforts to support the goals of our Staff, committees, and Board.
- we will recommend appropriate edits to our financial related policies, committee description, and Stewardship Committee description due to the proposed structural changes (elimination of PAC Team and Program Council)
- we will work on continued communication encouraging 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: sabbatical/contractual expenses, potential insurance increases, building needs (including smoke and fire alarm monitoring), etc.
- we will keep informed of bank and investment account options.
- we will extend a welcome to those who are interested in joining our committee.

We'd like to offer appreciation and gratitude to Dave Siljenberg for his years of service on the Finance Committee and serving as chair for several years. We are also grateful to Garth Nelson for serving as Treasurer this year and mastering the auction database in time for the 2017 auction!

Nominating Committee

Submitted by Joel Reid, Chair

Committee Members

Patricio Aleman, vice-chair; Aleta Borrud; Anita DeAngelis; Richard Hutton; Joe Lobl and Joel Reid, chair

Meeting Information

Monthly from October 2017 – May 2018.

Regular Activities of the Committee

- The Committee met with Jerry Katzman, Gail Bishop, Rev. Luke Stevens-Royer, Melissa Egglar and the Program Council to discuss the role of the Nominating Committee in leadership development. Three major themes developed out of those meetings:
 - 1) Nominating Committee capacity and priorities,
 - 2) the need to cultivate leadership, and
 - 3) leadership development/mentorship.
- The Committee recruited candidates to be elected to the Board and Nominating Committee at the annual meeting.

Committee Goals for Next Year

Develop and implement a plan to cultivate Church leadership that is consistent with the capacity and priorities of the Nominating Committee.

Slate of Candidates for 2018-2019 for the Annual Meeting of the Congregation June 3, 2018

Candidates for Board of Directors, 2018 – 2019 (Officers may serve up to 4 years)

		<u>Term Ends</u>
Gail Bishop, President	First Year	June 2019
Ann Hutton, Vice-President	First Year	June 2019
Rob Harveland, Treasurer	First Year	June 2019
Greg Turosak, Secretary	First Year	June 2019

At-Large Members who need to be elected to 2-year terms (renewable once)

		<u>Term Ends</u>
Jessica Hoffman	1st year of first term	June 2020
Joe Lobl	1st year of first term	June 2020
Kim Reid	1st year of first term	June 2020
David Siljenberg	1st year of first term	June 2020

At-Large Members who are continuing their term

		<u>Term Ends</u>
Charyssa Cobb	2nd year of second term	June 2019

Nominating Committee Members who need to be elected to 2-year terms (renewable once)

		<u>Term Ends</u>
Patricio Aleman	1st year of second term	June 2020
Mark Brutinel	1st year of first term	June 2020
Linda Ortiz	1st year of first term	June 2020

Nominating Committee Members who are continuing their terms

		<u>Term Ends</u>
Aleta Borrud	2nd year of first term	June 2019
Anita DeAngelis	2nd year of first term	June 2019
Joel Reid	2nd year of second term	June 2019

Stewardship Committee

Submitted by Jim Jensen, Chair

Stewardship

...the careful & responsible management of something entrusted in one's care.

Members

Paulette DeMers, Richard Harrell, John MacLaughlin, Jodi Edmonson, Joe Lobl, Judy Jensen

Other Critical Assistance

Rev. Luke Stevens-Royer; Jody Tharp (Congregational Co-Administrator); Connie Schuelka (Congregational Co-Administrator)

Board of Directors: Jerry Katzmann, Gail Bishop, Ann Hutton, Garth Nelson, Charyssa Cobb, Randy Crawford, Kate Thompson-Jewell, Chris Wendt, Greg Turosak

Finance Committee: Gail Bishop, Alan Goldberg, Nathan Harff, Rob Harveland, Dave Siljenberg, Linda Thompson (chair); Connie Schuelka (Congregational Co-Administrator)

Purpose

To promote stewardship and oversee the annual stewardship canvass.

Activities of the Committee

- A "Getting better all the time" (right here on Walden Lane) theme for the canvass was chosen.
- "Cottage Meetings" were held by the Board in February 24th – 28th 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 2, 2018 with the results of the cottage meetings.
- "Matters of the congregation" announcements by Jim Jensen or Joe Lobl made at services March 4th and 18th
- The staffed a pledge table in the foyer to personally hand out forms March 4th, 11th, and 18th.
- Stuffed and mailed pledge forms to those that hadn't yet picked them up in person by Sunday March 18th.
- May 2018 - 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 5/25/18, 227 pledge forms have been returned for a total of \$462,175.

STAFF REPORTS

Minister

Rev. Luke Stevens-Royer

*"How we spend our days is, of course, how we spend our lives.
What we do with this hour, and that one...A schedule defends from chaos and whim.
It is a net for catching days." - Annie Dillard*

It has been a vibrant and engaging year of ministry here at First Church. This year, both in ministry and my own family transition to Rochester, has been one of excitement and settlement. I have been pleasantly surprised with how easy the transition to Rochester and First Church has been – it didn't take long to feel at home, and I'm honored and glad to serve as your minister. This year has felt like a net to catch our days – and I feel held by this ministry, and this church.

Governance & Shared Ministry

A major focus this year has been on the meaning of *shared ministry*. In short, *shared ministry* is how we do church – how we accomplish our mission. The congregation elects its Board, who sets the mission of the church, empowering the minister and staff to carry that mission out in collaboration with committees and councils. In the coming year, each committee will have a staff liaison to help coordinate the wider life of the church with that particular group. We hope this approach will strengthen our collaboration and coordination of church programs in service to the mission of our church and help to clarify roles of leadership and responsibility. In this model, more decision-making authority is delegated to staff and key lay leaders, and the Program Council will shift into regular leadership gatherings throughout the year to engage in large-scale visioning for the life of the church.

Program Life

This year has also been a year of deepening our program life through monthly theological themes that help connect worship, religious education, and small groups. Next year we will use a theme-based resource from our larger association, *SoulMatters*, with many resources to support a theme-based congregational life. We have also begun to gather groups that are not within the dominant population of this church, in particular a group for younger adults called *Good Cheers* that meets monthly at Forager Brewery, discussing the monthly theme, and a group called *Aging – the Journey*, for elders in the congregation.

In the coming year we will find ways to engage young families (beginning with park days this summer) and parents (with parent groups gathering in the fall). We will also launch *Walden Hill Wednesdays*, adding even more vibrancy to Wednesday nights through a weekly shared meal with volunteer cook teams (over 30 already signed up!), a forum conversation with speakers from within and beyond the congregation, and programming for children and youth.

Moving forward

This has been a year of transition as well as transformation. Leaders have worked hard to live into our mission of *nurturing spiritual growth and practicing justice* in many ways, including becoming a *Sanctuary Church*, in a practice of public prophetic witness. With vibrancy and commitment to our values and mission, an incredibly talented staff and diligent lay leaders who are calling us forward, I am hopeful for the coming years of shared ministry. In faith and gratitude,

- Rev. Luke Stevens-Royer

*For more in-depth reflections, please see my monthly reports to the Board, available in the Commons or online. Here is an overview of the **areas of ministry** from the letter of agreement between the minister and congregation to highlight areas of importance:*

Shared Leadership

We began the year with a focused minister and Board retreat with UUA staff, and throughout the year have engaged a large process of governance transition, including a full evaluation of my own ministry and the leadership of the Board. I have met with almost every committee, some multiple times, to discuss with their particular area, discuss shared ministry, and visions.

Worship Life & Rites of Passage

I have worked closely with the Worship Committee to expand the role of the Worship Associates to offer reflections and have worked with lay speakers and guests in service planning when I am not preaching. I will be present during the summer and helping coordinate when I am absent. I have appreciated working with the music and RE staff to coordinate service themes. I have presided or offered support for 3 weddings and 2 memorial services.

Spiritual Care

I have stayed connected with our caring team to attend to needs of the congregation as needed, including cards, phone calls, home visits, and counseling sessions. I am open for office visits Sunday-Friday, by appointment.

Community Ministry

I joined an interfaith service in August after the events in Charlottesville, interviewed with KIMT and spoke with press about our Immigration Justice work, spoke at the interfaith Thanksgiving Service at Christ United Methodist, spoke at the MLK march, participated in the March for Our Lives around gun violence, and spoke at the Interfaith Immigration Justice & Prayer Service at Assisi Heights, and have participated in occasional interfaith clergy gatherings.

Church Staff & Administration

We begin and end the year with planning sessions, meet weekly to discuss program updates and major initiatives, and gather for occasional social events to build a sense of staff relationship. I am in the office 6 days a week to be present to both the staff and the congregation.

Collegiality & Professional Development

I continue to serve on the MN UU Social Justice Alliance Board, and this year attended regular regional UU minister gatherings, a fall minister retreat, a fall minister's study group, a winter UU ministry institute, workshops for congregational life at United Seminary, and will attend the UU Minister's Association gathering at the UU General Assembly.

Sustainable & Responsible Ministry

I strive to keep healthy boundaries between church and home, making a commitment to keep certain times of the week free of church obligations to attend to my family and my own spirit in support of a balanced, healthy, and sustainable ministry.

Director of Religious Education, Acting

Submitted by 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 and the Youth Program Coordinator.

Programming

- Our 7th annual Chalice Camp was held July 17th - 21st. It was planned by Ramona Barr and Kate Thompson-Jewell and their youth helpers. It featured a Star Wars themed UU Curricula written by Jessica Zebrine Gray, Ph.D. Included a trip to Mayo High school Planetarium on the trolley. There were 47 campers, 15 counselors, and 4 adults, along with 8 adult volunteers.
- 2017 Summer programming included a Mind's Eye class taught alternatively by Joyce Rood and Natasha Vermilyea. It included a variety of activities from crafts, science experiments, and service projects. Derik Robertson facilitated a WISE! class for high school age youth which included discussions on existentialism.
- OWL (Our Whole Lives) offered this year included K-1 instruction held in February and March and was taught by Kate Thompson Jewell and Sam Olson.
- We continued to use the online Tapestry of Faith curriculum for PreK-8th grade.
- We held three Social Justice Sundays with volunteers from the Social Justice Committee: Indigenous People Day (replacing Columbus Day), MLK & Civil Disobedience, and Litter Bit Better on Earth Day.
- The WHY group facilitated two children's chapels for all grade levels.
- The DRE facilitated two children's chapels for preK-2nd grade on Easter Sunday and Maypole Sunday.
- We made Valentine's Day cards for the Caring Committee to send out.
- We had guest speakers from NAMI (National Alliance on Mental Illness) present separately to 3rd-6th grade on one Sunday and 7th-12th on another Sunday.
- Harriet Hodgson, author, was a guest speaker for grades 5-8. She presented a lesson on Affirmation Writing: Cheering for Yourself.
- Joyce Rood and Karmen Frana developed lesson plans once a month to coincide with the "theme of the month."
- Only two youth signed up for the Coming of Age class this year—not enough to hold a class. We anticipate a large class next year.

Supervision

- On August 1st, 2017, Derik Robertson was hired as Acting Youth Program Coordinator.
- Jadyn Shumaker continued to work as Childcare Coordinator. A lock was requested for the nursery door as the room was found in disarray a few Sundays in a row.

Worship Services

- It was agreed upon with Rev. Luke Stevens-Royer that Joyce Rood would manage "The Time for All Ages" the first Sunday of each month based on the monthly theme and as requested.

Professional Development

- Joyce Rood attended the LREDA (Liberal Religious Educators Association) in Denver, CO, November 3-5th. This included a session for new religious educators.
- Derik Robertson attended OWL (Our Whole Lives) facilitator training for 7-9 and 10-12 in Columbia, MO on Saturday, January 13, 2018 (All day) to Monday, January 15, 2018 (All day).

New Initiatives

Derik Robertson, Youth Program Coordinator (YPC):

- Held a Seekers class between services at 10:00 on Sundays focusing on UU principles and theology.
- Held weekly WHY (Walden Hill Youth) group meeting on Wednesdays from 6:30 to 8:00 p.m.
- Coordinated over 100 human hours of community service with the WHY group
- Joined the Prairie Star LREDA and took the high school students to a Con in February in collaboration with the other members from the Twin Cities.
- Started fundraising activities for a trip to Boston in 2019.
- Coordinated a youth led service for May 20, 2018 since we did not have a Coming of Age class this year. Youth 16-18 years old were invited to become members in accordance with church policy.
- Held a Lock-In April 27-28 so the middle school youth could experience activities held at Cons.

- Held advisory meetings with adult youth volunteers to discuss programing, activities, and youth.
- Joyce Rood, Acting DRE:*
- Held a teachers' appreciation luncheon on April 22, 2018 at the end of National Volunteer Appreciation Week.
 - Replaced the five Saltzman paintings in the RE wing with 4 X 8 bulletin boards. Now each class has a way to display their own art work and we can post teaching teams, events, etc.

Relationship Building

- Supported fellowship activities, such as Game Night, Movie Night, and the Chili Cook-off by attending and taking pictures, as well as announcing and reporting in the RE News.

Expenditures

- The RE budget was \$3,400.00. It was used for classroom supplies, technology updates, books, and teacher appreciation.

Goals for the Future

- Work with Beth Rogers from Peace UCC to provide training for OWL (Our Whole Lives) comprehensive sexuality curriculum facilitators. A workshop is scheduled for August 10-12, 2018 for secondary (grades 7-9 and 10-12) facilitators. Discussions are ongoing for another workshop for elementary (grades K-1 and 4-6) facilitators.
- Work on Wednesday night programming.
- Develop a new Teacher Orientation/Training Session for the Fall RE Program
- Develop a Parent Orientation/Expectations Session for the Fall RE Program.
- Make use of our church YouTube Channel to create videos including teacher/student testimonials and teacher trainings/orientations.

Coordinator of Congregational Life, Acting

Submitted by Melissa Egler

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 March 2017.

Communication - Minister and Staff

- Communicated with minister about church congregants with concerns
- Communicated with staff, as appropriate, about church congregants with concerns
- Attended staff meetings

Communication - Committees and church congregants

- Assisted in engagement of church congregants in church activities
- Met regularly with the Caring Committee, Hospitality and Growth Council
- Met with Program Council and Board when requested
- Participated in most Sunday services

Hospitality & Growth Council

- Oversaw Hospitality & Growth Council, which includes Fellowship, Hospitality Teams and Membership
- Attended all Hospitality and Growth bi-monthly meetings
- Recruited new Hospitality and Growth Chair (Nicci Sylvester, starting 9/2018)

Membership

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 2017-2018 for detailed information.

- Coordinated and facilitated 4 Pathway to Membership programs with a total of 35 participants
- Reorganized and rewrote Pathways to Membership Gathering from two evenings to one 3-hour class
- Coordinated and facilitated Visitor Chat Sessions monthly to acquaint visitors with our faith and church
- Updated visitor attendance record weekly
- Completed "Getting Involved in the Church" Handbook and "Getting Involved" Volunteer Program

- Welcomed 35 members into the church

Congregant Interaction

- Worked closely with minister, Caring Congregation Chair and Care Coordinators
- Connected church congregants to each other and to community resources
- Connected with congregants via cards, calls, e-mails
- Remained visible, available, welcoming and informative at church on Sundays, making connections with visitors and congregants
- Collaborated with Minister for disbursements from Human Needs Fund to provide monetary support to congregants facing an emergency financial situation
- Coordinated Caring Tea in December for congregants experiencing illness, transition, recent loss of a loved one, or responsibilities as a caregiver

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 and guided the Chalice Circle program by recruiting and coordinating, the training of 1 new Chalice Circle facilitators, and establishing 6 Chalice Circles with 55 participants
- Organized a committee and facilitated Women's Retreat October 2017

Continuing and Future Goals

- Work with new minister focusing on increasing our membership
- Continued support and involvement with Caring Community, Membership, Hospitality and Growth, Chalice Circles, Adult Religious Education
- Work toward reorganization of Membership Committee (These tasks are currently being done by members of the Hospitality and Growth Committee)
- Organize Walden Hill Wednesday Night Cook Teams
- Work with Communications Committee to brainstorm advertising locations
- Continued involvement with visitors, keeping them informed and involved
- Work with Adult Religious Education to implement future learning opportunities and classes

Co-Directors of Music

Submitted by Joe Mish and Connie Schuelka

This is our eighteenth year of working together and fourteenth year as co-directors of music. Our defined roles did not change: Connie serves as organist/accompanist and coordinator of music, and Joe serves as the choir director. Connie performs at more than three-quarters of the Sunday Services throughout the year. We communicate with each other on a regular basis to plan and co-ordinate music activities and services. Joe generally attends the Worship Committee Meetings. We also have regular weekly meetings with Luke to plan for musical needs in our worship services. It's been great working with a minister who is a great musician and has pushed us to try some new things in our services. We communicate about the music program with the congregation through *Weekly eNews*, our website and the *Venture*.

Music Services

This year we presented one service that featured music: Sunday February 25 - Songs of Hope and Courage. Music also played a large part in many services, the most notable being Luke's Installation on October 15, Christmas Eve services, and Easter Sunday on April 1.

Guest Musicians

We welcomed a number of guest and member musicians to our church services this year. A number of different musicians covered the piano duties for the Summer services because Connie takes part of the summer off.

This year's guest musicians included: Nodding Wild Onions, Carol Engle, Mike Anderson, Laurie Helmers, Teresa Tolmie, Lori Elward, Maritza (Klezmer band), Leon Joseph Littlebird, Jane Foote, Rose Mish, Weston Holley, Alex Higano, Winston Vermilyea, Ariana Vermilyea, Greg Herriges, Polished Brass (brass quintet), John Vettel, Carl Stephenson, D'Sievers Jazz Trio, Allen Bishop, Tom Hiniker, Susan Braun, Peter Mayer, Theresa Kallmes, Aiden Egger, David Townsend, and Rev. Luke Stevens-Royer.

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

Walden Hill Vocal Ensemble

We would also like to extend a hearty thank you to the Walden Hill Vocal Ensemble or (WHVE) who performed on 17 Sundays, Christmas Eve and the installation, for a total of 19 times this year. Last year the choir sang 16 times. The choir continues to rehearse on Wednesday evenings from 6:00-7:00 PM. The choir attendance has stayed consistent. We continue to maintain a high level of performance quality and repertoire. A number of choir members meet and eat in the Commons before choir rehearsal each week, this simple activity has enhanced the fellowship element of the choir experience.

This church has a group of talented and dedicated vocalists: Barbara Anderson, Mike Anderson, Beth Atkinson, Brianna Berg, Anne Black-Sinak, Linda Ortiz, Aleta Borrud, Diane Closson, Rick Christenson, Charyssa Cobb, Randy Crawford, Peter Edl, Dave Edmonson, Jodi Edmonson, Lori Elward, Jane Foote, Myatt Helmers, Alex Higano, Ann Lien, Joe Lobl, Rod Milbrandt, Kathy Miner, Joe Mish, Laurel Phelps-Bowman, Ray Phelps-Bowman, Morgan Robertson, Kathy Shepel, Elizabeth Sullivan, Linda Thompson, Patty Trnka, John Vettel, and Phil Wheeler.

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 four Sundays this year (we did five last year). This year's Children's Choir was made up of children in Kindergarten through grade 6: Rebecca Blouin, Ella Frana, Justin Meier, Claire Nelson, Trygve Nelson, Daria Robertson, Jamis Robertson, Kyla Robertson, Eloria Thompson, Augustin Vermilyea and Tristan Vermilyea. 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.

Records of the Congregation

Donations to the Memorial and Gift Fund

From June 2017 through May 2018, donations were given in memory of:

Malcolm Campbell – church member
Jean and Franklin Michaels
Jean Larson – sister of John MacLaughlin
Jean Bernard – father of Laura Lukes
Kenneth Berge – father of Betty Devine
Robert Lovetinsky – father of Jo Payne
Judy Cobb – mother of Charyssa Cobb
Anne Schoonover – church member
Dallas Bradshaw – church friend
Jane LaGrange – mother of Connie Schuelka
Walter (Jack) Rothwell – father of Walt Rothwell
Mary Beth Larson – sister of Julie Larson Keller
Leonard Wendt – father of Christopher Wendt
Marguerite Smith – church member

Donations were made in honor of:

Robin Taylor
Mary Amundsen
Bill and Joyce Rood
Diana Clutton-Taylor, Robin Taylor, and Adrienne Lobl

Donors to the Memorial and Gift Fund:

Ann Lien
Linda and Bill Thompson
Ann and Richard Hutton
Beth and Barry Karon
Julie Gilkinson
Andrew Campbell
Rosemary Bradshaw
Laurie Helmers
Jean and Don Hanson

Purchases made from the Memorial and Gift Fund:

Name Tag Cabinet for front entry
Fabric for sanctuary banners
Bulletin boards for the RE wing

Transitions

Births/Adoptions to Members: (1)

Harry Douglas Shea (2/15/18), son of Anne and
Brendan Shea

Child Dedications: (0)

Coming of Age Students: (0)

Weddings for Members (0)

Deaths: (2)

Lyle Plumhoff (6/30/17)
Marguerite Smith (7/7/17)

New Members: (26)

Paul Couvrette
Dorothy Johnson
Joy Lee
Molly Dingel
Schalleen Nelson
John Drussell
Andrew Dean
Andrea Simonson-Dean
Jennifer Roslien
Cassy Roque Rodriguez
Chelsey Lehnher
Kathleen Schwartz
Joseph Schwartz
Luke Stevens-Royer
Jenna Stevens-Royer
Jay Smith
Earl Jacobsen
Alyce (Penny) Jacobsen
Molly McMillen
Lori Elward
Beth Thompson
Anthony Thompson
Cole Beetcher
Ethan Egger
Autumn Harff
Theresa Kallmes

Reinstated Members: (4)

Susan Braun
Tjalda Nauta
Ann Jones
Nancy Hill

Resigned or Removed from Membership: (10)

Eric Winter
Carrie Winter
Jon Glover
Shelly Glover
Daniel Rogers
Maria Levy
Carol Hepokoski
Jessica Crane
Sarah Havenell
Alan Goldberg

Members Moved: (6)

Jeff Webster
Judy Webster
Barbara Buske
Ann Braus
Nick Braus
Michele Tinetti

Membership:

Membership at the beginning of the year was 349.

26 new members were added, 4 members were reinstated, 2 members died, 16 members were taken off the rolls.

Our membership now stands at 361.

Donations Made on Charitable Contribution Sundays

Planned Parenthood of Rochester	June donation	\$ 1,042.00
Pfund of SE Minnesota, Scholarship Fund	July donation	\$ 707.00
Saturday Noon Meals	August donation	\$ 724.27
Hawthorne Helps	September donation	\$ 1,214.00
Community Health Service, Inc.	October donation	\$ 1,235.00
Community Dental	November auction donation	\$ 6,140.00
Family Promise	November donation	\$ 1,526.25
Mission 21	December donation	\$ 908.00
Community Food Response	December donation	\$ 1,197.55
UUSC	December donation	\$ 849.00
Human Needs Fund	Christmas Eve donation	\$ 3,810.95
Project Legacy	January donation	\$ 1,018.31
NAMI SE MN	February donation	\$ 1,035.21
Youth Leadership Development Fund	May donation	<u>\$ 1,425.00</u>
	Total:	\$ 22,832.54

Attendance 2017-18

<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>
6/4	10:00	Fritz/Flower Communion	153	153	5	4	9	162	
6/11	10:00	Fritz/Passing the Baton	130	130	21	7	28	158	
6/18	10:00	Fritz/Just Deserts or Just Desserts?	145	145	17	8	25	170	1
6/25	10:00	Greg Wimmer/New Beginnings	80	80	6	4	10	90	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>
7/2	10:00	Jack Gaede/Joy of Small Things	75	75	8	6	14	89	2
7/9	10:00	Kelli Clement/Hamilton: An American Musical	88	88	14	6	20	108	
7/16	10:00	Char Tarashanti/Dancing in the Fires of Change	70	70	12	6	18	88	4
7/23	10:00	Debbie Davis/Power of Telling the Truth	88	88	13	8	21	109	
7/30	10:00	Creative Spirits Group/Spiritual Growth Through Creativity	72	72	14	6	20	92	1

<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>New Members</i>	<i>Visitors</i>
8/6	10:00	Joe Mish/Facing the Blank Page	123	123	18	6	24	147		10
8/13	10:00	Luke/A Net to Catch My Day	197	197	35	4	39	236	1	4
8/10	10:00	Jackson Young/Thrive	87	87	18	4	22	109		11
8/27	10:00	Jean Binkovitz/Immigration & Sanctuary	119	119	18	6	24	143		5

<i>September</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Volunteers</i>	<i>Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
9/3	10:00	Luke/Work That is Real	119	119	15	3	6	24	143		1
9/10	9:00 11:00	Luke/Living in the Water	88 115	203	3 3		2 2	10	213		0
9/17	9:00 11:00	Luke/House of Possibility	61 116	177	11 41	9	6 9	76	253		1
9/24	9:00 11:00	Luke/And the Walls Came Tumblin' Down	77 101	178	10 43	5	7 15	80	258		3

<i>October</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Volunteers</i>	<i>Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
10/1	9:00	Luke/Keeping Broken Things	89		7		7				
	11:00		83	172	37	3	13	67	239		5
10/8	9:00	Karen Van Fossan/Reflections from the Edge	73		6		6				
	11:00		82	155	38	4	12	66	221		2
10/15	9:00	Karen Hutt	55		3		6				
	11:00		83	138	39	2	15	65	203	2	6
10/22	9:00	Luke/Spilling More than Milk	80		8		6				
	11:00		119	199	37		10	61	260		
10/29	9:00	Luke/All Souls	83		3		4				
	11:00		115	198	19	3	6	35	233		1

<i>November</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Volunteers</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
11/5	9:00	Luke/Radical Reformation	106		7		6				
	11:00		82	188	43	3	14	73	261		
11/12	9:00	Luke/Hand-me-down Bootstraps	108		15		6				
	11:00		98	206	43	2	14	80	286		2
11/19	9:00	Luke/Feast of Love & Justice	104		6		3				
	11:00		108	212	21	4	7	41	253		7
11/26	9:00	Greg Wimmer	58		13		12				
	11:00		87	145	18		13	56	201		2

<i>December</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Volunteers</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
12/3	9:00	Luke/Slowed Down Season	80		10		7				
	11:00		88	168	50	1	14	82	250		4
12/10	9:00	Luke/Enough for a Spark	118		17		7				
	11:00		94	212	31	0	13	68	280	6	5
12/17	9:00	Luke/Giving My Heart	97		3		2				
	11:00		110	207	2	1	4	12	219		4
12/24	10:00	Luke/Dark of Winter	73	73	1		2	3	76		
12/24	4:00	Luke/Sing, Choirs of Angels	200		6		2				
	5:30		140	340	1		2	11	351		0
12/31	10:00	Ritual for Change & Growth	62	62	0		2	2	64		4

<i>January</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Volunteers</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
1/7	9:00	Luke/Clara Barton	79		10		5				
	11:00		99	178	30		10	55	233		5
1/14	9:00	Luke/Lift Every Voice	97		12		8				
	11:00		125	222	45	4	14	83	305		
1/21	9:00	Luke/Breaking the Binding Wide Open	95		9		7				
	11:00		91	186	30		14	60	246		
1/28	9:00	This I Believe	78		4		4				
	11:00		591	169	28		14	50	219		

Annual Report 2017/2018

First Unitarian Universalist Church, Rochester, MN

<i>February</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
2/4	9:00	Luke/I Am Alive	57		7		6				
	11:00		70	127	39	4	13	69	196		
2/11	9:00	Luke/(Un)break my Heart	119		17		9				
	11:00		82	201	16		9	51	252		4
2/18	9:00	Disability Task Group	74		7		6				
	11:00		76	150	20		13	46	196		7
2/25	9:00	Luke & Joe/ Songs of Courage and Hope	76		10		6				
	11:00		116	192	18		9	43	235	4	1

<i>March</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
3/4	9:00	Luke/Water Through the Rock	67		10		6				
	11:00		86	153	26	0	12	54	207	2	6
3/11	9:00	Danny Givens/Intersectional Justice	57		9		7				
	11:00		93	150	31	1	12	60	210	1	4
3/18	9:00	Luke/Just a Dusting	96		9		6				
	11:00		95	191	31	3	12	61	252	3	4
3/25	9:00	Luke/Dear Lovely Death	69		14		6				
	11:00		83	152	23	2	12	57	209		5

<i>April</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
4/1	9:00	Luke/Some Glad Morning	112		4		1				
	11:00		110	222	9		2	16	238		7
4/9	9:00	Luke/Singing for Our Lives	88		8		7				
	11:00		89	177	28	2	13	58	235		
4/16	9:00	Luke/What the Blank?	cancelled								
	11:00		91	91	21		13	34	125		2
4/23	9:00	Luke/Earth Day	80		11		5				
	11:00		72	152	20	2	10	48	200		4
4/30	9:00	Luke/Building Up a World	77		13		6				
	11:00		108	185	22	1	14	56	241		

<i>May</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Youth</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
5/6	9:00	Luke/Murmuring Along	100		3		5				
	11:00		135	235	14		5	27	262		3
5/13	9:00	Peter Mayer/Church of What We Know	105		10		5				
	11:00		100	205	26	2	14	57	262		2
5/20	9:00	Youth/What are UU's?	84		2		2				
	11:00		97	181	2		2	8	189	4	1
5/27	10:00	Luke/Swords into Plowshares	116		4	3					
				116				4	120		1

COUNCIL REPORTS

Hospitality and Growth Council

Submitted by Ann Lien, Chair

Council Members

Ann Lien, Chair; Rebecca Rolstad-co-chair through March; Lyn Smith & Robin Taylor, Fellowship chairs; Beth Thompson, RE Fellowship coordinator; Hospitality leaders: Linda Thompson-1st Sunday, Judy Jensen-2nd Sunday, Jean Hanson-3rd Sunday, Ron Chrisope-4th Sunday, Ann Lien-5th Sunday; Melissa Egger, Coordinator of Congregational Life & in charge of Membership activities; Paulette DeMers, member-at large & liaison from Communications Committee.

Meeting Information

- Hospitality and Growth Council members met every other month for six regular meetings during the year and met twice with Rev. Luke, to review general information and to discuss changes in services we would provide.
- When we met with Rev. Luke, we discussed his experiences with hospitality groups, overall Fellowship plans, recruitment of leaders for Hospitality teams and leaders for Fellowship activities.
- Fellowship chairs met or communicated as needed to plan activities by sharing the chair responsibilities throughout the year.
- Melissa Egger attended our meetings as Coordinator of Congregational Life and as staff liaison. She let us know which membership events needed assistance, including participation in and lunches for Pathway classes, a Sunday new member event, and a potluck at the Hanson home for new members, staff, and a few other members.
- Ann Lien attended the Program Council meetings held throughout the year.

Regular Activities of the Council During the Church Year

The Council focuses on the overall picture of Fellowship and Hospitality and supports Membership activities as requested by the Coordinator of Congregational Life. A prime role is to coordinate activities among the committees. The Council is made up of dedicated, and hard-working members who focus on creating a welcoming church for members and visitors. We are continuing to use a team approach to staff the Sunday morning Hospitality volunteers and on creating multi-generational fellowship activities.

- **Fellowship Activities:**

Sunday, June 4: Ice Cream Social to recognize new members, graduates, & retirees; 100+ attended. FREE

Sunday, June 9: Spin Doctors/Down by the Riverside Concert, hosted by Sarah Hayes; 15 attended. FREE

Friday, June 16: Family Movie Night ("The Adventures of TinTin"), followed by S'Mores & fire pit, hosted by Derik Robertson. 16 attended. FREE

Friday July 14: T-Shirt Mixer & Family Game Night, hosted by Lyn Smith, Robin Taylor & Jodi Edmonson.

Participants got to know each other by their favorite T-shirts, all-ages scavenger hunt, shared dessert, played board games, & bubbles & chalk outside; 40 attended. No cost to the Committee, as the supplies were left over from the previous year. FREE

Sunday, July 28: Served cake following PrideFest service; co-hosted with the Welcoming Congregation.

Sunday, August 6: Pert Near Sandstone/Down by the Riverside concert, hosted by Robin Taylor; 14 attended. FREE

Monday, August 7: Funday Ice Cream Social in the courtyard, hosted by Lyn Smith, Sarah Hayes & Janet Breitenbach. Fellowship provided 3 gal. of ice cream; toppings were provided by the 40 people attending. FREE

Saturday, August 12: Baseball outing: Honkers vs. Mankato Moon Dogs, followed by fireworks on the field, hosted by Beth Thompson & her family; 23 attended. \$8/general admission fee.

Sunday, August 13: "They're Finally Here!" Potluck Brunch welcoming our new minister & his family following a standing-room-only service, hosted by Bill & Linda Thompson; 140+ attended.

Sunday, August 20: All-Church Picnic at Quarry Hill Nature Center Pavilion, hosted by Beth Thompson; 25 attended. FREE

Saturday, September 23: Brown Bag Wine Tasting, hosted by Margo Stich & Jodi Edmonson; 18 attended. ADULT ONLY.

Sunday, September 24: Outing to Squash Blossom Farm for pizza or picnic, concert by Nodding Wild Onions; 14 attended. FREE

Sunday, October 15: Installation Committee's reception following the installation service for Rev. Luke Stevens-Royer; catered & paid for by the Installation Committee; about 240 attended.

Saturday, November 4: Intergenerational Trivia & Dessert Night, hosted by Robin Taylor & Lisa Talcott; 15 participants age 5 to 65. FREE

Tuesday, November 7: Ethnic Lunch at Damsy, hosted by John & Sandy MacLaughlin; 20 attended.

Thursday, November 23: Thanksgiving potluck, hosted by Jim & Judy Jensen; 84 attended. The Jensens donated 6 tablecloths & no money was collected this year.

Saturday, December 2: "1940's Radio Hour" at Civic Theatre, hosted by John & Myatt Helmers, followed by dessert at the Half Barrel; 19 attended.

Tuesday, December 5: Ethnic Lunch at Pho Tai, hosted by Paul & Sue Anderson; 20 attended.

Sunday, December 17: Cookie Exchange, hosted by Rachel Froud; 18 participants.

Sunday, December 24: Potluck Candlelight Reception, hosted by Robin Taylor; 200+ attended.

Sunday, January 7: Clara Barton's 100th Birthday (All-Birthday Potluck); 96-100 attended.

Friday, January 12: Armchair Travelers Series: "The Magic & Mystery of Camp UniStar," hosted by the Gupta, Nelson, & Taylor-Lobl families, featuring a UniStar-style Happy Hour; 30 attended. FREE

Saturday, January 20: "The Robber Bridegroom" by the Absolute Theatre at RCTC, hosted by John Helmers; 14 attended. ADULT ONLY

Saturday, January 27: Quasi-Semi-Annual Phil Wheeler Chili Cook Off & Dessert Bake-off, hosted by Beth Thompson; 54 adults & 18 children & youth attended. Alcohol free. FREE.

Saturday, February 3: "Stay with Me Awhile," at Rochester Civic Theatre, followed by dessert at Half Barrel, hosted by Robin Taylor; 14 attended. ADULTS ONLY

Sunday, February 11: Snowshoe hike at Quarry Hill led by Angie Gupta, hosted by Beth Thompson; 15 attended.

Friday, February 16: Armchair Travelers Series: "The Art, Culture & Cuisine of Cuba" presented by Bruce & Jen Bjorgum, hosted by Robin Taylor; 24 attended. FREE

Sunday, February 18: Annual UU Valentine Tea, hosted by Robin Taylor & Barb Foss, with food provided by many participants. 40+ attended. FREE

Friday, March 9: Armchair Travelers Series: "Arizona & the Architecture of Frank Lloyd Wright" presented by Jennifer & Rob Harveland, hosted by Lyn Smith; 25 attended. FREE

Friday, March 16: Soup & Game Night, hosted by Beth Thompson & Lyn Smith; 30 adults & children attended.

Saturday, April 7: National Beer Day celebration, presentations by Rev. Luke (Beer & the Church) & Jason Hayes on (How Beer Brought Me to Rochester); Jason provided door prizes; Margo procured 2 tickets to Beers of the World for a drawing; hosted by Jodi & Dave Edmonson, Jason & Sarah Hayes, & Margo Stitch. 35 attended. ADULTS ONLY

Friday, April 13: Armchair Travelers Series: "A Japanese Wedding...and More!" presented by Heidi Shriver, hosted by Robin Taylor & Lyn Smith; 14 people braved thundersnow to enjoy Japanese treats & matcha tea.

Sunday, April 29: "The Danish Girl" at the Civic Theatre, followed by a panel discussion on Transgender issues, hosted by Paulette DeMers & Patty Trnka; 7 attended. FREE

Saturday, May 5: "Suite Surrender" at the Rochester Civic Theatre, hosted by John & Myatt Helmers, with an option for a drink or dessert afterwards. ADULT ONLY

Friday, May 11: Armchair Travelers Series: "A Taste of Tahiti, New Zealand & Australia" hosted by Jim & Judy Jensen. FREE

Sunday, May 20th: Picnic & Spring Wildflower Hike at Oxbow Park, hosted by Anna Lovrien. FREE

Monthly UU Moviegoers: Tuesday matinees were attended by 10-20 people each month.

UU Ethnic Luncheons: Sandy MacLaughlin reported that no hosts came forward in 2018 after the first two lunches of the series, so perhaps "it died a natural death" after five years & visiting over 22 restaurants.

Planning Process clarification: Event requests are sent to Jody Tharp, Congregational Co-Administrator, as far in advance as possible to determine availability of space and/or conflict of dates. If available, the event is added to the church calendar, and organizers provide event information to Jody Tharp for publication in the appropriate church publications. Fellowship leaders/event hosts post signs in the Commons & bathrooms.

- **Hospitality**

Coffee hour bakers, Cynthia Daube: Bakers were organized and brought 150 treats each Sunday, 1-2 times per year: Anna Lovrien, Paulette DeMers, Cathy Houghtaling, Ann Lien, Theresa Kallmes, Barb Foss, Shayna Johnson, Lynne Kirklin, Marty Aleman, Darrel Waters, Linda Thompson, Diane Closson, Betty Devine, Cynthia Daube, Joyce Wood, Phyllis Beery. We are very grateful for their help!

Visitor contacts, John MacLaughlin: John sends a welcome letter to those who fill out the visitor sheets, encouraging visitors to explore the church website for the myriad activities & interests at the church, with directions to reach the sites for volunteering & getting involved. All are sent an email & John follows up with a phone connection, if possible. Melissa Egglar, Coordinator of Congregational Life, also contacts visitors. We agree that having two people contacting visitors is a very welcoming gesture.

Updates on Hospitality Jobs, Linda Thompson: Directions needed to be updated several times during the year to accommodate changes in content & when we added a second coffee hour in April. The directions are no longer on the website; team leaders will send directions to their teams. Updated directions are also in a white Hospitality notebook below the table in the lobby, for ushers in the Attendance notebook near the audio cabinet in the back of the Sanctuary, and posted on the refrigerator for coffee hosts. Updates this year include: Ushers: counting people in the Hearth Room & Commons during services & collecting their donations; Hearth room set up; sound enhancement systems; Visitor Handbook; passing the offering plates.

Coffee Hosts: weekly baking information, regular & decaf coffee prep, tea prep, coffee prep for second service & cleanup for both services.

Guest Host: new information items on the table & lobby literature rack; introductions to the Coordinator of Congregational Life.

Greeters: activity ("Booty") bags for young children staying in the service with parents are on racks located near the Welcome table & at the back of the sanctuary; parking assistance requests.

- **Hospitality/Fellowship:**

Volunteer Fair: A member representing each group participated in the Volunteer Fair in the Commons on September 24th. We created displays with posters/pictures, handouts on Fellowship activities & Hospitality jobs, & had ways to sign up. We did recruit a small number for the hospitality teams & added bakers. If we have a volunteer fair in the future, we suggest we have a person manning a display & another circulating in the Commons for Hospitality & for Fellowship.

Liaison: Beth Atkinson was our liaison with the Worship Associates. We were asked to ensure that people in the Hearth Room & Commons are counted by the ushers, & that our volunteers are consistently given updates on hospitality directions.

Participation in Membership Events: Please refer to the report by Melissa Egglar, Coordinator of Congregational Life, on the Membership portion of the Hospitality and Growth Council, found in the STAFF SECTION of the Annual Report. Members of the Council were involved in the following membership activities:

- We provided & hosted lunches for the Pathway classes on July 9th, November 5th, March 4th, & May 6th.
- Jean & Don Hanson hosted a Nov. 10th potluck at their home for new members, church staff, & volunteers.
- Members were involved in hosting the New Member Sunday event on April 1st.

Budget

- Funding for **Fellowship** events was used to purchase food for an ice cream social, movie night, Pridefest, potluck brunch, Trivia night, UU Valentine's Tea, soup & game night, prizes for the chili/dessert event, paper products for the candlelight reception, & the Quarry Hill rental.
- **Membership** events funds were used for a new member potluck at a member's home, New Member reception, & lunches for Pathway classes.
- **Hospitality** funds were used for the Annual meeting expenses, paper products, & decorations for the Commons.
- A **budget proposal** of \$900 was made for the Hospitality/Fellowship Committees for the 2018-19 church year. Fellowship plans include at least 5 intergenerational events at the church, including Solstice, Valentine Tea, Soup/Game Night, Chili/Dessert Night, a fall or summer event, 2 events focused on youth, 2 adult events, 5 potlucks, 1 ice cream social, off-site picnic shelter rental, 2 enhanced coffee hours, July Pridefest cake, fall Trivia

Night, Thanksgiving dinner, & candlelight reception. Hospitality expenses will include kitchen supplies for storage, decorations for the Commons, paper products & linens for events, & food for the Annual meeting.

Council Goals for the 2018-2019 Year

- **Continuing**
 - Follow our mission to facilitate the development of a congregation that welcomes guests, strives to be warm & caring, & encourages membership & participation in our church community.
 - Use the church's website, the weekly eNews, & Facebook to get information to guests & members concerning fellowship, hospitality, & membership needs & activities.
 - Develop strategies to encourage new members to join one of the hospitality teams & increase multi-generational participation in them.
 - Plan, support, & encourage more multi-generational fellowship activities & include representation from the RE/Youth program on the Council.
 - Provide information & support for our minister as needed.
 - Collaborate with our Coordinator of Congregational Life on membership plans & activities.
- **New Initiative:**
 - Develop a Team Leader Backup program to cover for an absent leader & start the process of leader replacement.

Religious Education for Council for Children & Youth (R.E.C.C.Y.)

Prepared and Submitted by Ramona Barr, Chair

Council Members

Ramona Barr	<i>Council Chair</i>
Joyce Rood	<i>Director of Religious Education (ex officio, non-voting)</i>
Derik Robertson	<i>Youth Program Coordinator (ex officio, non-voting)</i>
Jadyn Shumaker	<i>Childcare Coordinator (ex officio, non-voting)</i>
Kate Thompson-Jewell	<i>Board Liaison & Chalice Camp Co Rep.</i>
Karmen Frana	<i>Children's Curriculum Advisor</i>
Ramona Barr	<i>Youth Curriculum Advisor & Chalice Camp Co-Rep.</i>
Erika Beetcher	<i>Youth Group Representative</i>
Amy Nelson	<i>Worship Coordinator</i>
Julie Gilkinson	<i>Social Justice Sunday Projects Coordinator</i>
Beth Thompson	<i>Fellowship Coordinator</i>
Kelly Rae Kirkpatrick	<i>Secretary</i>

Meeting Information

The R.E.C.C.Y. met the 2nd Tues. of the month from 6-8 p.m. in the Board Room.

Functions and Duties of the RE Council

The functions and duties of the RE Council are outlined in our Council Charter. We are an advisory council who works in collaboration with the RE staff to support the RE staff, the RE Program and the RE wing. We are directed by the church By-laws, the church Mission and Vision, and by any Board-directed Goals or Ministerial input.

Actions Taken by the Council

1. Recommended to the new Minister (head of staff) that the 'Acting' probationary first year titles of both the DRE and the YPC be dropped and the positions become permanent as the RE Council views their first years under the new Minister as successful and the congregation also seems satisfied with their work in the RE program.
2. With the reestablishment of the Youth Programs Coordinator (YPC) position, a subset of Council members served on the hiring team for the new YPC.
3. Supported the DRE's vision of a RE wing that felt more school-like and less museum-like by helping remove the five Saltzman Paintings displayed there and replacing them with five bulletin boards to display classroom info and artwork.
4. Worked with the History Committee to store the removed Saltzman Paintings.
5. Asked a church-member to help build three new racks on wheels to store the Booty Bags now that the vestibule area is needed for extra coat storage. Met with Design Committee to share the plans for the racks, addressed concerns by making them on wheels so that they may be moved to be out of the way when needed.

6. At the suggestion of a church member who saw them in a UU church in NY, we worked with the Minister to create a "Sharing Worship with Children" laminated card to be used in the Sanctuary and given by ushers only to parents with children who enter the Sanctuary, creating a sense of welcome to families with children.
7. Helped the DRE with her annual budget request, addressing the funding to pay for the new bulletin boards, the new booty bag racks, and the laminated cards. Advocated for the replenishment of the O.W.L. fund and an increase in the professional development line items for both the DRE and the YPC as they both need much training... both being very new to their roles.
8. Various members supported RE by filling in as Sub-DRE in the absence of the DRE.
9. Created a RE Council Packet for new members to the RE Council clearly outlining the expectations, and duties of their roles. Shared this packet with the Nominating Committee who thought it might be useful in recruiting hesitant new members to serve on various Committees or Councils, because they will know what to expect after reading the packet. It may serve as a template for other Committees and Councils.
10. Participated in the Ministerial review as it pertained to the RE Council.
11. Collaborated with the Library Committee to continue to fully implement the Libib App which allows RE staff and teachers as well as ALL congregants the ability to check our online catalog to see if we have the book they need for their RE class, Adult RE class, Chalice Circle Group, Book Club, Sermon topic resource, etc.
12. Supported the intentional invitation to post-C.O.A. youth to become members at the youth-led service on May 20th, to encourage continued engagement with the church.

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 multiple grade 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 O.W.L. Fund
6. 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
7. Make use of our church YouTube Channel to create non-sermon videos on various aspects of RE.
8. Update/replace the Emergency Exit maps in the RE classrooms.
9. Continue to foster 'Intentional Inter-generationalism' in various aspects of the church.
10. Investigate the possibility of a fold-down changing table in the women's and/or men's bathroom because when the Nursery is locked the changing table is not available during rentals or non-Sunday service times.
11. Investigate a second receiver for the Nursery pagers for the Explorers classroom.

Of Note

- All positions on the RE Council were filled for the first time in years which made our meetings and work much more efficient and effective. It was especially nice having a secretary who took fantastic minutes and a worship coordinator that insured children and youth were considered in various aspects of worship.
- None of the RE Council members could make the Minister-suggested 4th Wed. meeting night work and we felt we needed to be able to function even if it wasn't on a Wed. night. We will revisit the 4th Wed. meeting night option next year with the new slate of RE Council members and see if it works.
- We are continuing to work toward Policy Governance by acting as an Advisory Council with Staff Collaboration.
- We have worked collaboratively with the Nominating Committee, sharing our RE Council Member Packet with them as a possible template that might help them with recruitment, and with the Library Committee, helping get the Libib App fully functioning and will continue to help advertise its availability to the Congregation.
- We worked with the History Committee in finding storage solutions for the Saltzman paintings removed from the RE wing, and with the Design Committee to discuss the design for the new 'Booty Bag' racks.

- We've worked with Membership, Fellowship, Caring, and Social Justice also for intentional inter-generational events, and activities with each.
- Having the RE Sundays schedule set early is extremely beneficial for RE planning and to help prepare and recruit teaching teams effectively.
- Finally, we want to highlight the article in the Spring 2018 UU ReVue by Judy Jensen, titled "Building a Multigenerational Ministry" it was serendipitous that this article happened without our knowledge but happened to focus on exactly what we worked on this entire year in RE Council and will continue to work on next year.
- We, and the Minister, like the term 'Inter-generational' more than 'Multi-generational' because it implies that the different generations interact with each other, not simply exist in the same space together.

Social Justice Council

Submitted by Marie Davidiak and Frank Druktainis, Co-Chairs

Council Members

Paula Horner (Disability Task group)	Sandy MacLaughlin & Sandy Ramage (HH)
Patty Trnka & Paulette DeMers (Welcoming)	Jessie Stratton (Worker Justice)
Elizabeth Katzmman (Refugee Resettlement)	Anne Black-Sinak (environment/ MUUSJA)
Phil Wheeler (Racial Justice)	Kelly Rae Kirkpatrick (environment)
Roxanne Schlasner & Kathy Miner (Sat. Noon Meals)	Marie Davidiak & Frank Druktainis (Co-Chairs)
Ella VanLaningham (CFR & AARP Tax Aid)	Bill Rood (at-large)
Julie Gilkinson, Joyce Wood, Phyllis Beery, Lynne Kirklin (Family Promise/IHN)	

Meeting Information

The Social Justice Council met 5 times this year: August 2, October 4, December 6, February 7, and April 25, with some decisions/updates made by e-mail.

Regular Activities of the Council

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

B'Nai Israel Synagogue	Channel One	ACHLA
Peace United Church of Christ	Centro Campesino	CHS
The Diversity Council	Latino Development Center	Vecinos Unidos
Olmsted Community Services	Community Dental Clinic	IMAA
The Rochester Public Library	NAACP	Family Promise
The Rochester Franciscan Sisters	Rochester for Justice	Diversity Council
Rochester Public Transit	ISAIAH	Hawthorn Helps
HyVee South	AARP Tax Aide Program	Project Legacy
School District 535	Community Food Response	Christ United Methodist Church
Good Shepherd Lutheran Church	Children's Dental Health Services	Riverside Elementary School
Rochester Muslim Community Circle	SE MN Alliance of Peacemakers	Women's Shelter
Refugee Resettlement	UCC Congregational Church	Southeastern NAMI
School District 535 Students in Transition Coordinator, Mayo HS		
- Speak in the name of the Social Justice Council on any social justice issue and authorize statements by task groups on their own behalf.
- Inform the congregation about UUA Social Justice Congregational Study Resolutions.

- Administer, as indicated by Church policy, congregational resolutions on matters of social justice.
- Organize and present lay-led services/forums/discussions on matter of social justice
- Contact Church visitors who are interested in more information about social justice activities
- Recommend recipients for the shared offering on “Contribution Sundays”. Shared Plate donations totaled \$22,832.54, distributed to 14 organizations. *We are grateful for the generosity of an Anonymous Donor from the congregation who matches the recipient’s share of the collection.*

Special Activities/Initiatives of the Council

See individual task group reports for detailed activity reports.

- Administered the process to pass a Congregational Resolution to become a Sanctuary Church
- Sponsored a Pridefest Booth
- Worked with Hawthorne Helps on Diversity Day at Thursdays on First
- Hosted a movie called “Freeland” on indigenous people, followed by a discussion
- Disability Task Group hosted a worship service on Depression, with financial support to SE NAMI
- Participated in shared hosting for homeless families thru Family Promise
- Participated on a quarterly basis with Saturday Noon Meals for families experiencing food needs
- Disability Task Group completed all necessary paperwork and received official recognition from EQUUal Access as certified as an AIM (Accessibility and Inclusion Ministry) congregation, the 4th congregation in the UUA to receive this recognition
- Participated in a Peace Sharing Mitten tree to collect items for 4 community organizations who have specific needs around the holidays
- Selected Community Dental Services as our annual service auction recipient
- Participated in the Martin Luther King March, providing yellow On the Side of Love scarves
- Continued to distribute “Love Your Neighbor” lawn signs to support community ethnic tolerance
- Sponsored a concert by OVation Chorus about the music of immigrants to Minnesota; free-will offering
- Refugee Support Group continued to volunteer by delivering meals, driving family members as needed, and supporting families already settled
- Helped host a racial awareness workshop by Pastor Danny Givens from MUUSJA
- Hawthorn Helps held a fundraiser at the UU Handcrafter Bazaar and has distributed 300 logo recyclable bags to students promoting environmental awareness

Major Expenditures for the Council

Food for Forum	\$17.00
“Love your neighbor” lawn signs	\$362.00
GLCS-Pridefest Table	\$120.00
ISAIAH Membership	\$1,000.00
Food for IHN	\$35.00
Supplies for Family Promise	\$148.00
Food for Forum	\$75.00
Fabric for yellow scarves	\$18.00

Council Goals for the Next Year

- 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. Assist the sanctuary steering committee.
- Increase our engagement with environment issues and rekindle efforts to become a “green sanctuary”
- Continue to work to improve communications and expand our use of social media
- Continue 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

Community Service Outreach Groups

AARP Tax-Aide 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 3,762 taxpayers, representing 3,237 families, and volunteers donated over 10,000 hours (including training). 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, Joyce Lewis, Joe Lobl, John MacLaughlin, Sandy Ramage, James Rentz, Bill Thompson, and Ella VanLaningham who contributed many hours this year.

Hawthorne Helps

Submitted by Sandy MacLaughlin

Co-Coordiators

Sandy MacLaughlin and Sandy Ramage

Volunteers

UUs from our multi aged congregation including RE, Clara Barton Guild, Caring Crafters & Chalice Camp make for a thriving volunteer base. Paulette DeMers provides extraordinary tech support.

Mission

HH strives to affirm personal dignity, welcome newcomers to our community and encourage all Hawthorne Education Center students' educational success.

Our Services

UUs staff a free store twice monthly, offering items to HEC students (85% living at our below poverty level) that cannot be purchased with SNAP.

Special Initiatives

UU Handcrafted Bazaar participation was possible because of Betty Devine, Gary Donovan, Tim Ramage, John MacLaughlin, and 25 other UUs who shared time and talents. Over \$1,000 was cleared.

Highlights

Gave out reusable HH logo shopping bags to 390 plus students. Participated in Diversity Council Thursday's on First event with a booth focused on immigration and citizenship. Hosted "Welcome" distributing school supplies to new and returning HEC students. Celebrated HH's third year (11,740 student shoppers served and over 24,000 items distributed since 2015).

Hopes

Sustain financial base with September Share the Plate as anchor.

Expand our current faith, business, supporting friends and community partnerships.

Encourage UUs to add a pot or row of herbs to share with HEC students.

Family Promise Rochester

Submitted by Julie Gilkinson

Family Promise is an outreach that aligns well with our mission to be a "compassionate... community...practicing justice". It is one way we can work to live our UU values as well as our vision of "connecting to the larger community" and other faith organizations working to provide help to families who find themselves without housing.

Group Members

Phyllis Beery, Julie Gilkinson, Lynne Kirklin, & Joyce Wood continued to serve as the coordinators for the Interfaith Hospitality Network (IHN) portion of Family Promise. There are about 50 congregants who volunteer in providing transportation, food, and shelter to homeless families.

Activities

The coordinators attended quarterly meetings led by the Family Promise director. This year the coordinators met a couple of times with the coordinating team at Good Shepherd Lutheran Church, our new host church. In 2018 it was decided to have our hosting weeks back-to-back so that the families could stay two weeks at the same location. This meant the set up and take down was shared. Our primary focus is ongoing recruitment of volunteers to staff our hosting weeks and education of our church community about homelessness. Our two buddy churches, UCC and St. Pius, continue to provide few volunteers.

Highlights from the year

We hosted four weeks this year: September 3-10, October 29-Nov.5, January. 21-28, May 20-27, using the Good Shepherd church building. The SJC budget was able to pay for the food items for the beverages, breakfasts and lunches for those weeks. The annual financial contribution that Family Promise expects from a church our size (\$1,000) was met with the \$1,526.25 November Shared Plate.

Hopes for Coming Year

Get more volunteers and host a training, as it will be time for most volunteers to be retrained in January 2019. Offering a lunch or dinner with the training will be a way to build community and express our thanks.

Saturday Noon Meals (SNM)

Submitted by Kathy Miner & Roxanne Schlasner

Saturday Noon Meals was established in 1994 by a small group of Christ United Methodist Church members with the vision of providing those in need with a safe place to gather and share not only a meal but also friendship and camaraderie. It is the Saturday Channel One Agency that feeds those in need (soup kitchen). 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.

Highlights from the year

- *Saturday June 24, 2017 – Meal.* 8 volunteers (7 adults, 1 youth). 70 guests served (with 6 celebrating birthdays) by volunteers Julie Gilkinson, Kathy Miner, Lynn Kirklin, Roxanne Schlasner, Joyce Rood, Linda and Zanna Blouin, and Mike Tinetti.
- *Sunday, August 30 - Shared Plate Recipient.* Roxanne spoke at the single service to introduce Saturday Noon Meals.
- *Saturday August 26th, 2017 – Meal.* 10 volunteers (8 adults, 2 youth). 64 guests served by volunteers Kathy Miner, Katie Thomson-Jewel, Landon Thomson-Jewell, Jack Weber, Roxanne Schlasner, Lynn Kirklin, Mike Tinetti, Joyce Wood, Brianna Berg, Jess Hoffman, Aubrey Hoffman.
- *Sunday October 22, 2017 – SJC Volunteer Fair.* Participated in the Volunteer Fair in Commons between services with tri-fold information board, flyers, and signup sheet for next Sat. Noon Meals to recruit additional volunteers. Looked for a co-leader to share the duties of chair. Kathy Miner stepped forward to help with this Social Justice committee.
- *Saturday October 28, 2017 – Meal.* 10 volunteers. 72 guests were served by volunteers Kathy Miner, Jack Weber, Jeanne Hoecker, Julie Gilkinson, Joyce Wood, Bill Rood, Kathy Miner, Lynne Kirklin, Rhonda Lorenz, Jay Smith.
- *Saturday April 28th, 2018 – Meal.* Mary Petersson and Gwen Scilley are the new SNM coordinators and contacts, stepping in for Linda Curtis. 9 volunteers. 65 guests were served by volunteers Alan Goldberg, Kathy Miner, Bill Rood, Jack Weber, Ann Lien, David Maciujec, Sandy and John MacLaughlin, Roxanne Schlasner.

Task Groups

People with Disabilities Task Group

Submitted by Paula Horner, Chair

Members

Paula Horner (Chair), Gail Bishop, Ronice Donovan, Ann Lien, Lyn Smith, Steve Smith, Kathe Yoss, Maggie Nolte, Shelly Maciujec, Janet Breitenbach, Peter Hoffman (resigned November 2017)

Vision

- 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 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 was actively engaged in becoming a certified congregation through the Accessibility and Inclusion Ministries (AIM) program of EquUal Access, part of the UUA.

Accomplishments

- We were approved as the 4th congregation within the UUA to become an AIM certified congregation. We will be officially recognized at General Assembly in June 2018.
- Our plan for recertification was also submitted and approved by EquUal Access.
- We met twice with Amy Nelson to learn about the Accessible Playground being proposed at Franklin school and how finances are coming along for this project.
- We presented a worship service on February 28, 2018: Mental Health Journeys. Maggie O'Connell Nolte shared her personal story, along with Courtney Lawson from NAMI who was our speaker. The shared plate was the SE Minnesota National Alliance for Mental Illness(NAMI).
- We did two programs in RE for the youth and for older elementary age students regarding Mental Health. Anita Osteress from NAMI came to present these.
- Committee members met with Rev. Luke to share information about the committee, our history, and future goals.

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.
- Look for opportunities to partner with other Social Justice initiatives at Church, advocating for people with disabilities.
- Participate in the kitchen remodeling project when it goes forward
- Present a worship service.
- Work with RE to present programs regarding Disabilities
- Provide information to the congregation: When a Service Dog Comes to Church
- Continue to recruit new members. We appreciated Peter Hoffman's participation during this past year.

Racial Justice Task Group

Submitted by Phil Wheeler, Chair

Members

Marty Alemán, Patricio Alemán, Bob Beery, Aleta Borrud, Paulette DeMers, Molly Dingel, Jodi Edmonson, Sara Felts, Cristina Fernandez, Teaki Garcia, Julie Gilkinson, Mary Jones, Kolloh Nimley, Kathy Miner, Chhaya Phatarpekar, Prasad Phatarpekar, Ray Phelps-Bowman, Kim Reid, George Thompson (resigned due to Worship Committee conflict), Phil Wheeler, Sue Wheeler

ActivitiesService

- Six members of the Task Group and several others in the congregation continue to participate in a volunteer program at Riverside Central School assisting students with reading. The program was initiated by the local chapter of the NAACP.
- Three task group members help with a homework assistance program organized by Abdi Roble, serving Somali children.
- Works with the Sanctuary Steering Committee to prepare for providing sanctuary.

Education

- Sponsored Char Kunkel and Ron Ferguson of Luther College presenting the results of the 2016 Olmsted County Racial Attitudes Survey to the congregation and the public.
- Continued education efforts leading up to the congregational vote in October on the proposed Resolution Addressing Immigrant Rights and Sanctuary. [The Resolution passed 232 to 18.]
- Organized a Racial Justice oriented book group.
- Created and led a RE program on civil rights during MLK weekend.

Witness

- Task Group was involved in several presentations about immigrant rights and sanctuary to several faith communities, service clubs, and public forums. We also met with a sanctuary group forming in Winona.

Advocacy

- Members of the Task Group serve on the District's re-convened Community Focus Team working on discipline disparities and the achievement gap.
- The Task Group is working with others in the community to develop a legal defense fund so that persons at risk of deportation have competent representation.

Community Organization

- The Task Group has helped to organize the Rochester Interfaith Immigrant Rights Coalition, currently consisting of 40 people from 15 organizations, including ten faith communities and five non-profits.
- The Task Group works closely with NAACP, the Diversity Council, Rochester for Justice, ISAIAH, ACHLA, CHS, Vecinos Unidos, IMAA, and others on an ongoing basis.

Goals for Next Year

- Continue community advocacy related to the Immigrant Rights and Sanctuary resolution.
- Advocate for undocumented immigrants and other marginalized members of our community
- Continue 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.

Standing with Love/Welcoming Congregation Task Group

Submitted by Patty Trnka

Committee Members

Darrel Waters, Paulette DeMers (co-chair), Patty Trnka (co-chair), Sarah Hayes until April, Mariah Mihm – joined in April.

Regular Activities of the Committee

- Staffed booth at Rochester's Pridefest at Soldier's Field on Saturday, July 22. Gave out beads in various colors to indicate relationship of LGBTQ loved one to wearer.
- Planned a worship service, "A Celebration of Gender: The Power of Telling the Truth" for PrideFest Sunday, July 23, 2017. Debbie Davis from Gender Education Center in Maple Grove, MN spoke. Erin Froud served as worship associate; Kristian Kennedy read children's story, "Tango Makes Three".
- Distributed yellow scarves for Martin Luther King Day march and celebration.
- Ordered three children's books for church library on LGBTQ topics.

Special Activities/Initiatives of the Committee

- Renewal process for recertification as a Welcoming Congregation was put on hold after conversations with Rev. Luke and the Board. The congregation and lay leadership need to focus on the start of this new ministry and on

the possibility of providing sanctuary to undocumented immigrants. The idea of renewal was tabled until fall of 2019.

- Organized a Feb. 24 concert by GLBTQ Ovation Chorus to present music written by immigrants, but concert was cancelled due to bad snowstorm. Concert rescheduled for May 19.
- Decorated table for January Un-birthday potluck with Rev. Dr. Martin Luther King items.
- Organized a fellowship event to attend the Mayo Clinic Bioethics event with the film, "Danish Girl," and panel discussion on April 29.

COMMITTEE REPORTS

Communications Committee

Submitted by Paulette DeMers, Chair

Committee Members

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

Activities

• UU Revue

The purpose of the magazine is to tell the stories of our members, our church, and the committees that make it work. Articles were written by church members Kathy Brutinel, Pat Calvert, Judy Jensen, Ann Owen Shea, Robin Taylor, Phil Wheeler. Angie Joyce has done much of our beautiful photography. Paulette DeMers has done our layout for every issue and produces a beautiful magazine. Articles through the year included:

Introducing Rev. Luke Stevens-Royer; Racial Justice Task Group; Sophia Lyon Fahs Library; Clara Barton Guild; Installation of Rev. Luke Stevens-Royer; Chalice Circles Reflect and Connect; First UU's Biggest Fundraiser; Melissa Egger, Artisan of the Three R's; JumpStarter Projects Update; Why WHY? Walden Hill Youth; Decoding the Mystery, A Personal View of Stewardship; The Big Bang on Walden Lane; James Kern; Church Mice Behind the Scenes; The Men's Chalice; Bending the Arc of History Toward Justice; Building a Multigenerational Ministry; Winston Vermilyea, Does That Name Ring A Bell?

• Other

We continue to utilize Facebook and Twitter. 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.

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.

Jay Smith has joined our committee and has worked primarily with the audio-visual system and posts sermons to our website.

Major Expenditures

Printing of courtesy copies of UU Revue

Post-Bulletin newcomer ad space

Facebook ads

History Committee

Submitted by Sue Wheeler, Chair

"A people without knowledge of their history, culture, and origins is like a tree without roots."

– Marcus Garvey

Members

Barbara Anderson, Beth Atkinson, Margaret Dalen, Leslie Redinger, Terry Thompson, Darrel K. Waters, Sue Wheeler, Kathe Yoss

Mission

Our church's mission reflects our history as well as our future. The role of the History Committee is to ensure that the church, in following our mission, recognizes its foundation in our past.

Regular Activities

- Review and organize historical materials
- Preserve/Protect historical documents and photos
- Maintain records and archives
- Convert materials to digital media

Special Activities/Initiatives

- Curated and organized the Hearth Room books in collaboration with the Library Committee—special thanks to Marge Dalen and Terry Thompson
- Collaborated with the Religious Education and Design Committees and the Olmsted County History Center to find a suitable place for the Saltzman paintings—ongoing
- Curated the documents and artifacts related to the First Universalist Church of Owatonna and donated them to the Steele County Historical Society

Highlights from the Year

- Thanks to Brian Lind for successfully bringing sound to a CD converted from a reel-to-reel tape donated by Don Layton.
- Thanks to Darrel Waters for facilitating efforts to have three historic record books and a Universalist Bible rebound.

Hopes for the Coming Year

- Consult with experts and follow their advice in organizing and preserving the collection.
- Create a usable and accessible space for archives.
- Communicate how to access the material.

Sophia Lyon Fahs Library Committee

Submitted by Alan Goldberg & Kay Udey, Co-Chairs

Committee Members

Mary Amundsen, Kathy Brutinel, Alan Goldberg, George Huston, Kathy Miner, Sandy Ramage, Patty Trnka, Kay Udey

Activities of the Committee

The Library Committee met 10 times this year and focused on working closely with our new minister on initiatives that support the mission of the church. Here are the highlights:

- Through the initiative and work of Patty Trnka, we set up a table in the Commons with library materials that supported the Pridefest service in July in order to help create a compassionate, welcoming community.
- We purchased 10 children's books requested by the People with Disabilities Task Group. Our hope is that this too will help create a compassionate and welcoming community.
- After meeting with the Design Committee and getting feedback from Hospitality and Growth Council members, the Library Committee provided outreach to the congregation through a book table and bulletin board in the

Commons. Mary Amundsen, Patty Trnka, Alan Goldberg, Kathy Miner, George Huston, Kay Udey, and Kathy Brutinel all helped with the book table and provided outreach to the congregation. Featured books recommended by Reverend Luke for sale or loan focused on monthly themes. In October, November, and December, for example, 27 books were purchased by members and friends focusing on forgiveness, grace, and simplicity.

- Progress was made on implementing a new cloud-based system using the library management software Libib. Every registered user with a computer, tablet, or smartphone now has access to the database with the ability to search for and check out library materials.
- Kathy Brutinel wrote a featured article on the Sophia Lyon Fahs Library which was published in the Summer 2017 UU Revue. The article described the history of the library from 1993 to the present and outlined how dedicated volunteers worked tirelessly to create the library we now have.
- Library policies on accepting and donating books were reviewed and revised.
- 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, copies of background articles, an overview of potential legal issues, and a proposed congregational resolution addressing immigrant rights and sanctuary were all available in the library.

Major Expenditures for the Committee

Over \$1,000 was spent on new books in the past year, including books recommended by Reverend Luke, the People with Disabilities Task Group, and books currently being read by Adult Education groups. Through our book table, over \$600 was generated as income. Most members preferred purchasing featured books rather than borrowing them.

Hopes for the Coming Year

With the resignation of both Committee co-chairs for the coming year, our hope is that new leadership will be able to work cooperatively with all church staff and the board in 2018-2019 and continue the Committee's progress in meeting the needs of the congregation and supporting the mission of the church.

Memorial Garden Committee

Prepared by Margaret Brandl

Members

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

Regular Activities

- Prepare Garden for interments which involves tidying up the area, digging the hole for ashes, custodial working following interment and installing Memorial name plates.
- Routine maintenance including upkeep of the benches, light fixtures and plantings.

Special Activities/Initiatives

- Malcolm Campbell was interred 5/20/2017
- Started investigating adding spaces on the north side of the Garden and also inquired about having another panel created.

Highlights from the Year

Growing awareness of the Memorial Garden

Hopes for the Coming Year

Recruit 1-2 members to our committee

Property Committee

Submitted by George Huston, chair

Property Committee 2017-18 Annual Report Haiku

From Property Committee Haiku Handbook (Volume 3, 2nd printing)

Many program steps

Thermostat should be simple!

Always not knowing

Members

Rick Devine, Dave Edmonson, Eric Eggler, Barb Foss, George Huston, Dave Maciujec, Byron Smith, Bill Thompson (outdoor Chair), Greg Thompson, John Trnka, Greg Turosak, Darrel Waters

Eric Eggler will be the new committee chair starting September 2018, pending Board approval.

Regular Activities

- Have monthly outdoor property work days typically from April through November to maintain church grounds and the building exterior
- 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
- Anticipate and communicate upcoming repairs, maintenance, or upgrades needed for the building and grounds
- Communicate with church Admin regarding activities which our building custodian can support
- Work with the Design Committee on any major projects or expenses
- Building Sextons provide input to the Property Committee based on their observations
- Prepare budget for Finance Committee
- Take recycling to Rochester waste facility, electronics to Best Buy, furniture to Habitat ReStore (based on condition)
- Sign contracts for lawn care, snow removal, elevator maintenance, and garbage removal
- Attend Program Council meeting and represent Property Committee issues and status

Highlights from the Year

Indoor

- Prep Rev. Luke's office by repainting, shampoo carpets, deep clean, install window in door, replace some outlets, upgrade furniture / recycle old, weather-strip windows, rebuild screens, install solar shades, update main signage in parking lot
- Assisted Jenna & Luke with outdoor property work & reclaim/prep garden area at their new house in Rochester
- Cleaned / repainted Commons elevator room and main-level touch-up as required
- Purchased / installed mini-split A/C in DRE office
- Upgraded security / entry with new hardware & software due to failure of existing system (parts not available due to age of failing system). Special thanks to Jody for working with Custom Alarm for the replacement.
- Kitchen sanitizer- replace broken on/off switch in fuse box, defective gauge replaced, 2 heating elements pulled & cleaned, small leak fixed. Door handle fixed by Hobart service. Special thanks to Barb on this project
- Cold rooms in nursery, Congregational Life office resolved
- Replaced leaking hydraulic cylinder on front door
- Monitor Rochester Historic Designation committee status
- Replace failed dehumidifier in RE wing
- Purchased accurate battery tester for audio / church use
- Dave Edmonson shared details and history of the Boiler system, including a walk-thru of boiler room.

Outdoor

- Repaired roof leaks concurrent with annual inspections to extend residual membrane roof life
- Diseased Ash and Elm tree removal: Saved approx. 16K of expense by Arborcidal Maniacs & Property doing this work:
 - removed 2 Elm trees in July and August 2017 per Dutch Elm Disease notifications from City of Rochester
 - proactively removed additional approx. 6 trees which were diseased, but notification not served yet (we only have 20 days to remove tree when a notification is served)
 - Contracted tree service to drop very large diseased Elm behind Sanctuary. Property / Arborcidal Maniacs to remove dropped tree to lessen expense
- Purchased commercial grade snow shovel to assist with winter weather exercise
- Outdoor Property monthly work sessions April through Nov- special thanks to Bill and Linda Thompson and the volunteers

JumpStarter / Major Maintenance projects

- Mud jack areas included concrete slabs in courtyard, future location for ADA access to courtyard, Sanctuary rear exit, slabs by main entrance
- Repaired, resealed, striped lower and upper parking lots. ADA-compliant signage and 'no parking' stalls identified in upper lot
- Received bids at time of annual report to make door next to Connie's office an ADA-compliant power door for access to the courtyard

Sanctuary Status

- working with contractor on bid, met with Fire Dept to understand code requirements, defining / RFQ for fire panel - alarm system
- special thanks to Dave Edmonson for his expertise & assistance

Hopes for the Coming Year

- Complete ADA accessibility to courtyard
- Ongoing proactive actions related to Dutch Elm and Emerald Ash diseased trees
- Rebuild edges of mud jacked slabs with soil / landscaping for safety
- Clean boiler and/or garden rooms
- Continue window weather-stripping (invite congregation to help)
- Take a deep breath but wait there's more!
- Chancel lighting - evaluate transition to LED or just replace burned out lights, which have reached a critical mass.
- Follow up on main stair railings - touch up, add caps to bolts?
- Add black tape on each step for edge identification on main stair.
- Stairs from parking lot to RE wing are going to need replacement at some point in near future as they continue to tilt.
- Solutions for not enough handicapped parking in upper parking lot
- Runoff from downspouts in upper parking lot create icing problem in winter.
- Erosion problem on path in back of Memorial Garden washing dirt down into end of courtyard.

Property Subcommittee: Design

Prepared 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, Ann Hutton

Regular Activities of the Committee

The regular activities of the committee included approving proposals for changes to the décor or furnishings of the Church and working to maintain the look of the building. We arranged for special exhibits on the art wall and in the display case. We also provided seasonal decorations and handled the rotation of the banners in the Sanctuary.

Special Activities of the Committee

- Nigon Woodworking constructed and installed new nametag cabinet to help alleviate overcrowding in existing nametag cabinet.
- Purchased more components for existing Walker System to hang pictures in the office hallway outside of the restrooms.
- Purchased small table to be used in the Sanctuary during church services.
- Purchased silk for banners in the Sanctuary.

Goals

Continue provide a welcoming and pleasing environment for church members and guests.

Property Subcommittee: Butterfly Flight Crew

Prepared by Dawn Littleton, Committee Chair

Members

Dawn Littleton, Sue & Phil Wheeler, Beth Atkinson, Bill Thompson, Patty Trnka, Barb Foss, Kay Eberman, Linda Thompson, Anna Lovrien, Anne Lien

Work of the Committee

- Due to ongoing spread of invasives resulting in volunteer fatigue a suggestion by Dawn to evaluate all plant donations to the church grounds to catch invasives prior to planting was discussed but not endorsed. Concerns of screening donations addressed the perception by some of “policing” which may decrease interest in the church grounds. In lieu of evaluating donations along with volunteer fatigue, BFC identified the need for education of the congregation on the large-scale adverse impact of invasive plants and aggressive horticultural plants that spread to areas we can neither control nor manage (e.g., UU neighbors, public sites, woodlands, etc.). BFC will develop a list of wanted plants to distribute to the congregation via our UU website and other means.
- For species of wanted plants we discussed what kind of ecosystems the UU ground hosts or could host e.g., the West hill area could be savanna (i.e. prairie with < 30% coverage by trees). The Memorial Garden is a formal area for planting and is overseen by its own committee. Margaret Brandl, chair of Memorial Garden will be invited to future meetings.
- Bill requested a plan for succession planting following the removal of buckthorn on the east and north slopes and sumac on the northwest slope. Group discussed this NW area and decided to allow the native sumac to cover it as this area has limited visibility. Plan will be developed for succession planting following buckthorn removal. Bill stated that he informed the RE Council that they are responsible for the upkeep of the area around the playground equipment.
- Brief discussion about vegetation along front sidewalk. Patty would like to have invasive honeysuckle removed and replaced with native bushes such as serviceberry. Dawn suggested red cedar as it stays green all year so would provide a visual barrier between neighbors and the church.

Accomplishments July 2017 - April 2018

- Garlic Mustard – all YR2017 plants sprayed or pulled (thanks Patty and co).
- Crown Vetch – no management yet
- Wild Carrot/Queen Anne’s Lace L. – Many pulled
- Garlic Mustard - all plants were either sprayed or pulled.
- Wild Parsnip - cut and removed.
- Common Buckthorn - many fruit-producing trees were cut, and stumps treated
- Asian Bush Honeysuckle (still sold in nurseries and on the web) – no management yet
- Japanese Barberry (e.g., the new buckthorn as a forest/prairie invader and is now illegal to sell),
- Reed Canary Grass (still sold in nurseries and on the web), Area was sprayed twice with herbicide.
- Creeping Bellflower (Some was pulled)
- Cushion Spurge (In courtyard and found spreading by seed onto south facing hill in 2017).
- Amur Silvergrass: Now gone by over 90% on the North hill, and tarp removed from West hill
- New in 2018: Siberian Squill – management is started, but planning is needed for next year.

One new Butterfly-Friendly thistle identified:

Tall Thistle (Native thistles are neither invasive or even aggressive.) Provides food for bumblebees, other native bees, Fritillary, Painted Lady, Swallowtail butterflies, and Sphinx moths. The American Goldfinch uses thistle-down to line its nests. A small group was found at the top of the West hill in the shade. Tall thistle is so uncommon that one specimen from UU grounds was requested by MN Dept of Agriculture for their education kit on ID of native thistles.

Specific Goals we continue to work on:

1. UU grounds are now mapped in habitatnetwork.org. Patty and Dawn will work on a subcommittee to do this and invite Kirk Payne, Kay Eberman, Kelly Rae Kirkpatrick to join them. Angie Gupta would be a good resource on identifying trees.
2. Develop short term ecosystem goals for areas.
3. Re-populate the hillside that currently has Reed Canary grass. (In the fall of 2017, dozens of native seeds and native plants were installed on the west hill by Patty, Linda, and Kay.)
4. Plan for replacement plants after buckthorn removal.
5. Educate congregation regarding wildflower seed packets that may contain undesirable plants such as Dame's rocket. Inform congregation of desirable, native plants that would be accepted as donations.
6. Develop 5-year plan. Example: allowing colonizing sumac to take over NW hill.

Worship Committee

Submitted by Anne Black-Sinak, Committee Chair

Members

Beth Atkinson (liaison to Hospitality), Anne Black-Sinak (chair), Mark Brutinel, Elena Druktainis, Erin Froud, Ann Hutton, Jeff Larson-Keller, Amy Nelson (liaison to RE Council), George Thompson, Greg Wimmer, Linda Ortiz
 Rev. Luke Stevens-Royer (minister), Joseph Mish (staff), Joyce Rood (staff)
 Members/attendees during a portion of the year: Connie Schuelka (staff)

Meeting Information

Meetings are held 7:15-8:45 pm the second Wednesday of each month. Meeting notes have been recorded by Joe Mish, with Ann Hutton or Connie Schuelka in Joe's absence.

Regular Activities

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 had monthly themes:
 September – Home
 October - Forgiveness
 November - Grace
 December - Simplicity
 January - Revelation
 February - Courage
 March - Mortality
 April - Creativity
 May – Humility
- We offered 2 identical services at 9 am and 11 am through the majority of the year. During the summer months (Memorial Day through Labor Day), we offered a single service at 10 am.
- This year there were 3 services on Christmas Eve - a regular Sunday service in the morning & 2 later in the day.
- New Year's Eve was a Sunday; one service was held at 10 am.

Special Activities

- Rev. Fritz Hudson finished his interim ministry on June 18, 2017
- This year has been the first year of Rev. Luke's settled ministry; thus, it has been a year of learning and change for all of us. The role of the worship associate in the service has been enriched with Rev. Luke's guidance.
- Rev. Luke Stevens-Royer was installed as our settled minister on October 15 in a special 4:30 pm service.
- For the first time, we offered a Sunday (Dec 24) morning service not related to Christmas.

Guest Ministers/Speakers & Special Services

6/25/2017	Greg Wimmer & new members
7/2/2017	Jack Gaede (MUUSJA ministerial intern)
7/9/2017	Kelli Clement
7/16/2017	Char Tarashanti
7/23/2017	Debbie Davis
7/30/2017	UU Creative Spirits
8/6/2017	Joe Mish/Greg Wimmer
8/13/2017	Rev. Luke's first service
8/20/2017	Jackson Young
8/27/2017	Rabbi Jean Binkovitz
10/8/2017	Rev. Karen Van Fossan, M.Div. (UU Minister of Bismarck/Mandan)
10/15/2017	Rev. Karen Hutt (Chaplain at U of MN Medical Center)
10/15/2017	Rev. Victoria Safford (Minister at White Bear) - Installation service
11/26/2017	Greg Wimmer
12/31/2017	Greg Wimmer, Ann Hutton, Joe Mish
1/28/2018	Ethan Thompson-Jewell & Leslie Redinger
2/18/2017	Disability Task Group
2/25/2018	Music service (Songs of Courage & Hope)
3/11/2018	Pastor Danny Givens (MUUSJA)
5/13/2018	Rev. Luke with Peter Mayer
5/20/2018	Walden Hill Youth (WHY)

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 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 improve our audio-visual skills.

GROUPS & OTHER REPORTS**Clara Barton Guild**

Submitted by Laura Lukes & Jessie Finch

Members

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

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 & financial contributions to organizations that improve the lives of women, children & families.
- Honor the legacy of the Clara Barton Guild as we adapt to the future.

Meeting information

This year we made many changes in our meeting schedule and format. We met in September for a planning meeting and discussion about the year ahead and what donations we would make and to whom. This year we had the Fall luncheon in November rather than December. In January we had an all-church birthday party potluck and will have the Spring luncheon in May as we have in the past. In April we had the Spring rummage sale. Other than the September meeting, we have communicated mainly by email and announcements during activities when issues needed to be addressed.

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 our main fundraiser of the year. Names of organizations which fit the mission and purpose of the Guild are chosen by the members for donations. This year that was done at the Fall planning meeting. The Clara Barton Guild combines the social, service and spiritual aspects of the church as men and women come together for meetings, activities and email.

Special Activities

September 12, 2017 - We held a planning meeting. We had an excellent turnout with 27 people attending including Rev. Luke. We started with introductions and then heard comments and ideas of what direction we as a group would like to see the Clara Barton Guild follow. Refer to the minutes from the September 12, 2017 meeting to read the list of comments and ideas people shared. We discussed changing the time for the luncheon from a winter/Christmas time to a harvest luncheon in November. Melissa Eggler requested scholarship money from the Guild to cover the women's retreat held in October 2017. We voted to have \$500 available from the Guild for people requesting help with all or part of the price of the retreat and agreed that no one would be turned away due to cost. Ella VanLaningham gave us a Treasurer's report. The group agreed to give \$500 each to Hawthorne Helps, Community Food Response, Project Legacy, and Planned Parenthood. We agreed to consider donating to Women's Shelter and the Quarry Hill Nature Center capital fund when we meet again for the November luncheon.

November 14, 2017 - We held the harvest luncheon. Kathe Yoss was the organizer of another wonderful luncheon. The UU church staff were recognized and thanked for their service. Ella sent a current financial report that was shared. \$425 was paid as a scholarship for this year's women's retreat. The group agreed to give \$500 each to Women's Shelter and the Quarry Hill Nature Center capital fund to add to the other donations agreed on in the September meeting. Sandy MacLaughlin brought some birch bark earrings to show and sell and reminded us of the Handcrafted Bazaar coming up December 1st & 2nd. Hawthorne Helps will have a booth this year. The Spring rummage sale was discussed. A committee was formed to set the date and organize the sale. Kathy Schwartz volunteered to chair that committee. The birthday potluck will be held January 7th between Sunday services. Lyn Smith volunteered to organize that along with the hospitality committee. A cake will be provided by the Guild to honor 100 years of the Clara Barton Guild in this church.

January 7, 2018 - An all-church birthday potluck was held. Many people agreed to decorate tables for each month. The tables were very creative and festive. Many people brought food to share. We enjoyed the cake donated by the Clara Barton Guild. The potluck was well attended, and it seemed that fun was had by all.

April 16-21, 2018 - The Spring Rummage Sale was set up and held the week of April 16th-21st. Many thanks to Kathy and Joe Schwartz and all the church members and friends who worked hard to make this year's rummage sale a big success. The sale made roughly \$3600. The exact figure will be in Ella's end of the year report.

Budget

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

Goals

Committee goals for next year are to continue with our mission and purposes. There will be a planning meeting in September to decide the activities for 2018/2019.

Clara Barton Guild
End of Year Financial Report 2017-18
Report prepared by: Ella VanLaningham, Treasurer

Checking Account - April 30, 2017:		\$5,248.60
Receipts		
Spring Luncheon	344.00	
Christmas Luncheon	293.00	
Spring Rummage Sale	4,040.78	
Interest	7.86	
	Total Receipts:	\$4,685.64
Disbursements		
Spring Luncheon	278.20	
Christmas Luncheon	321.83	
Spring Rummage Sale	339.46	
Miscellaneous - supplies, check charges	25.75	
Gifts to Nonprofits @ \$500	3,000.00	
	3,965.24	
<u>Gifts to the Church:</u>		
Hospitality: coffee, cocoa, juice, supplies, etc.	769.11	
Women's Retreat Scholarships	425.00	
Youth Co-Director OWL training	500.00	
Clara Barton 100th Birthday Brunch	102.23	
	1,796.34	
	Total Disbursements:	5,761.58
Checking Account - April 30, 2018:		4,172.66

Checking Account		
Balance - April 30, 2018		\$4,172.66
Clara Barton Guild Leadership Memorial Fund		
Balance - April 30, 2017	\$19,897.25	
Interest earned	\$185.66	
Balance - April 30, 2018		\$20,082.91
- CD #1705 maturing 05/21/2018: \$4,171.46		
- CD #1706 maturing 05/21/2018: \$5,205.84		
- CD #1707 maturing 05/21/2022: \$5,386.62		
- CD #1708 maturing 05/03/2018: \$5,318.99		
Total Assets on Hand - April 30, 2018		\$24,255.57

Audio Visual System & I/T Information

Submitted by Bill Thompson

Audio Visual System / Techs

Audio Techs

Kathy Brutinel, Jay Smith, Roxanne Schlasner, George Huston, Bill Rood, Kathy Lohr, Rob Harveland, Bill Thompson, coordinator; Rev. Luke Sevens-Royer, Joe Mish, ex officio

Regular Activities

- provide AV support for Sunday Services, special meetings/events, in Sanctuary, Commons or Hearth Room
- provide AV support for weddings, funerals, external events (fee based)
- recruit and train new techs

Highlights for year

- Hearth Room and Commons monitors added to A/V capability in Fall 2017 in time for the Installation of Rev. Luke Stevens-Royer
- Purchased accurate battery tester for audio / church use
- Install LED strip light in audio cabinet (thank you, Dave Maciujec)
- Video recording of sermons later posted on church internet (editing done by Jay Smith and Paulette DeMers)
- Work done to resolve audio issues (dropping sound) in Sanctuary. Problem identified by SIM Sound and audio techs as a shorted antenna cable.

Future needs

- Respond to FCC-mandated frequency change by end of 2018
- New body packs; new hand-held mics; new receiver

I/T- Related Information

Special thanks to Rob Harveland, Roger Nolte & Bill Thompson for the following work:

- Computer network documentation updated for all the networks, routers, access points, printers, and computers at the church
- Added a new Access point in the hallway outside the CR to boost the network connection to that room and provide network connection to church printers.

Leadership 2017-18
First Unitarian Universalist Church
Rochester, Minnesota

STAFF				BOARD OF DIRECTORS			
Minister		Rev. Luke Stevens-Royer		President		Jerry Katzmann	
Co-Congregational Administrator-office		Jody Tharp		Vice-President		Gail Bishop	
Co-Congregational Administrator-records		Connie Schuelka		Secretary		Ann Hutton	
Coordinator of Congregational Life		Melissa Eggler		Treasurer		Garth Nelson	
Music Co-Directors		Joe Mish		Members at Large		Charyssa Cobb	
		& Connie Schuelka				Randy Crawford	
Director of Religious Education		Joyce Rood				Kate Thompson-Jewell	
Youth Program Coordinator		Derik Robertson				Greg Turosak	
Child Care Coordinator		Jadyn Shumaker				Chris Wendt	
Custodian		Tom Rud					
COUNCILS		Chair		COMMITTEES REPORTING TO THE BOARD		Chair	
Hospitality & Growth Council		Ann Lien		Endowment		Sue Nielsen	
Fellowship		Lyn Smith, Janet Breitenbach		Finance		Linda Thompson	
		& Robin Taylor		Stewardship		Jim Jensen	
Membership		Staff: Melissa Eggler		Nominating		Joel Reid	
Hospitality Team Leaders		Linda Thompson		Personnel		See member list below	
		2 Judy Jensen					
		3 Jean Hanson					
		4 Ron Chrisope		COMMITTEES		Chair	
		5 Ann Lien		Caring Congregation		Vikki Wolff	
Relig Education Council (Children/Youth)		Ramona Barr		Communications		Paulette DeMers	
Social Justice Council		Marie Davidiak		History		Sue Wheeler	
		& Frank Druktainis		Library		Kay Udey & Alan Goldberg	
Disabilities Task Group		Paula Horner		Memorial Garden		Margaret Brandl	
Racial Justice Task Group		Phil Wheeler		Property		George Huston	
Refugee Resettlement Task Group		Elizabeth Katzmann		Interior		Contact:	Darrel Waters
SWL / Welcoming Congregation Task Group		Patty Trnka		Grounds		Contact:	Bill Thompson
		& Paulette DeMers		Design		Contact:	Richard Hutton
Community Service Outreach Groups:				Religious Education - Adult		Frank Druktainis	
AARP Low Income Tax Assistance		Ella Van Laningham		Worship		Anne Black-Sinak	
Community Food Response		Sarah Rothwell					
Family Promise/IHN		Coordinators: Julie Gilkinson, Phyllis Beery,					
		Lynne Kirklin, Joyce Wood					
Hawthorne Helps		Sandy MacLaughlin					
		& Sandy Ramage					
Saturday Noon Meals		Roxanne Schlasner					
				OTHER GROUPS		Contact	
				Audio Techs		Bill Thompson	
				Sextons		Barb Foss	
				Clara Barton Guild		Jessie Finch & Laura Lukes	
Program Administrative Coordinating (PAC) Team				Personnel Committee		Bylaws Task Group	
Gail Bishop				Randy Crawford		Ann Hutton	
Rob Harveland				Dave Edmonson		Kathy Brutinel	
Rev. Luke Stevens-Royer				Jo Payne		Allen Bishop	
				Rev. Luke Stevens-Royer, ex officio			

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.



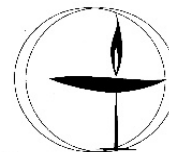
The member congregations of the Unitarian Universalist

- 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.