
ANNUAL COMMITTEE AND PROGRAM REPORTS

June 2, 2019



FIRST UNITARIAN UNIVERSALIST CHURCH OF ROCHESTER
1727 Walden Lane SW

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ANNUAL MEETING OF THE CONGREGATION JUNE 2, 2019

Agenda

First Unitarian Universalist Church - Rochester, Minnesota Sunday, June 2, 2019 – 11:15 am

1. Call to Order
2. Chalice Lighting
3. Minutes of June 3, 2018 Annual Meeting
4. Reports of the 2018-2019 Church Year
 - a) Minister's Report
 - b) Board Officers
 - i. President
 - ii. Treasurer
 - c) Committee, Council & Other Reports
 - i. Standing Committee & Committees reporting to the Board Reports
 1. Bylaws
 2. Endowment
 3. Finance
 4. Nominating
 5. Personnel
 6. Stewardship
 - ii. Operating Committees
 1. Caring Committee
 2. Communications
 3. History
 4. Memorial Garden
 5. Property
 - a. Grounds
 6. Sanctuary Steering Committee
 7. Sophia Lyon Fahs Library Committee
 8. Worship
 - iii. Operating Councils
 1. Hospitality and Growth Council
 2. Religious Education Council for children and Youth
 3. Social Justice Council
 - a. AIM Team
 - b. Community Food Response
 - c. Family Promise
 - d. Hawthorne Helps
 - e. Racial Justice Task Group
 - f. Tax program for Lower Income Families
 - g. Welcoming Congregation Task Group
 - iv. Other
 1. Audio Visual System and IT Information
 2. Clara Barton Guild

5. Old Business

6. New Business

a) By-Law Amendments

b) 2019-2020 Budget

c) Awards

i. Stewardship

ii. President's Award

d) Election Slate of the Nominating Committee

i. Nominations for Board Members (officers 1-year terms up to 4 in the same office, Directors serve a 2-year term up to 2 consecutive terms)

1. Gail Bishop – President, second year

2. Ann Hutton – Vice-President, second year

3. Greg Turosak – Secretary, second year

4. Rob Harveland – Treasurer, second year

5. At large Members first year – Molly Dingle, Sarah Hayes

ii. Nominations for Nominating Committee (2-year terms up to 2 consecutive terms)

1. Jerry Katzmann, Angie Joyce, first year first term

2. Anita DeAngelis, first year of second term

e) Election of Officers, Directors and Nominating Committee

f) Installation of the Board

7. Adjournment

The next Annual Meeting will be held **Sunday, June 7, 2020**

Minutes of the Annual Meeting of the Congregation – Sunday, June 3, 2018

First Unitarian Universalist Church - Rochester, Minnesota

Submitted by Ann Hutton, Secretary

1. **Call to Order:** Jerry Katzmann, President, called the meeting to order. A quorum was verified.
2. **Chalice Lighting:** Ann Hutton, Secretary, shared an excerpt from “Blessed Are Those” by John Buehrens as a chalice lighting.
3. **Minutes of the June 11, 2017 Annual Meeting:** **Motion** by George Thompson, second by Mark Brutinel to approve the previous annual meeting minutes. Approved.
4. **Reports of the Officers**
 - a. **President:** Jerry reviewed the Board goals for 2017-2018 and the Board’s intent to explore the fullness of shared ministry. Jerry reflected on Rev. Luke Stevens-Royer’s first year of ministry. He complimented the staff for the work they have done and the additional duties they will assume as we move forward with shared ministry. Jerry provided an update on the current membership, this year’s stewardship drive and the major social justice efforts surrounding sanctuary.
Bonita Underbakke asked for more information pertaining to the recent discussions with the Fire Marshall and the need for a fire / smoke alarm and panel. Dave Edmonson, who has spearheaded these property efforts, provided background information and indicated our intent to complete the necessary work this summer. No further questions.
 - b. **Vice-President:** Gail Bishop reviewed the shared ministry handout and drew attention to the new graphic, as well as detailing various activities during the transition from Rev. Fritz Hudson to Rev. Luke’s ministry. No questions
 - c. **Treasurer:** Garth Nelson highlighted various aspects of the 2018-2019 budget as approved by the Board and reviewed the current year financials. This year’s stewardship campaign was successful and allowed us to prepare a budget with additional staff hours to address our mission, as well as an increase in staff training and an increase in nursery time since we have many more activities involving young families. No questions.
5. **Committee Reports:**
 - a. **Stewardship:** Jerry recognized the hard work of the Stewardship Committee. No additional information from Jim Jensen and no questions.
 - b. **Finance:** Linda Thompson thanked Garth for his year of service as Treasurer and commended Connie Schuelka for her work managing the Church’s finances. No questions.
 - c. **Endowment:** Sue Nielsen did not have anything to add to the written report. No questions.
 - d. **Bylaws Committee:** Motion by Ann Hutton, as Chair of the ad hoc Bylaws Committee, second by Amy Nelson to accept the proposed changes to the Bylaws in their entirety as presented. Jerry provided background on the timeline for preparing the amendments and called for discussion.
Linda Thompson raised questions about changes to the Finance Committee description and the recommendation that endowment policies will no longer require review by the Finance Committee. **Motion** by Linda Thompson, second by Bill Thompson to amend the motion on the floor to re-instate the stricken language: “The Endowment Policy shall be reviewed jointly by the Finance Committee and the Endowment Committee on even numbered years.”
Speaking against the motion to amend: Eric Egger, Amy Nelson, and Kathy Brutinel. Having no further discussion, Jerry called for a voice vote on the motion to amend the original motion and reinstate the deleted phrase. Motion did not carry.
Jerry then asked for additional questions and/or discussion on other segments of the bylaws. With no additional questions, he called for a vote to accept the proposed changes to the Bylaws in their entirety as presented. Motion carried.

6. **Report of the Nominating and Leadership Committee:** Joel Reid presented the slate of candidates for the 2018-2019 Board. Joel thanked the members of the Nominating Committee and all of the individuals who considered having his or her name placed in nomination.
 - a. Nominations for Board Members
 - Gail Bishop – President, first year
 - Ann Hutton – Vice-President, first year
 - Rob Harveland – Treasurer, first year
 - Greg Turosak – Secretary, first year
 - At-Large Members to be Jessica Hoffman, Kim Reid, Dave Siljenberg, Joe Lobl, all in their first year.
 - It was noted that Charyssa Cobb will continue in the second year of her second term.
 - b. Nominations for the members to serve two-year terms on the Nominating Committee:
 - Patricio Aleman, Mark Brutinel, and Linda Ortiz
 - Nominating Committee members continuing their terms include: Aleta Borrud, Anita DeAngelis and Joel Reid.
7. **Election: Motion** by Joel Reid, second by Marge Dalen to approve the nominations for the 2018-2019 Board of Directors and Nominating Committee. Carried.
8. **Report of the Minister:** Rev. Luke shared his thoughts on his first year at First Church. He noted the major focus on governance and shared ministry and highlighted several new initiatives within our program life, noting efforts of support and camaraderie for different ages.
9. **Report of the Staff and Committees**
 - a. **Recognition of Current Board and Committee Chairs:** Jerry recognized the members of the 2017-2018 Board.
 - b. **Recognition of Staff:** Jerry recognized each member of the staff.
 - c. **Recognition of Outgoing Committee Chairs:** Jerry thanked those individuals stepping down from key leadership roles for their years of dedicated service:
 - Ann Lien – Hospitality and Growth Council
 - Ramona Barr – Religious Education Council for Children and Youth
 - George Huston – Property Committee
 - Alan Goldberg and Kay Udey – Library Committee
 - d. **Recognition of Committees:** Jerry acknowledged each committee and the work accomplished during the year.
10. **Unfinished Business:** No unfinished business.
11. **New Business: Awards and Acknowledgements**
 - a. Jim Jensen, Chair of the Stewardship Committee, presented the *Stewardship Award* to the newly re-invigorated Endowment Committee. Jerry acknowledged the Endowment Committee members.
 - b. Jerry presented the *President's Unsung Hero Award* to the members of the Racial Justice Task Force.
12. **Installation of Board:** Rev. Luke conducted the Board of Directors Covenant of Installation.
13. **Adjournment:** Newly elected Board President, Gail Bishop, thanked outgoing Board President for his years of service. There being no further business, Gail adjourned the 2018 Annual meeting of the Congregation. The next Annual Meeting will be held **Sunday, June 2, 2019**

Respectfully submitted,
Ann Hutton, 2017-2018 Secretary

LEADERSHIP REPORTS

Board of Directors

Submitted by Gail Bishop, Board President

Committee Members

Gail Bishop – President, Finance Liaison, Ann Hutton - Vice President, Sanctuary & Bylaws Committee Liaison, Greg Turosak – Secretary, Property Liaison, Rob Harveland – Treasurer, Finance Liaison, David Siljenberg - Member at Large, Safe Congregation Liaison, Charyssa Cobb - Member at Large, Kim Reid - Member at Large, Personnel Committee Liaison, Joe Lobl - Member at Large, Stewardship & Endowment Committee Liaison, Angie Gupta - Member at Large, RE Council Liaison

Purpose

The Board of Directors is the governing body of the Church, responsible for the property of the church, the conduct of its business affairs, and the administration of its services.

Highlights from the year

Communications:

- At the July Board retreat Church Visions and Goals reviewed and affirmed.
- Board members read, "Serving With Grace", by Erik Walker Wikstrom, offering monthly reflections intended to help understand our service as an integrated aspect of a rounded spiritual life.
- Board members wrote a monthly reflection in the Grace Notes publication.
- Board update letters sent to congregants.

Building & Property:

- The smoke detection and fire alarm systems updates completed.
- Sanctuary Support room modifications completed.
- Emergency procedures addressed.
- 2 Saltzman paintings donated to Olmsted History Center; books donated to Andover-Harvard Theological Library

Governance:

- Gradually clarifying and moving into the model of shared ministry style of governance.
- All church policies reviewed and updated.
- Bylaws Committee gathered input for recommended changes to be voted upon at the Annual Meeting.
- Ongoing discussions with the congregation regarding a sex-offender presence risk reduction policy were held.

Personnel:

- Reverend Luke's first year evaluation completed, and results shared with the congregation.

Visioning:

- Through forums, listening sessions and a church survey, the Board hosted /gathered congregational discussions and input about our building needs. A Building Vision Team began gathering information from other churches about their building campaigns and additions.

Goals for the next fiscal year

- There will be ongoing congregational discussions and input sessions about future building needs and options.
- The traveling Building Visioning Team will continue church site visits reporting back to the Board and congregation.
- Form a Shared Ministry Team to work with staff and lay leaders in the coming year as we transition more fully into this governing model.
- Additional input from congregational discussions concerning a sex offender risk reduction policy will be scheduled throughout the year.
- Clarify the Landmark Property status of the Church building with the city.

Treasurer

Submitted by Robert Harveland, Treasurer

As treasurer, I worked with the Board, Congregational Administrator, and the Finance Committee to ensure that the Church's finances were in line with the approved budget for the year. The final financial results will be provided once the fiscal year ends and we reconcile all last-minute bills and receipts. Based on the April data, it's looking positive for the fiscal year. With the conclusion of another successful stewardship campaign, the board was able to approve the 2019-20 budget focusing on increasing staff development, salaries, and social justice priorities as laid out in the stewardship campaign.

The work of Connie Schuelka, Rev Luke, the Board, John Helmers, staff, and the members and friends who help keep our priorities funded through their gifts of time and money is greatly appreciated.

Goals for the next fiscal year include:

- Monitor income versus expense with Finance Committee and provide monthly updates and recommendations to the Board.
- Work with the Board and committees on anything that comes up during the year requiring financial input.

Respectfully submitted,
Rob Harveland, Treasurer

2018-19 Balance Sheet through April 2019

ASSETS		3/31/2019			4/30/2019		Delta	
Cash/Money Market				\$ 167,452.48		\$ 168,132.86	\$ 680.38	0.4%
F & M Bank:	ACH Account			\$ 20,471.07		\$ 30,463.44	\$ 9,992.37	48.8%
Wells Fargo:	Checking			\$ 67,788.75		\$ 54,368.77	\$ (13,419.98)	-19.8%
Wells Fargo:	Cash Sweep Account			\$ 79,192.66		\$ 83,300.65	\$ 4,107.99	5.2%
UU Common Endowment Fund				\$ 127,809.51		\$ 128,682.50	\$ 872.99	0.7%
Flora Woodworth Trust				\$ 25,255.14		\$ 25,000.00	\$ (255.14)	-1.0%
F & M Bank:	CD - 12 month (due 4/30/20)	1.35%		\$ 25,255.14		\$ 25,000.00	\$ (255.14)	-1.0%
Stock Donations (pledges)		Yield	Shares	\$ 56,203.01	Shares	\$ 51,366.94	\$ (4,836.07)	-8.6%
Amgen	AMGN	3.27%	77	\$ 14,628.46	77	\$ 13,807.64	\$ (820.82)	-5.6%
Apple	AAPL	1.47%	6	\$ 1,139.70	6	\$ 1,204.02	\$ 64.32	5.6%
AT&T	T	6.64%	180	\$ 5,644.80	180	\$ 5,572.80	\$ (72.00)	-1.3%
Caterpillar	CAT	2.54%	42	\$ 5,690.58	42	\$ 5,855.64	\$ 165.06	2.9%
IBM	IBM	4.50%	139	\$ 19,612.90	139	\$ 19,497.53	\$ (115.37)	-0.6%
Ivy Science Fund	WSTAX		61	\$ 3,965.00		\$ -	\$ (3,965.00)	100.0%
Phillips 66	PSX	3.56%	40	\$ 3,806.80	40	\$ 3,770.80	\$ (36.00)	-0.9%
Verizon	VZ	4.23%	29	\$ 1,714.77	29	\$ 1,658.51	\$ (56.26)	-3.3%

	<i>Percentage of budget</i>		11.1%		10.2%		
TOTAL ASSETS			\$ 376,720.14		\$ 373,182.30		\$ (3,537.84)
LIABILITIES		3/31/2019		4/30/2019		Delta	
<u>Cash Reserve Funds</u>							
Human Needs Fund			\$ 8,776.78		\$ 8,776.78	\$ -	0.0%
Major Maintenance/Jumpstarter Fund			\$ 43,643.67		\$ 41,225.97	\$ (2,417.70)	-5.5%
Memorial & Commemorative Fund			\$ 14,587.07		\$ 14,587.07	\$ -	0.0%
Roof Replacement Fund			\$ 20,000.00		\$ 20,000.00	\$ -	0.0%
<u>Restricted Funds</u>							
Endowment Fund			\$ 127,809.51		\$ 128,682.50	\$ 872.99	0.7%
Flora Woodworth Trust			\$ 25,000.00		\$ 25,000.00	\$ -	0.0%
Operating Reserves			\$ 23,340.80		\$ 23,340.80	\$ -	0.0%
Sanctuary Fund			\$ 3,496.86		\$ 3,354.86	\$ (142.00)	-4.1%
<u>Accounting Funds</u>							
Chalice Camp			\$ 417.91		\$ 1,177.91	\$ 760.00	181.9%
Computer & Equipment Fund			\$ 3,564.56		\$ 3,564.56	\$ -	0.0%
Furnishings Fund			\$ 2,028.75		\$ 1,460.75	\$ (568.00)	-28.0%
Hawthorne Helps			\$ 4,964.53		\$ 4,563.33	\$ (401.20)	-8.1%
Instrument Fund			\$ 414.72		\$ 414.72	\$ -	0.0%
Key Deposits			\$ 725.94		\$ 725.94	\$ -	0.0%
Matching Plate Donation Fund			\$ 2,162.66		\$ 1,467.16	\$ (695.50)	-32.2%
Memorial Garden			\$ 1,829.46		\$ 1,805.26	\$ (24.20)	-1.3%
OWL Fund			\$ 1,297.62		\$ 1,191.16	\$ (106.46)	-8.2%
Prepaid Pledges (2019- 20)			\$ 15,023.14		\$ 24,278.14	\$ 9,255.00	61.6%
Sabbatical Fund			\$ 1,000.00		\$ 1,000.00	\$ -	0.0%
Wednesday Night Suppers			\$ 273.57		\$ 496.70	\$ 223.13	81.6%
Women's Retreat			\$ 2,500.00		\$ 2,748.00	\$ 248.00	9.9%
Youth Fund			\$ 10,580.83		\$ 2,142.83	\$ (8,438.00)	-79.7%
Youth Leadership Development			\$ 1,985.16		\$ 1,985.16	\$ -	0.0%
TOTAL Liabilities & Cash Reserves			\$ 315,423.54		\$ 313,989.60		\$ (1,433.94)
Working Capital			\$ 61,296.60		\$ 59,192.70		\$ (2,103.90)

2018-19 Income/Expense through April 2019

			April	YTD	YTD	Delta		Total
			Actual	Total	Projected	\$	%	Budget
Income			\$ 35,400.92	\$ 482,016.28	\$ 474,311	\$ 7,705	102%	\$ 505,331
1	Donations		\$ 1,640.50	\$ 47,506.51	\$ 37,646	\$ 9,861	126%	\$ 39,331
1.1	Fundraisers		\$ -	\$ 31,449.36	\$ 22,481	\$ 8,968	140%	\$ 22,481
1.2	Plate		\$ 1,640.50	\$ 16,057.15	\$ 15,165	\$ 892	106%	\$ 16,850
2	Other income		\$ 569.47	\$ 7,023.71	\$ 6,230	\$ 794	113%	\$ 7,108
2.1	Interest		\$ 17.40	\$ 128.33	\$ 18	\$ 110	705%	\$ 20
2.2	Dividends		\$ -	\$ 1,537.66	\$ 1,277	\$ 261	120%	\$ 1,403
2.3	Woodworth Trust		\$ 84.07	\$ 339.21	\$ 335	\$ 4	101%	\$ 335
2.4	Building Usage Fees		\$ 468.00	\$ 4,618.00	\$ 4,250	\$ 368	109%	\$ 5,000
2.5	Transfer from Library Fund		\$ -	\$ 400.51	\$ 350	\$ 51	114%	\$ 350
3	Pledges		\$ 33,190.95	\$ 427,486.06	\$ 430,435	\$ (2,949)	99%	\$ 458,892
3.1	Current pledges		\$ 29,683.95	\$ 404,698.82	\$ 421,125	\$ (16,426)	96%	\$ 462,775
3.2	Mid-year pledge renewals		\$ -	\$ 3,250.00	\$ 910	\$ 2,340	357%	\$ 1,000
3.3	New pledges		\$ 3,487.00	\$ 9,222.24	\$ 5,400	\$ 3,822	171%	\$ 6,000
3.4	Previous year pledges		\$ 20.00	\$ 10,315.00	\$ 3,000	\$ 7,315	344%	\$ 3,000
3.5	Unrealized pledges (3%)		\$ -	\$ -	\$ -	\$ -		\$ (13,883)
Expenses			\$ 36,760.02	\$ 438,349.07	\$ 465,138	\$ (26,788)	94%	\$ 505,331
4	Administration/Comm unication		\$ 1,440.42	\$ 14,126.63	\$ 16,769	\$ (2,643)	84%	\$ 18,351
4.1	Phone		\$ 130.92	\$ 1,629.14	\$ 1,456	\$ 173	112%	\$ 1,600
4.2	Postage		\$ -	\$ 582.95	\$ 990	\$ (407)	59%	\$ 1,100
4.3	Supplies and printing		\$ 432.21	\$ 3,695.68	\$ 3,185	\$ 511	116%	\$ 3,500
4.4	Copier		\$ 248.81	\$ 2,736.91	\$ 2,750	\$ (13)	100%	\$ 3,000
4.5	Computer Maintenance & Supplies		\$ 23.76	\$ 423.21	\$ 2,750	\$ (2,327)	15%	\$ 3,000
4.6	Internet Access		\$ 59.99	\$ 659.89	\$ 688	\$ (29)	96%	\$ 751
4.7	Mileage		\$ 12.76	\$ 131.81	\$ 183	\$ (52)	72%	\$ 200
4.8	Bank Charges		\$ 119.28	\$ 857.86	\$ 825	\$ 33	104%	\$ 900

	4.9	Website Management	\$ 239.70	\$ 702.85	\$ 917	\$ (214)	77%	\$ 1,000
	4.10	Licensing Fees	\$ -	\$ 246.65	\$ 275	\$ (28)	90%	\$ 300
	4.11	Software Licensing	\$ 172.99	\$ 2,163.68	\$ 2,292	\$ (128)	94%	\$ 2,500
	4.12	Background Checks	\$ -	\$ 296.00	\$ 458	\$ (162)	65%	\$ 500
5	Congregational Life Activities		\$ 161.04	\$ 683.28	\$ 917	\$ (233)	75%	\$ 1,000
	5.1	Congregational Life/Membership	\$ 161.04	\$ 683.28	\$ 917	\$ (233)	75%	\$ 1,000
6	Committees		\$ 294.58	\$ 3,454.10	\$ 8,319	\$ (4,865)	42%	\$ 9,100
	6.1	Board	\$ -	\$ 277.26	\$ 642	\$ (364)	43%	\$ 700
	6.2	Caring	\$ 60.00	\$ 234.33	\$ 182	\$ 52	129%	\$ 200
	6.3	Caring Crafters	\$ 237.36	\$ 237.36	\$ 182	\$ 55	130%	\$ 200
	6.4	Stewardship	\$ (2.78)	\$ 532.27	\$ 275	\$ 257	194%	\$ 300
	6.5	Hospitality & Growth	\$ -	\$ 636.57	\$ 825	\$ (188)	77%	\$ 900
	6.6	Social Justice Council	\$ -	\$ 931.24	\$ 2,730	\$ (1,799)	34%	\$ 3,000
	6.7	History	\$ -	\$ 245.67	\$ 367	\$ (121)	67%	\$ 400
	6.8	Communications	\$ -	\$ 273.99	\$ 917	\$ (643)	30%	\$ 1,000
	6.9	Endowment	\$ -	\$ -	\$ 275	\$ (275)	0%	\$ 300
	6.10	Sanctuary Steering	\$ -	\$ -	\$ 1,375	\$ (1,375)	0%	\$ 1,500
	6.11	Library	\$ -	\$ 85.41	\$ 550	\$ (465)	16%	\$ 600
7	Minister		\$ 9,859.96	\$ 105,929.36	\$ 108,497	\$ (2,567)	98%	\$ 118,360
	Benefits & Professional Expenses		\$ 2,564.13	\$ 25,675.23	\$ 28,243	\$ (2,567)	91%	\$ 30,810
	7.1	Retirement	\$ 729.58	\$ 8,025.38	\$ 8,025	\$ (0)	100%	\$ 8,755
	7.2	Insurance	\$ 1,107.15	\$ 12,099.90	\$ 12,192	\$ (92)	99%	\$ 13,300
	7.3	Professional Expenses	\$ 727.40	\$ 5,549.95	\$ 8,025	\$ (2,475)	69%	\$ 8,755
	Salary & Housing		\$ 7,295.83	\$ 80,254.13	\$ 80,254	\$ (0)	100%	\$ 87,550
	7.4	Housing	\$ 2,500.00	\$ 27,500.00	\$ 27,500	\$ (0)	100%	\$ 30,000
	7.5	Salary	\$ 4,795.83	\$ 52,754.13	\$ 52,754	\$ (0)	100%	\$ 57,550
8	Property Committee		\$ 943.93	\$ 7,940.19	\$ 11,744	\$ (3,804)	68%	\$ 12,850
	8.1	Maintenance & Supplies	\$ 794.84	\$ 7,498.17	\$ 11,000	\$ (3,502)	68%	\$ 12,000
	8.2	Landscaping	\$ -	\$ 111.47	\$ 240	\$ (129)	46%	\$ 300
	8.3	Design	\$ 149.09	\$ 330.55	\$ 504	\$ (174)	66%	\$ 550

9	Property Administration		\$ 2,076.16	\$ 32,360.18	\$ 30,978	\$ 1,382	104%	\$ 32,400
	9.1	Garbage	\$ 456.94	\$ 2,659.08	\$ 2,750	\$ (91)	97%	\$ 3,000
	9.2	Insurance	\$ -	\$ 4,251.00	\$ 4,100	\$ 151	104%	\$ 4,100
	9.3	Mow & Snow	\$ -	\$ 6,180.00	\$ 6,110	\$ 70	101%	\$ 6,500
	9.4	Elevator Service	\$ -	\$ 1,647.63	\$ 1,500	\$ 148	110%	\$ 1,500
	9.5	Fire Alarm Monitoring	\$ -	\$ 501.60	\$ 550	\$ (48)	91%	\$ 600
	9.6	Minnesota Energy Resources	\$ 937.34	\$ 9,440.51	\$ 8,910	\$ 531	106%	\$ 9,000
	9.7	Rochester Public Utilities	\$ 681.88	\$ 7,680.36	\$ 7,058	\$ 622	109%	\$ 7,700
10	Lifespan Faith Development		\$ 373.74	\$ 2,147.87	\$ 3,575	\$ (1,427)	60%	\$ 3,900
	10.1	Children & Youth	\$ 356.25	\$ 1,981.12	\$ 3,117	\$ (1,136)	64%	\$ 3,400
	10.2	Adult RE & Small Group Ministry	\$ 17.49	\$ 166.75	\$ 458	\$ (292)	36%	\$ 500
11	Religious Services		\$ 735.19	\$ 10,367.95	\$ 10,067	\$ 301	103%	\$ 10,950
	11.1	Candles, Flowers, Supplies	\$ 35.00	\$ 314.60	\$ 367	\$ (52)	86%	\$ 400
	11.2	Music	\$ 700.19	\$ 6,483.94	\$ 6,417	\$ 67	101%	\$ 7,000
	11.3	Speakers	\$ -	\$ 3,074.41	\$ 2,933	\$ 141	105%	\$ 3,200
	11.4	Soul Matters	\$ -	\$ 495.00	\$ 350	\$ 145	141%	\$ 350
12	Staff		\$ 18,352.00	\$ 226,286.51	\$ 239,222	\$ (12,936)	95%	\$ 260,848
	12.1	Salary: Office Administrator	\$ 3,333.33	\$ 47,037.85	\$ 43,774	\$ 3,264	107%	\$ 47,753
	12.2	Salary: Congregational Administrator	\$ 2,580.83	\$ 28,389.13	\$ 28,389	\$ (0)	100%	\$ 30,970
	12.3	Salary: Coordinator of Congregational Life	\$ 1,477.25	\$ 16,249.75	\$ 16,250	\$ (0)	100%	\$ 17,727
	12.4	Salary: Office Assistant	\$ -	\$ -	\$ 7,020	\$ (7,020)	0%	\$ 7,800
	12.5	Salary: Custodian	\$ 1,180.00	\$ 12,980.00	\$ 12,980	\$ (0)	100%	\$ 14,160
	12.6	Salary: Director of Religious Education	\$ 3,056.17	\$ 33,617.87	\$ 33,618	\$ 0	100%	\$ 36,674
	12.7	Salary: Music Director/Choir	\$ 1,166.83	\$ 12,835.13	\$ 12,835	\$ (0)	100%	\$ 14,002
	12.8	Salary: Music Director/Keyboards	\$ 1,458.67	\$ 16,045.37	\$ 16,045	\$ 0	100%	\$ 17,504
	12.9	Salary: Child Care Coordinator	\$ 281.25	\$ 1,351.41	\$ 1,834	\$ (483)	74%	\$ 2,001
	12.10	Salary: Youth Program Coordinator	\$ 721.00	\$ 7,931.00	\$ 7,931	\$ (0)	100%	\$ 8,652

12.11	Retirement: Office Administrator	\$ -	\$ 2,387.52	\$ 4,377	\$ (1,990)	55%	\$ 4,775
12.12	Retirement: Congregational Administrator	\$ 404.00	\$ 4,444.00	\$ 4,444	\$ -	100%	\$ 4,848
12.13	Retirement: Director of RE	\$ 305.58	\$ 3,361.38	\$ 3,361	\$ (0)	100%	\$ 3,667
12.14	FICA: Minister	\$ 558.17	\$ 6,139.87	\$ 6,140	\$ 0	100%	\$ 6,698
12.15	FICA: Staff	\$ 1,175.10	\$ 13,539.58	\$ 13,832	\$ (292)	98%	\$ 15,089
12.16	Insurance: Dental	\$ 86.80	\$ 977.20	\$ 1,078	\$ (101)	91%	\$ 1,176
12.17	Insurance: Disability	\$ 142.87	\$ 1,658.07	\$ 1,657	\$ 1	100%	\$ 1,808
12.18	Insurance: Health	\$ -	\$ 5,626.20	\$ 10,358	\$ (4,732)	54%	\$ 11,300
12.19	Insurance: Life	\$ 99.15	\$ 1,139.47	\$ 1,260	\$ (120)	90%	\$ 1,374
12.20	Insurance: Worker's Comp.	\$ 65.00	\$ 2,814.00	\$ 2,400	\$ 414	117%	\$ 2,400
12.21	Staff Development: Office Administrator	\$ -	\$ 100.00	\$ 633	\$ (533)	16%	\$ 690
12.22	Staff Development: Congregational Administrator	\$ -	\$ 690.00	\$ 633	\$ 58	109%	\$ 690
12.23	Staff Development: Congregational Life	\$ -	\$ -	\$ 642	\$ (642)	0%	\$ 700
12.24	Staff Development: Director of RE	\$ -	\$ 2,912.48	\$ 2,613	\$ 300	111%	\$ 2,850
12.25	Staff Development: Music/Choir	\$ -	\$ 50.00	\$ 889	\$ (839)	6%	\$ 970
12.26	Staff Development: Music/Keyboards	\$ -	\$ 930.00	\$ 889	\$ 41	105%	\$ 970
12.27	Staff Development: Youth Program Coordinator	\$ -	\$ 250.00	\$ 825	\$ (575)	30%	\$ 900
12.28	Child Care	\$ 260.00	\$ 2,395.50	\$ 2,017	\$ 379	119%	\$ 2,200
12.29	Summer RE Youth Coordinator	\$ -	\$ 157.50	\$ 500	\$ (342)	32%	\$ 500
12.30	Human Resources	\$ -	\$ 276.23	\$ -	\$ 276		\$ -
13 Other		\$ 2,523.00	\$ 27,753.00	\$ 27,749	\$ 4	100%	\$ 30,272
13.1	UUA/MA Dues (352 members)	\$ 2,523.00	\$ 27,753.00	\$ 27,749	\$ 4	100%	\$ 30,272
14 Cash Reserves		\$ -	\$ 7,300.00	\$ 7,300	\$ -	100%	\$ 7,300
14.1	Computer & Equipment Fund	\$ -	\$ 2,500.00	\$ 2,500	\$ -	100%	\$ 2,500
14.2	UU Revue (church copies)	\$ -	\$ 300.00	\$ 300	\$ -	100%	\$ 300
14.3	Major Maintenance & Replacement Fund	\$ -	\$ 2,000.00	\$ 2,000	\$ -	100%	\$ 2,000
14.4	Furnishings Fund	\$ -	\$ 1,000.00	\$ 1,000	\$ -	100%	\$ 1,000

14.5	Sabbatical Fund	\$ -	\$ 500.00	\$ 500	\$ -	100%	\$ 500
14.6	OWL Fund	\$ -	\$ 1,000.00	\$ 1,000	\$ -	100%	\$ 1,000
Income-Expense		\$ (1,359.10)	\$ 43,667.21	\$ 9,174	\$ 34,494		\$ -
Unrealized Gain/Loss on Investments		\$ (911.33)	\$ (789.42)				
Realized Gain/Loss on Investments		\$ 166.53	\$ 166.53				
Sales Commissions & Fees		\$ -	\$ -				
TOTAL EQUITY CHANGE		\$ (2,103.90)	\$ 43,044.32				

Approved 2019-20 Budget

			2018-2019 Budget	2019-2020 Budget
Income			\$ 505,331.00	\$ 541,872.33
1 Donations			\$ 39,331.00	\$ 41,297.55
1.1	Fundraisers		\$ 22,481.00	\$ 23,605.05
1.2	Plate		\$ 16,850.00	\$ 17,692.50
2 Other income			\$ 7,108.00	\$ 7,540.00
2.1	Interest		\$ 20.00	\$ 90.00
2.2	Dividends		\$ 1,403.00	\$ 1,600.00
2.3	Woodworth Trust		\$ 335.00	\$ 350.00
2.4	Building Usage Fees		\$ 5,000.00	\$ 5,500.00
2.5	Transfer from Library Fund		\$ 350.00	\$ -
3 Pledges			\$ 458,892.00	\$ 493,034.78
3.1	Current pledges		\$ 462,775.00	\$ 497,974.00
3.2	Mid-year pledge renewals		\$ 1,000.00	\$ 1,000.00
3.3	New pledges		\$ 6,000.00	\$ 6,000.00
3.4	Previous year pledges		\$ 3,000.00	\$ 3,000.00
3.5	Unrealized pledges (3%)		\$ (13,883.00)	\$ (14,939.22)
Expenses			\$ 504,330.63	\$ 541,871.64
4 Administration/Communication			\$ 18,351.00	\$ 22,640.00
4.1	Phone		\$ 1,600.00	\$ 1,920.00
4.2	Postage		\$ 1,100.00	\$ 1,210.00

4.3	Supplies and printing	\$ 3,500.00	\$ 6,140.00
4.4	Copier	\$ 3,000.00	\$ 3,150.00
4.5	Computer Maintenance & Supplies	\$ 3,000.00	\$ 3,000.00
4.6	Internet Access	\$ 751.00	\$ 720.00
4.7	Mileage	\$ 200.00	\$ 200.00
4.8	Bank Charges	\$ 900.00	\$ 1,000.00
4.9	Website Management	\$ 1,000.00	\$ 1,000.00
4.10	Licensing Fees	\$ 300.00	\$ 300.00
4.11	Software Licensing	\$ 2,500.00	\$ 2,500.00
4.12	Volunteer Background Checks	\$ 500.00	\$ 500.00
4.13	Communications & Advertising		\$ 1,000.00

5 Congregational Life		\$ 1,900.00	\$ 6,200.00
5.1	Membership	\$ 1,000.00	\$ 1,200.00
5.2	Special Events		\$ 2,500.00
5.3	Hospitality	\$ 900.00	\$ 2,500.00
6 Committees		\$ 7,200.00	\$ 7,975.00
6.1	Board	\$ 700.00	\$ 700.00
6.2	Caring	\$ 200.00	\$ 200.00
6.3	Caring Crafters	\$ 200.00	\$ 200.00
6.4	Stewardship	\$ 300.00	\$ 1,000.00
6.5	Social Justice Council	\$ 3,000.00	\$ 3,000.00
6.6	History	\$ 400.00	\$ 400.00
6.7	Endowment	\$ 300.00	\$ 300.00
6.8	Sanctuary Steering	\$ 1,500.00	\$ 1,500.00
6.9	Library	\$ 600.00	\$ 675.00
7 Minister		\$ 125,058.00	\$ 128,185.00
Benefits & Professional Expenses		\$ 30,810.00	\$ 31,300.00
7.1	Retirement	\$ 8,755.00	\$ 9,000.00
7.2	Insurance	\$ 13,300.00	\$ 13,300.00
7.3	Professional Expenses	\$ 8,755.00	\$ 9,000.00
Salary & Housing		\$ 94,248.00	\$ 96,885.00
7.6	Housing	\$ 30,000.00	\$ 30,600.00
7.7	Salary	\$ 57,550.00	\$ 59,400.00
7.8	FICA	\$ 6,698.00	\$ 6,885.00
8 Property Committee		\$ 12,850.00	\$ 16,850.00
8.1	Maintenance & Supplies	\$ 12,000.00	\$ 14,000.00
8.2	Landscaping	\$ 300.00	\$ 300.00

	8.3	Design	\$ 550.00	\$ 550.00
	8.4	Audio/Visual Equipment & Maintenance		\$ 2,000.00
9 Property Administration			\$ 32,400.00	\$ 34,801.00
	9.1	Garbage	\$ 3,000.00	\$ 3,150.00
	9.2	Insurance	\$ 4,100.00	\$ 4,300.00
	9.3	Mow & Snow	\$ 6,500.00	\$ 6,825.00
	9.4	Elevator Service	\$ 1,500.00	\$ 1,750.00
	9.5	Fire Alarm Monitoring	\$ 600.00	\$ 1,164.00
	9.6	Minnesota Energy Resources	\$ 9,000.00	\$ 9,450.00
	9.7	Rochester Public Utilities	\$ 7,700.00	\$ 8,162.00
10 Lifespan Spiritual Development			\$ 3,900.00	\$ 9,983.00
	10.1	Children & Youth	\$ 3,400.00	\$ 3,300.00
	10.2	Boston trip support		\$ 6,183.00
	10.3	Adult RE/Small Group Ministry	\$ 500.00	\$ 500.00
11 Religious Services			\$ 10,950.00	\$ 11,640.00
	11.1	Candles, Flowers, Supplies	\$ 400.00	\$ 400.00
	11.2	Music	\$ 7,000.00	\$ 7,500.00
	11.3	Speakers	\$ 3,200.00	\$ 3,200.00
	11.4	Soul Matters	\$ 350.00	\$ 540.00
12 Staff			\$ 254,149.63	\$ 267,852.64
	12.1	Salary: Office Administrator	\$ 47,753.00	\$ 40,800.00
	12.2	Salary: Congregational Administrator	\$ 30,970.00	\$ 31,590.00
	12.3	Salary: Coordinator of Congregational Life	\$ 17,727.00	\$ 22,601.00
	12.4	Salary: Building Assistant	\$ 7,800.00	\$ 13,370.00
	12.5	Salary: Custodian	\$ 14,160.00	\$ 14,443.00
	12.6	Salary: Director of Religious Education	\$ 36,674.00	\$ 37,407.00
	12.7	Salary: Music Director/Choir	\$ 14,002.00	\$ 14,282.00
	12.8	Salary: Music Director/Keyboards	\$ 17,504.00	\$ 17,854.00
	12.9	Salary: Child Care Coordinator	\$ 2,001.00	\$ 2,041.00
	12.10	Salary: Youth Program Coordinator	\$ 8,652.00	\$ 10,590.00
	12.11	Retirement: Office Administrator	\$ 4,775.00	\$ 4,080.00
	12.12	Retirement: Congregational Administrator	\$ 4,848.00	\$ 4,944.40
	12.13	Retirement: Director of RE	\$ 3,667.00	\$ 3,740.70
	12.14	Retirement: Congregational Life		\$ 2,260.10
	12.15	FICA: Staff	\$ 15,089.09	\$ 15,680.82
	12.16	Insurance: Dental	\$ 1,176.00	\$ 2,820.00
	12.17	Insurance: Disability	\$ 1,807.54	\$ 1,963.46
	12.18	Insurance: Health	\$ 11,300.00	\$ 8,000.00

	12.19	Insurance: Life	\$ 1,374.00	\$ 1,335.16
	12.20	Insurance: Worker's Comp.	\$ 2,400.00	\$ 2,850.00
	12.21	Staff Development: Office Administrator	\$ 690.00	\$ 1,500.00
	12.22	Staff Development: Congregational Administrator	\$ 690.00	\$ 1,500.00
	12.23	Staff Development: Congregational Life	\$ 700.00	\$ 1,500.00
	12.24	Staff Development: Director of RE	\$ 2,850.00	\$ 3,000.00
	12.25	Staff Development: Music/Choir	\$ 970.00	\$ 1,500.00
	12.26	Staff Development: Music/Keyboards	\$ 970.00	\$ 1,500.00
	12.27	Staff Development: Youth Coordinator	\$ 900.00	\$ 1,500.00
	12.28	Child Care	\$ 2,200.00	\$ 2,200.00
	12.29	Summer RE Youth Coordinator	\$ 500.00	\$ 500.00
	12.30	Human Resources		\$ 500.00
13	Dues & Annual Giving		\$ 30,272.00	\$ 29,245.00
	13.1	UUA/MA Dues	\$ 30,272.00	\$ 27,245.00
	13.2	MUUSJA		\$ 1,000.00
	13.3	Isaiah		\$ 1,000.00
14	Cash Reserves		\$ 7,300.00	\$ 6,500.00
	14.1	Computer & Equipment Fund	\$ 2,500.00	\$ 2,000.00
	14.2	UU Revue (Church Copies)	\$ 300.00	\$ -
	14.3	Major Maintenance & Replacement Fund	\$ 2,000.00	\$ 2,000.00
	14.4	Furnishings Fund	\$ 1,000.00	\$ 1,000.00
	14.5	Sabbatical Fund	\$ 500.00	\$ 500.00
	14.6	O.W.L. Fund	\$ 1,000.00	\$ 1,000.00

COMMITTEES REPORTING TO THE BOARD OF DIRECTORS

Bylaws Committee

Submitted by Ann Hutton, Board Secretary

Committee Members

Ann Hutton, Chair, Kathy Brutinel, Amy Nelson, Kathy Schwartz, Rev. Luke Stevens-Royer

Purpose of the Committee

Appointed as a 2018-2019 hoc committee to conduct a general review of the bylaws and draft possible amendment language with an eye to consistent style and streamlined language.

Highlights from the year

- Fall 2018: Board appointed the committee and approved a working timeline.
- Oct 2018-Apr 2019: Conducted edit sessions and provided updates to the Board.
- Mar 2019: Hosted three listening sessions attended by 34 individuals, as well as accepted phone calls and emails with additional comments.

- Committee representatives met with the Endowment Committee and the Social Justice Council regarding proposed changes to Article 15: Endowment Fund and Article 16: Congregational Resolution on Matters of Social Justice.
- May 2019: Proposed amendments shared with the congregation in preparation for annual meeting.

Goals for the next fiscal year

With a thought towards working with the revised language while continuing to explore facets of shared ministry, the Committee does not recommend re-appointment during the next fiscal year.

Endowment Committee

Submitted by Sue Nielsen, Chair

Committee Members

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

Purpose of the Committee

The Endowment Committee governs the Endowment Fund. The committee will inform, educate, and motivate members of the congregation about the Endowment Fund with the objective of increasing the size of the fund.

Highlights from the year

- The Endowment Committee held meetings and continued to share informal information to the congregation regarding the Endowment Fund. Information was also shared regularly in eNews and Grace Notes.
- The committee bylaws were studied, and suggestions shared as the rewrite was being undertaken. We are charged with rewriting Policy for our committee. We will obtain a template to complete this task during the spring.
- We increased the size of the Endowment Fund significantly during this fiscal year. With these efforts in connection with the Wake Now Our Vision, members contributed to the fund and our church received the benefit of matching funds.
- The Wake Now Our Vision Drive ended much earlier than planned as their matching funds drive limit was met. As of December 2018, we received \$10,000 in matching funds from this effort. We continue to encourage congregational membership to donate to the Endowment Fund.
- We continue to be a part of the annual Pledge Drive.

Goals for the next fiscal year

Our Committee Goals are to inform, educate, and motivate the congregation about the Endowment Fund. We will encourage members to donate to increase the size of this fund. We will continue our committee meetings to discuss possible actions, such as additional coffee time informational sessions on Sundays, or Wednesday Forums. Additionally, we will be working on revising and writing committee Policy.

Finance Committee

Submitted by Linda Thompson, Chair

Committee Members

Bruce Bjorgum, Kay Eberman, Nathan Harff, Rob Harveland, Treasurer, Beth Plumhoff, Linda Thompson, chair
Non-voting members: Gail Bishop (Board President), Connie Schuelka (Congregational Administrator), Rev. Luke Stevens-Royer, Minister

Purpose of the Committee

Standing Committee, per By Laws; reports to Board; Oversees/reviews areas of income & expenses, meeting-2nd Wed./month June- May; Advises Board on matters relating to church financial policy; Recommends annual budget to Board; Strives to support the mission & goals of Board, staff, and committees

Highlights from the year

- 2018-19 budget=\$505,331; as of end of April, income is ahead of expenses

The Committee Approved the Following:

- \$800: Memorial Garden improvements & \$220.73- frame Salzman painting (Memorial/Commemorative Fund) up to \$16,000: Fire Monitoring System (Major Maintenance)
- Updated Stewardship & Church Finances brochure (overview of Finance, Stewardship, Endowment committees, budget, sources of income, special funds)
- Made recommendations on finance-related sections of website
- Updated Policies for Board approval: Committee description, Reserve/ Restricted/Accounting Fund, Human Needs Fund, Memorial/Commemorative Fund. (updated staff titles; removed references to Program Council, PAC Team; updated fund request approval)
- Organized M. Podulke Memorial Auction:11-3-2018
- Raised \$2979- Family Promise-recipient chosen by Social Justice Council; raised \$2195- Youth Fund & about \$30,208 for operating budget after expenses
- We extend gratitude to our "village" who donated items/events, attended the evening offering generous bids; assisted w/set-up,clean up; devoted Finance members for their time planning & facilitating this event; Other assistants: M. Scanlon, S. Wheeler, G. Nelson, A. Gupta, J. Kruesel, S.Podulke, L./D.Podulke-Smith, G. Bishop, Chalice Circle (M. Stich), sextons, D.Littleton
- Dec. Handcrafted Bazaar: organized by Melissa Egglar; showcases local handcrafted items; vendors pay fee; raised \$1240.
- Coordinated with Stewardship (Finance sub-committee) by discussing goals for Stewardship campaign w/minister in late summer and recruited Amy Nelson to lead campaign.
- Plans centered on a celebratory event ("Moving Forward"), held on March 16, 2019. Thanks to Amy and her Stewardship team for organizing this event and the pledge campaign & the follow up support from the Board and Stewardship.
- As of this report, the expected pledge income from about 235 pledge units is \$497,974 (about \$2883 over original pledge income goal).
- This funds the proposed 2019-20 budget of \$541,872.
- Thanks to all who support this community with their participation & financial support!

Goals for the next fiscal year

Finance will continue to:

- Support the goals of our staff, committees & Board
- Regularly review church financial policies, recommending updates & edits as needed
- Work on providing communication encouraging generosity in support of our church community, via the annual Stewardship campaign, as well as, on the special funds to which members & friends can donate (Major Maintenance/Replacement Fund, Endowment Fund, Memorial and Commemorative Fund, Human Needs Fund, Memorial Garden Fund, and Sanctuary Fund)
- Organize and facilitate a successful Auction on November 9, 2019
- Work on financial planning for future needs
- Recruit and welcome those interested in joining our committee

Personnel Committee

Submitted by Kim Reid

Committee Members

Dave Edmonson – Chair, Jo Payne, Kim Reid

Purpose of the Committee

To ensure compliance with church policy regarding personnel matters and to work with the Minister to create an effective, efficient, and responsive working environment.

Highlights from the year

- We worked together with Luke to revise the policies and procedures document regarding the Personnel Committee so that they reflect the committee's current role and responsibilities.
- We reviewed the Grievance Procedures to clarify how staff can address concerns or issues if they arise.

Goals for the next fiscal year

- Our goal is to continue supporting Luke and the staff in matters related to personnel.

Stewardship Committee

Submitted by Amy Nelson, Chair

Committee Members

Amy Nelson - Team Leader, Joe Lobl - Board Liaison/Team Member, Jodi Edmondson - Team Member, Margo Stich - Team Member, Richard Harrell - Team Member, Robin Taylor - Team Member

Purpose of the Committee

Conduct the annual Pledge Campaign and encourage members and friends to be good Stewards of our beloved church community.

Highlights from the year

- Pledge forms were updated and included a letter from Rev. Luke and Amy Nelson
- Pledge Campaign kicked-off on March 3, 2019. The theme was "Moving Forward Together"
- Pledge forms were available the month of March with incentives to turn completed forms in by our "Celebration of Time, Talents, and Treasures" on Saturday, March 16 -approx. 150 members and friends attended
- Forms that were not picked up were mailed out the following week - about 80 forms
- Follow-up emails and phone calls were placed to those who had not turned in forms by March 31
- As of April 30, 2019, we had 235 pledging units and had exceeded our pledging goal by \$2,000
- It was a wonderfully successful campaign.

Goals for the next fiscal year

- We will be updating the pledge form once again with more details
- We will be having a kick-off celebration on February 29, 2020. This will start the pledge campaign.
- The goal will be to have pledge forms turned in by the end of March 2020.
- We would like to see more people at the celebration and have a higher percentage of forms turned in - even if no changes are made.

STAFF REPORTS

Coordinator of Congregational Life

Submitted by Melissa Egglar

Purpose

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, small group ministry, and program development.

Highlights of the year

- Creation of Walden Hill Wednesdays, with 4 Cook Teams, 6 leaders, 45 members participating on Cook Teams collaborating, cooking serving Wednesday Meals during church year.
- Chalice Circle Program, 7 Facilitators, 55 Members
- New Members: 38

Hospitality & Growth Council

- Overseeing of Hospitality & Growth Council, which includes Fellowship & Hospitality Teams
- Attended all Hospitality and Growth bi-monthly meetings
- Facilitated H&G meeting after the death of Chair, Nicci Sylvester

Membership

- Coordinated and facilitated 4 Pathway to Membership programs with a total of 55 participants.
- Met with visitors on a consistent basis to acquaint them with our faith and church weekly updating of visitor attendance record
- Welcomed 38 members into the church

Small Group Ministry & Church Life

- 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.
- Assisted in facilitating “A Caring Tea” November
- Organized a committee and began organizing Women’s Retreat 11/2019
- Organized Trunk or Treat Multi-generational event October

Continuing and Future Goals:

- Continue to focus on healthy growth of our membership and will continue to deepen connections and belonging among visitors, members, and friends
- Continued support and involvement with Caring Community, Hospitality, Fellowship, Chalice Circles, Adult Religious Education
- Will work with Communications Team to brainstorm advertising locations
- Continued involvement with visitors, keeping them informed and involved

Records of the Congregation

Donations to the Memorial and Gift Fund

From June 2018 through May 2019, donations were given in memory of:

Virginia (Ginny) Gross

Earl Jacobsen – church member

Millie Holtan – sister of Jim Jensen

Robert Hanson – brother of Don Hanson

Thomas Siggelkow – son of Bill Siggelkow

Phyllis Layton – church member

Nicci Sylvester – church member

Weldon Egger – father of Eric Egger

Donations were made in honor of:

The Arborcidal Maniacs

Donors to the Memorial and Gift Fund

Margaret Dalen

Cynthia and Jasper Daube

Jean and Don Hanson

Norman and Charmaine Hepper

George Huston and Jean Murray

Ann and Richard Hutton

Joe Lobl and Robin Taylor

Marie Miller

Bill and Linda Thompson

Phil and Sue Wheeler

Tim Wiste

Purchases from the Memorial and Gift Fund

Tree

Framing of Saltzman print

Restoration of old books

Memorial plaques for the Memorial Garden

Transitions

Membership:

Membership at the beginning of the year was 361. 35 new members were added, 3 members were reinstated, 5 members died, and 20 members were taken off the rolls. Our membership now stands at 374.

Births/Adoptions to Members: (0)

Child Dedications: (5)

Leah Anouk Hohmann (Daughter of Stephan Hohmann and Sophia Schalcher)

Harry Douglas Shea (son of Brendan and Anne Shea)

Maya Helen Maurer (daughter of Matthew & Sawra Maurer)

Norah Lynne Maurer (daughter of Matthew & Sawra Maurer)

Theo John Maurer (son of Matthew & Sawra Maurer)

Coming of Age Students: (7)

Ava Beetcher

Anna Cahill-Hoffman

Layna Erredge

Ian Hayes

Logan Keeler

Maria Meier

Ariana Vermilyea

Deaths: (5)

Earl Jacobsen (6/4/18)

Marion Parkinson (6/12/18)

Phyllis Layton (10/11/18)

Bonnie Hedrick (10/26/18)

Nicci Sylvester (11/30/18)

Weddings of Members (1)

Rebecca Rolstad and Dana Koenig (6/16/18)

New Members: (35)

Aaron McGrath

Laura McGrath

Debi Neville
 Jennifer Ruehle
 Elizabeth Sullivan
 Mary Evans
 Sophia Schelcher
 Stephan Hohmann
 Karen Trewartha-Weiner
 Paul Trewartha-Weiner
 Jennifer Charlebois
 Tony Charlebois
 Ken Counselman
 Darin Podulke-Smith
 Alex Mayer
 Sawra Maurer
 Matt Maurer
 Judith Fox
 Deb Mowry
 Mark Mowry
 Ryan Lenea
 Alexander Higano
 Jennifer Dens Higano
 Brian Embrey
 Lucy Bahn
 Ellen Klein
 Gary Klein
 Cassandra Nelson
 Jordan Zabel
 Gus Braga
 Patricia Braga
 Terri Allred
 Juliet Summers
 Colleen Murphy
 Marianne Hockema

Reinstated Members: (3)

Jeff Millen
 Pam Millen
 Elaine Eberhart

Resigned or Removed from Membership: (18)

Frank Braithwaite
 Bill Marshall
 Peggy Marshall
 Mike Adams
 Bonnie Bellville
 Carey Boyum
 Valerie Britt
 Kathy Dubbels
 Heidi Granstrom
 Michele Hansel
 Sandy Keith
 Marion Keith
 Autumn Mielke Larson
 Dianna Parks
 Kim Schaufenbuel
 Darren Schaufenbuel
 Jay Hoecker
 Jeanne Hoecker

Members Moved: (2)

Doug Petty
 Joy Lee

Attendance 2018-19

<i>June</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Volunteers</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
6/3	10:00	Luke/'Til Every Casual Corner Blooms	178	178	3	2	5	183	4	5
6/10	10:00	Beth Atkinson, Greg Wimmer/Sabbath Reflections	116	116	13	6	19	135		6
6/17	10:00	Luke & Kathryn Lozada/The Birds Take Back Their Language	114	114	13	4	17	131		2
6/24	10:00	Joe & Luke/Singing for Change	137	137	18	6	24	161		
<i>July</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Volunteers</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
7/1	10:00		97		8	4				

		Jack Gaede/Looking Backward or Moving Forward		97			12	109		2
7/8	10:00	David Kraemer/Nobody Needs a Machine Gun	152	152	14	5	19	171		
7/15	10:00	Ashley Horan/A Murmuration of Starlings	109	109	13	5	18	127		3
7/22	10:00	Luke/Unfurling a Larger Freedom	127	127	23	5	28	155		
7/29	10:00	Terri Burnor/Being, Becoming & Restorative Justice	83	83	7	5	12	95		
August	Time	Leader/Topic	Service	Subtotal	RE Children	RE Adults	Subtotal	Total	New Members	Visitors
8/5	10:00	Kathy Brutinel, Jay Smith/This I Believe	128	128	7	5	12	140		5
8/12	10:00	Luke/Give it a Rest	96	96	13	7	20	116		
8/19	10:00	Meg Riley/Improvising a Life	86	86	17	6	23	109		2
8/26	10:00	Joe/Work and Rest	137	137	13	6	19	156		1

September	Time	Leader/Topic	Service	Subtotal	RE Children	RE Volunteers	Subtotal	Total	New Members	Visitors
9/2	10:00	Luke/First Few Miles of Rest	142	142	5	2	7	149		6
9/9	9:00 11:00	Luke/Water, Heal My Soul	105 119	224	3 4	2 2	11	235	2	
9/16	9:00 11:00	Luke/Heaven Pulls the Earth Into its Arms	86 106	192	19 30	7 13	69	261		1
9/23	9:00 11:00	Luke/Turning the Starwheel	86 94	180	17 39	7 15	78	258		3

October	Time	Leader/Topic	Service	Subtotal	RE Children	RE Volunteers	Subtotal	Total	New Members	Visitors
10/7	9:00 11:00	Luke/Church, Steeple, Open It Up	83 90	173	4 24	7 11	46	219		4
10/14	9:00 11:00	Luke/Your Plate is Waiting	103 95	198	15 34	7 14	70	268	4	5
10/21	9:00 11:00	Jim Foti/Authoritarianism & You	80 70	150	4 24	5 9	42	192		1
10/28	9:00 11:00	Luke/A House for All Souls	110 115	225	15 27	8 13	63	288		

November	Time	Leader/Topic	Service	Subtotal	RE Children	RE Volunteers	RE Subtotal	Total	New Members	Visitors
11/4	9:00 11:00	Luke/Love for the Republic	96 95	191	22 27	9 13	71	262	2	7
11/11	9:00		81		14	8				

	11:00	This I Believe/Brianna Berg & Elizabeth Katzmann	87	168	33	20	75	243		3
11/18	9:00	Luke/Street Food	114		2	2				
	11:00		138	252	4	2	10	262		5
11/25	10:00	Greg Wimmer/Harvesting Memories	88		22	4				
				88			26	114		1

<i>December</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Volunteers</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
12/2	9:00	Luke/I Believe that I Don't Know (snowstorm)	59		11	7				
	11:00		70	129	28	15	61	190		
12/9	9:00	Luke/Do It Anyway	114		15	8				
	11:00		154	268	34	15	72	340		8
12/16	9:00	Luke/On the Mystery	125		15	8				
	11:00		120	245	29	13	65	310		9
12/23	9:00	Luke/Trim Up the Tree	87		2	2				
	11:00		111	198	4	2	10	208		3
12/24	4:00	Luke/Is Love Alive?	208		4	1				
	5:30		216	424	4	2	11	435		5
12/30	10:00	Ritual for Change & Growth	123		3	3				
				123			6	129		

<i>January</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Volunteers</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
1/6	9:00	Luke/Into the Sky	86		12	8				
	11:00		115	201	32	17	69	270	3	8
1/13	9:00	Luke/Gathering Paradise	86		12	8				
	11:00		116	202	30	13	63	265		
1/20	9:00	Member Speakers/Divine Discontent	77		9	6				
	11:00		110	187	22	11	48	235		
1/27	9:00	Luke/ Unexpected Glory	71		16	8				
	11:00		110	181	27	15	66	247		5

<i>February</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
2/3	9:00	Luke/Trust the Hours	82		7	7				
	11:00		124	206	40	11	65	271		
2/10	9:00	Luke/Deliverance	79		11	7				
	11:00		74	153	26	13	57	210		
2/17	9:00	Music Service/Arvo Part	88		6	8				
	11:00		91	179	19	10	43	222		
2/24	9:00	Service Cancelled (Blizzard)								

	11:00			0			0	0		
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<i>March</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
3/3	9:00	Luke/Let Us Journey On	95		13	4				
	11:00		105	200	8	4	29	229		6
3/10	9:00	Randy McKeeman & Kim Edson/This I Believe	47		11	6				
	11:00		98	145	21	13	51	196	4	1
3/17	9:00	Luke/A Mighty Long Way	87		7	7				
	11:00		127	214	36	13	63	277	5	
3/24	9:00	Luke/Beginning. Middle. End.	83		8	5				
	11:00		83	166	10	7	30	196		
3/31	9:00	Karen Hering/Between the No Longer and the Not Yet	72		10	7				
	11:00		84	156	24	12	53	209		9
<i>April</i>	<i>Time</i>	<i>Leader/Topic</i>	<i>Service</i>	<i>Subtotal</i>	<i>RE Children</i>	<i>RE Adults</i>	<i>RE Subtotal</i>	<i>Total</i>	<i>New Members</i>	<i>Visitors</i>
4/7	9:00	Luke/Wholly Broken	86		6	7				
	11:00		113	199	30	11	54	253	10	1
4/14	9:00	Intellectual Disabilities/AIM	87		16	7				
	11:00		82	169	30	14	67	236		4
4/21	9:00	Luke/Roll Up Your Sleeves	111		11	4				
	11:00		90	201	16	6	37	238		12
4/28	9:00	Luke/Saving the Day	81		12	6				
	11:00		82	163	32	12	62	225		2

COUNCIL REPORTS

Hospitality and Growth Council

Submitted by Melissa Egglar

Committee Members

Melissa Egglar Coordinator of Congregational Life; Nicci Sylvester (d. 11/30/2018) ,Chair; Sarah Hayes, Board liaison; Linda Thompson, Sunday Morning Team Leader; Judy Jensen, Sunday Morning Team Leader; Jean Hanson, Sunday Morning Team Leader; Janet Breitenbach, Sunday Morning Team Leader; Ann Lien, Sunday Morning Team Leader; Robin Taylor, Fellowship; Lyn Smith, Fellowship

Purpose

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

Highlights from the year

Hospitality:

We have five Hospitality teams (one for each Sunday of the month). We have volunteer bakers who provide snacks for each Sunday. We continually welcome members to serve as greeters, guest hosts, ushers, coffee hosts and bakers. Each team has at least one team building social gathering per year. Starting in April 2018 we reintroduced a refreshment time after the second service, which continues. The team updated procedures for parking assistance requests, operating the new dishwasher and usher duties. We appreciate the service of all current volunteers, but all teams need and welcome additional volunteers.

Fellowship:

We offered a variety of activities to bring people together in different ways. We held a “tailgate” style picnic to kick off the church year, grilled burgers, hot dogs, and veggie burgers. Nodding Wild Onions provided the music, about 130 people attended. We offered potlucks, nature walks, a beer tasting, multi-generational gatherings, outings to plays, restaurants, and free concerts. Our three-year-old Armchair Travelers series had its most successful year yet, with six Friday night programs attended by 30-50 people each month. Our goal next year is to increase attendance at our events and help more people to connect with each other through their shared interests.

Church Life:

Introduction of Walden Hill Wednesdays with 4 cook teams containing over 60 members collaborating, planning, serving dinners each week. Included is an informational forum presented by Rev. Luke, or others from church or community. This has been more successful than we could have imagined, has strengthened our time together and financially, we are over \$1000 in the black.

Goals for the next fiscal year

We will continue to strive to create an open and welcoming community for all who enter. We will continue to welcome and invite new friends and members to get to know our community by serving on a Hospitality team, or a Cook Team, and inviting them into fellowship events. We hope to increase numbers on hospitality teams and look forward to working with a Building Assistant to ease the work of our Sunday morning teams.

Religious Education (R.E. Council)

Prepared and Submitted by Ramona Barr, Chair

Committee Members

Joyce Rood, *Dir. of Religious Education*, Derik Robertson, *Youth Program Coordinator*, Chantelle Feddersen, *Childcare Coordinator*, Ramona Barr, *Council Chair*, Angela Gupta, *Board Liaison*, Karmen Frana, *Children’s Curriculum Advisor*, Kate Thompson-Jewell, *Youth Curriculum Advisor*, Kim Edson, *Youth Group Rep.*, Amy Nelson, *Chalice Camp Co-Rep.*, Linda Ortiz, *Worship Liaison*, Julie Gilkinson, *Social Justice Sunday Projects Coordinator*, OPEN, *Fellowship Coordinator*, Kelly Rae Kirkpatrick, *Secretary*

Purpose

An advisory council that 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 & Vision, and by any Board directed Goals or Ministerial input. Council roles are outlined in our Council Charter.

Highlights from the year

General RE & Nursery

PreK-8th Grade

- Continued to use Tapestry of Faith curricula

- Used Soul Matters for themed lesson 1/month
- 4 Children's Chapels
- 3 Social Justice Sundays
- Guest speakers: Dave Siljeborg on CLF, Rochester Muslim Community Circle, Ronice Donovan of Caring Committee
- 92 registered students
- Provided kid's activities for Walden Hill Wednesday

Training/Prof Dev

- Joyce Rood - General Assembly, elementary & secondary OWL, Philosophy of RE course
- OWL training: Derik Robertson (adult), Kathy Miner & Randy McKeeman (secondary), Aleta Borrud (elementary)

Offered OWL (Our Whole Lives) for 7-9 Gr. from Sept-April taught by Kathy Miner & Randy McKeeman w/Sam Olson, Derik Robertson, and Joyce Rood as subs

Youth Programming

COA

- 7 students presented during the COA service on May 19
- Course focused on theology and pluralism within UUism
- Had 2 retreats with mentors
- Social Justice Project was Tents of Witness for the World Without Genocide project

WHY

- Completed service projects for Rochester parks and rec, the church, and Ronald McDonald House
- Hosted the 1st annual Support YoUUth 5k
- Planned and ran 2 children's chapels
- Redecorated the youth room
- Attended a youth lock-in at Peace UCC
- Held fundraisers which included a service project drive, holiday babysitting, bake sale, movie night, coffee house & talent show, game night, 5k, and Sunday sales
- Planned youth pilgrimage to Boston

RE Council and Misc.

- Upstairs RE Closet is now up to fire code by removing everything above 18" from the ceiling and widening the path to the roof access door
- Listed old TVs & TV carts on Craigslist to get rid of them as they were no longer used
- Got the 2nd set of Nursery pagers to work in the Explorer's classroom
- Researched baby changing stations that could be installed in the Men's, Women's, & Toddler restrooms for use when the Nursery is locked and the ONLY changing table is inaccessible. Got spec sheets on installation and cost quotes to show to Property chair for possible purchase if installation will work given specs and dimensions of our spaces
- Updated Emergency Exit maps in the RE wing

Goals for the next fiscal year

- Make *Serving with Grace* required RE Council reading
- Offer OWL at multiple grade levels
- Offer the UU Religious Award classes for UU Boy & Girl Scouts
- Find a sustainable way to replenish the OWL Fund
- Encourage 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

- Make use of our church YouTube Channel to create non-sermon videos regarding various aspects of RE (Part of service project for the church during Chalice Camp 2019)
- Begin to implement the use of the “Realm” for our Council work

Social Justice Council

Submitted by Marie Davidiak, Co-Chair

Committee Members

Frank Druktainis & Marie Davidiak--Co Chairs; Paula Horner-AIM; Julie Gilkinson-Family Promise & IHN; Paulette Demers - Welcoming; Bill Rood-at large; Ronice Donovan-Welcoming; Anne Black-Sinak-MUUSJA & Environment; Roxanne Schlashner - Sat. Noon Meals; Kathy Miner-Racial Justice; Phil Wheeler-Racial Justice; Patti Trnka-Welcoming; Sandy McLaughlin-Hawthorn Helps; Rev. Luke Stevens-Royer-Minister; Jack Weber-Sat. Noon Meals; Ella Van Lannington--AARP tax aide & Community Food Response

Purpose

To build & maintain a social justice organization with a distinctly moral voice based on UU values and imperatives to provide the church means to fulfill 5 social justice goals: service, education, witness, advocacy and community organization

Highlights from the year

- We sponsored a *Move To Amend Presentation* in October of 2018.
- We co-sponsored with the RE Council, Social Justice Religious Education Sundays.
- We co-sponsored with Rochester-Olmsted Youth Commission a Tents of Witness display to promote education and action for human rights.
- We supported physical donations for holiday assistance to local charitable organizations.
- We have maintained and supported Share-the Plate Donations for every third Sunday in the month and weekly for the month of December to support local charities that we feel do important community work.

Goals for the next fiscal year

- To determine the monthly share-the-plate recipients (weekly for the month of December) and the recipients for the yearly auction
- To consider alternative ways to raise additional monies for share-the-plate recipients
- To continue to provide education about the work of charitable organizations
- To assist with Isaiah making community connections; to work with the legislative process to impact public policy
- To help to establish education and competence as a Welcoming congregation
- To express our convictions publicly by word and/or deed
- To explore new avenues of social justice involvement for our congregation in our community at large.

Community Service Outreach Groups

Community Food Response

Submitted by Sarah Rothwell

Committee Members

Sarah Rothwell, coordinator

Purpose

Our congregation provides volunteers on the 5th Monday and Friday of the month to collect, sort and distribute excess food from area hospitals, businesses and grocery stores.

Highlights from the year

Community Food Response collected 96 tons of food from 34 donor sites, providing nearly 85,000 meals, including items for breakfast and lunch the next day. An average of 75 families made up of 225 individuals are served every Monday, Wednesday and Friday. Over 50 church congregants have helped with this project this past church year.

Goals for the next fiscal year

Continue providing volunteers for the 5th Monday and Friday of the month for this program.

Family Promise Rochester

Submitted by Julie Gilkinson

Committee Members

Phyllis Beery, Julie Gilkinson, Lynne Kirklin & Joyce Wood are the UU coordinators who oversee our 4 hosting weeks as well as interfacing with the FP staff, which includes quarterly coordinator meetings. There are 50 other UUs who volunteer to provide a meal, drive the van, be an evening or overnight host, shop for food, set up or take down the rooms, & do laundry.

Purpose

Help low income families achieve sustainable independence by being part of a network of churches providing food & housing for selected families. We host 4 week/year at Good Shepherd (GS) Lutheran church. We get help doing this from St. John's, St. Pius, & Congregational (UCC) members.

Highlights from the year

- We successfully hosted four weeks over the year. Our weeks paired to precede or follow Good Shepherd's so families could be in same spot for 2 weeks
- In June 2018 Family Promise launched a capital campaign in hopes of moving the Day Center so we requested Family Promise as the recipient of funds from the UU auction
- Executive Director Dawn Devine spoke for a forum October 17 to raise awareness of Family Promise and poverty in Rochester area
- Auction raised \$2979
- Publicized Nov. choir concert, June Gala, and May 5K but no concerted UU participation
- Retraining of volunteers needed every 3 years. Most of our volunteers were due for retraining. This was successfully done mainly online

Goals for the next fiscal year

- Continue to recruit more volunteers retain our current ones and hopefully find some new people to step into the coordinator role
- Continue to support Family Promise financially though participation in August 10 Family Fest, a shared plate this fall, as well as having our youth participate in the Cardboard Box City event that is returning October 18
- The November 2019 choir concert will be held on a Saturday afternoon instead of Friday night.

Hawthorne Helps

Submitted by Sandy MacLaughlin

Committee Members

Sandy MacLaughlin, Program Coordinator & AM Store Coordinator; Sandy Ramage, PM Store Coordinator; Jodi Edmonson, Shopper; Paulette DeMers, Tech Support; Linda Thompson, Tech Support; UUs store volunteers & others from our multi-aged congregation including RE, Chalice Camp, Clara Barton Guild & Caring Crafters.

Purpose

Hawthorne Helps (HH) strives to affirm personal dignity, welcome newcomers to our community and encourage all Hawthorne Education Center (HEC) students' educational success. UUs staff a free store twice monthly, offering items to Hawthorne Education Center students (85% living at or below poverty level) that cannot be purchased with Supplemental Nutrition Assistance Program.

Highlights from the year

- Provided school supplies to over 200 HEC adult students at a September Welcome Back event
- \$1,272 raised from UU Handcrafted Bazaar & Yellow Monkey Sales
- April 2019 marked HH 4th Anniversary- to date 15,132 student shoppers have received over 31,000 items plus produce in season with support from 24 faith, business and community partners
- \$1000 received from a 2019 grant from People's Energy Cooperative-The Operation Round Up Trust Board to assist in purchasing supplies for Hawthorne Helps, written by Rhonda Lorenz & Sandy MacLaughlin
- Received 500 Hawthorne Helps logo cloth shopping bags from Altra Credit Union for HEC student shopper use to encourage recycling
- Selected to be a recipient of the July 2019 Charter House Sidewalk Sale proceeds

Goals for the next fiscal year

- Sustain financial support base with 2019 UU September Share the Plate as anchor
- Maintain current faith, business and community partners while continuing outreach to new partners
- Replace the PM Store Coordinator who is moving out of state

Saturday Noon Meals

Submitted by Jack Weber

Committee Members

Current coordinator - Jack Weber, Past coordinator - Roxanne Schlasner

Preparers/servers - Jay Smith, Julie Gilkinson, Linda and Bill Thompson with Beth and Sam, Roxanne Schlasner, Lynn Kriklin, Elizabeth Sullivan, Matty Helmers, Ginny Miller, Morgan and Derik Robertson, Kathy Minor, Jerry Katzmann, David Maciujec, George Huston, Laura McGrath, Jack Weber, Bill Rood, Joyce Wood, Rhonda Lorenz, Jeanne Hoecker, Lori Alcott, and Ann Lien

Purpose

Help prepare and serve an attractively nutritious noon meal, family style, on Saturdays in a warm safe atmosphere for those in need. Individuals and families are called "guests" and treated as if the person was a guest in your home. This program exemplifies the first and second UU principles.

Highlights from the year

- the meal is served family style to those sitting at a community table of eight.
- This program exemplifies the first UU principle. People who are experiencing food insecurity desire dignity and are deserving of compassion.
- The second UU Principle encourages us to practice, "Justice, Equity and Compassion in Human Relations." When speaking to the guest you learn of the struggles of justice and equity.

Goals for the next fiscal year

- To arrange volunteers from our church to serve in the soup kitchen 3 to 4 times per year. No cooking or meal preparation experience is necessary for volunteering. Directions are given what to do and how to do it. This volunteer experience can be done by anyone 6th grader or older.
- To continue to coordinate more SNMs.
- With loss of main coordinator, Linda Curtis, and the relinquishing of leadership roles by Gwen Scilley and Mary Peterson at the end of 2019, the program is searching for new leadership

Tax Program for Lower Income Families

Submitted by Ella VanLaningham

Committee Members

Special thanks for the contribution of many hours by Bruce Bjorgum, Kathy & Mark Brutinel, Jerry Katzmann, Joyce Lewis, Joe Lobl, Jean Murray, James Rentz, Bill Thompson and Ella VanLaningham who helped as instructors, tax counselors and electronic filers, and Angela Davey and Sandy Ramage who helped greet and prepare taxpayers for their tax appointments.

Purpose

Our free AARP Foundation Tax-Aide Program helps lower income taxpayers of any age complete and electronically file tax returns to meet tax obligations and obtain maximum eligible refunds. There is also a free online United Way program, My Free Taxes, where taxpayers complete their own return.

Highlights from the year

- Volunteers complete tax returns under the AARP program at three major sites in Rochester, one in Stewartville and one in Dodge County, as well as various senior facilities in Rochester and surrounding communities.
- Overall this season to-date, assistance was provided to 3762 taxpayers, representing 3258 families, and volunteers donated over 10,000 hours (including training).
- Counselors also help answer questions for lower income taxpayers using the My Free Taxes program at the Rochester Public Library on Wednesday evenings during the tax season.
- Individuals and families can still get help through the AARP program during some limited summer sessions at the Rochester sites (Salvation Army, Senior Center and Hawthorne Education Center) by calling for an appointment; a special rent/property tax refund is available for lower income individuals/families for which a return can still be filed with the Minnesota Department of Revenue.
- Counselors are available at the Rochester Public Library to answer questions on Wednesday evenings during the tax season for individuals completing their own returns using My Free Taxes on library computers.

Goals for the next fiscal year

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

Task Groups

AIM Team

Submitted by Shelly Maciujec, Co-Facilitator

Committee Members

Shelly Maciujec- Co-Facilitator, Lyn Smith- Co-Facilitator, Gail Bishop, Paula Horner, Ann Lien, Steve Smith, Ronice Donovan, and Kathe Yoss

Two members that served on this committee this year but are no longer on the committee:

Maggie O'Connell Nolte

Janet Breitenbach

We would like to thank them for their participation and contributions.

New member this year:

Kim Reid

We welcome her commitment to and compassion for people with disabilities.

Purpose

The primary goal of The AIM Team (Accessibility and Inclusion Ministry), formerly known as the Disabilities Task Group, is to enable our congregation to become engaged, educated, and informed advocates for members, their families, and for others living with disabilities.

Highlights from the year

- Annual Service- The State of Intellectual Disabilities: Where Are We Now 4/14/19 Our service was on the state of Intellectual and Developmental Disabilities in our community. 10 years ago, a similar service was held at our church. This service was a reflection on what has changed or hasn't, in that time
- RE Service on Service Animals on 2/17/19. Our team worked with Joyce Rood, Director of Religious Education, to present a program on service animals to the youth for Social Justice Sunday. Sharon Heyer, a Rochester Public School teacher, brought her service dog, Roman. They showed everyone his skills and what he can help Sharon with. Sharon read a book that told a similar story to her own
- Make Room For All forum on 11/21/19 This was based on a webinar by the same name put on the UUA MidAmerican Region. During this Wednesday night forum, the AIM team presented information that our congregation can use to make our church more accessible and inclusive for people with disabilities. A question and answer session followed the presentation
- Community Conversation – 4/17/19 A representative from the Region 10 Quality Council and members of the AIM team hosted a Community Conversation during the Wednesday night forum. Those who attended answered questions about community and how our community can be more inclusive of people with disabilities
- Worked with the Property Committee to reconfigure accessible parking lanes and improve signage in parking lots
- Worked with the Design committee, sextons and hospitality committee to make sure the commons area and sanctuary are barrier free. As our church experiments with new configurations of seating in these areas, we work to assure they stay accessible for everyone
- Purchased children's books for the library on disability topics
- Review the evacuation plan periodically. Members participated in a fire drill to assess accessibility concerns
- Keep the congregation updated with AIM offerings by periodic notices in our weekly eNews

Goals for the next fiscal 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 inclusion and accessibility for people with disabilities in our church and community
- Present a worship service and RE program
- Work on re-certification of the AIM program
- Develop and implement AIM ambassadors as a multi-generational, youth-led program. The AIM Ambassador will work to promote inclusion for people with disabilities at church

Racial Justice Task Group
Submitted by Phil Wheeler, Chair

Committee Members

Mohamed Afrah*, Marty Aleman, Patricio Aleman, Aleta Borrud, Deborah Delgado*, Paulette DeMers, Molly Dingel, Jodi Edmonson, Mary Evans, Sara Felts, Teaki Garcia, Julie Gilkinson, Wilhelmina Jacob*, Sarah Johnson, Mary Jones*, Kathy Miner, Vice-Chair (2019-2020 Chair), Kristin Pavek*, Chhaya Phatarpekar*, Prasad Phatarpekar*, Paul Trewartha-Weiner, Phil Wheeler, Chair, Sue Wheeler

* Member of Task Group but not a member of UU Church

Purpose

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

Highlights from the year

- The task force focused on three areas.

Immigrant justice:

- Ongoing collaboration with community organizations & several area faith communities on sanctuary and immigrant justice, formation of Southeastern Minnesota Interfaith Immigrant Legal Defense, a non-profit raising funds for immigration legal services
- Congregational involvement in Freedom to Drive initiative

Discipline disparities:

- Participated in ISD 535 Community Focus Team (Racial Equity Advisory Team)
- Ongoing critique of analysis of disparities

Increasing Segregation:

- Initiated discussion with Mayor Norton & began review of city policies

Other: Organized RE MLK program & Wednesday forum on sanctuary

Goals for the next fiscal year

- Continue work on discipline disparities, working outside ISD 535 committees in part
- Continue efforts to address residential segregation through city policy initiatives.
- Work with Sanctuary Committee to (1) address accompaniment needs of local immigrants especially with regard to ICE & immigration court and (2) explore role with regard to sponsorship of asylum seekers

- Schedule "Allies & Advocates" training for the congregation, through the Diversity Council
- Continue collaboration efforts related to immigrant justice through Rochester Interfaith Immigrant Rights Coalition, SMILDL, and the Sanctuary Coalition

Welcoming Congregation Task Group

Submitted by Patty Trnka

Committee Members

Patty Trnka, co-chair, Paulette DeMers, co-chair, Darrel Waters

Purpose of the Committee

To maintain our commitment as a Welcoming Congregation to include and welcome LGBTQ people in our church.

Highlights from the year

- Transforming Hearts Collective webinar series on inclusion of transgender people in the congregation purchased
- Rochester Pridefest was cancelled in July 2018

Goals for the next fiscal year

- Educate congregation on harmful effects of conversion therapy which attempts to convert LGBT persons to heterosexuality
- Educate congregation on inclusion of transgender people in congregation beginning in the fall
- Celebrate 50th anniversary of Stonewall Uprising this summer
- Staff a booth as outreach for the church during Rochester Pridefest – Sept. 28, 2019

COMMITTEE REPORTS

Caring Committee

Submitted by Vikki Wolff, Chair

Committee Members

We have approximately 27 members who serve as Care Coordinators, serving a 2-week period to arrange services, cards, meals or visits for our church community. Several of these members help with the technology of the committee. Vikki Wolff is the chair. Vikki coordinates scheduling of the Care Coordinators and arrange 2 meetings of our group each year

Purpose of the Committee

- Attends to short term needs of congregants who are ill or frail
- Send cards to recognize life events
- Do occasional errands or visits to shut-ins

Highlights from the year

Our challenge this year has been keeping our services limited to time limited incidental problems - we are not prepared, trained or equipped to handle chronic conditions or offer medical care or rides to disabled congregants.

Goals for the next fiscal year

Attract several more Care Coordinators so each one of us will only have to serve one 2-week turn. As many of our current Care Coordinators are heavily involved with other church volunteer activities, we would like to attract some newer, younger members.

Communications Committee

Submitted by Paulette DeMers, Chair

Committee Members

Paulette DeMers, Chair, Sue Wheeler, member, Kathy Brutinel, member, Shelly Maciujec, member, Jay Smith, member

Purpose of the Committee

To communicate activities of the church to members and the community at large

Highlights from the year

Transitioned out of a committee structure

History Committee

Submitted by Sue Wheeler, Chair

Committee Members

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

Purpose of the Committee

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.

Highlights from the year

- Collaborated with the Religious Education to find suitable storage for the Saltzman murals
- Communicated with Andover-Harvard Theological Library and donated Hearth Room books they were interested in adding to their collection
- Spot cleaned the 125th Anniversary quilt and preserved it in an archival box
Preserved selected music and services by digitizing audio cassette tapes stored in the worship closet; discarded multiple copies of books and LPs stored in the worship closet
- Delivered documents requested by the city of Rochester regarding the church building's Landmark Status
- Stored rebound and refurbished record books in archival boxes; placed refurbished bible in its clear
- Presented information and interesting historical tidbits at a March Wednesday night Fireside Forum

Goals for the next fiscal year

- Continue to organize and preserve the collection
- Create a usable and accessible space for archives
- Expand historical presence on the church website

Memorial Garden Committee

Prepared by Margaret Brandl

Committee Members

Marty Aleman, Mary Amundsen, Margaret Brandl (chair), Marge Dalen (minutes), Ronice Donovan, Julie LarsonKeller, Ann Lien, Katherine Logan, Linda Thompson.

Purpose of the Committee

Coordinate interment with Minister and Family. 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.

Highlights from the year

- No interments this year.
- Two new members: Julie Larson Keller and Katherine Logan.
- Two new panels for future bronze plaques ordered and delivered in May.
- The Memorial and Gift Fund contributed \$800 toward their cost.
- We will incorporate two birdbaths created by RE members into the area this summer.
- We approved updates to our policies.

Goals for the next fiscal year

- Evaluate ways to improve the south side of the garden where trees were removed.
- We will ask assistance from Master Gardeners in our congregation if we need advice related to plantings that will do well in the space.

Property Committee

Submitted by Eric Egger, chair

Committee Members

Ronice Donovan, Anne Black-Sinak, Karin Lindsey, Richard Hutton, Ann Hutton, Betty Devine, Richard Devine, Darrel Waters, Dave Maciujec, Barb Foss, Greg Turosak, Greg Thompson, Bill Thompson, George Huston, Jean Hanson, John Trnka, Maggie Scanlon, Marge Dalen, Eric Egger – chair.

Purpose of the Committee

Maintain and oversee maintenance of church building and grounds

Highlights from the year

- Held an All-church property day that included many church members cleaning inside and out
- Held multiple outdoor church property days.
- Authorized purchase and install of new dishwasher/sanitizer.
- Enhanced access to playground area and repainted play system.

Goals for the next fiscal year

- Continue to save money for new roof and needed repairs.
- Do a cost analysis for snow removal and lawn care to keep as many parking spots open as possible year-round.

Property Subcommittee: Grounds

Submitted by Bill Thompson

Committee Members

Bill Thompson (Coordinator), Linda Thompson, Anna Lovrien, Barb Foss, Beth Atkinson, Brianna Berg, Dawn Littleton, George Huston, Greg Turosak, Patty & John Trnka, Julie Gilkinson, Kay Eberman, Margaret Brandl, Nathan Harff, Rhonda Lorenz, Rick Devine, Phil & Sue Wheeler, Eric Egger, Jakob Feddersen, Patricio Aleman, Randy Crawford, Don Hanson and others . . .

Purpose of the Committee

Maintenance and care of the outdoor property of the Church. Provide assistance to Memorial Garden Committee.

Highlights from the year

- 4/26/18 - Meier Tree Service cut large Elm down behind RE wing.
- 5/19/18 - Outdoor Property workday plus mulch (Logan Tree Service) for Memorial Garden
- 6/9/18 - cleaned up tree plus 3 more that needed to come down.
- 6/16/18 - Outdoor Property workday - rained out
- 7/21/18 - Outdoor Property workday -weeding

- 7/31/18 - Summer Of Service - Jr H students help clean up Buckthorn and Honeysuckle on church property.
- 8/18/18 - Outdoor Property workday weeding
- 9/29/18 - All Church Workday - installed steps to playground
- 10/20/18 - Outdoor Property Workday - cut down brush around the church, rake leaves
- 11/7/18 - Outdoor Property Workday - rake leaves, clean off roof, finish cutting down
- Patty and John Trnka led the charge against Garlic Mustard in the Spring.
- They also organized several opportunities for volunteers (George, Rick, Bill) to help them with Buckthorn removal on church property throughout the year.

Goals for the next fiscal year

Continue to maintain the church gardens and hillsides.

Sanctuary Steering Committee

Submitted by Sue Wheeler

Committee Members

Members: Molly Dingel, Kathy Miner, Elizabeth Katzmann, Patricio Aleman, Sue Wheeler

Ex officio Members: Phil Wheeler, Marie Davidiak, Frank Druktainis

Purpose of the Committee

To coordinate and manage the logistics of supporting and providing sanctuary to undocumented immigrants as they seek legal solutions to their immigration status

Highlights from the year

- Clarified and finalized a flowchart for accepting sanctuary guests
- Created a Sanctuary Volunteer Guidelines document
- Held a training session attended by about 20 volunteers from the 7 sanctuary/sanctuary support faith communities (Rochester Sanctuary Coalition)
- Collected items and supplies generously provided by Sanctuary Coalition congregations
- Worked with the Design Committee to create a welcoming and safe sanctuary space
- Worked with members of the Rochester Sanctuary Coalition in reaching out to immigrant communities and raising money for the Sanctuary Fund
- Researched the possibility of participating in accompaniment of immigrants and sponsorship of asylum seekers, at the request of the Racial Justice Task Force

Goals for the next fiscal year

- Reach out to immigrant communities
- Maintain and update list of active volunteers
- Continue collaborative participation in Rochester Sanctuary Coalition
- Continue research regarding immigrant accompaniment and asylum seeker sponsorship

Sophia Lyon Fahs Library Committee

Submitted by George Huston

Committee Members

Mary Amundsen, George Huston, Sandy Ramage, Patty Trnka, Joyce Rood (Advisory) (committee does not have designated chair / secretary)

Purpose of the Committee

To create and sustain a lending library that provides resources which support our compassionate, welcoming community that nurtures spiritual growth and practices justice

Highlights from the year

- The 4 core functions of a library are acquisitions, cataloging, weeding, and lending.
- Our committee is focused primarily on weeding the collection of outdated books and removing them from the on-line catalogue (Libib) due to our small committee size.
- We currently have 851 adult books, and 664 children's books, for a total of 1515 books.

Goals for the next fiscal year

- Continue the weeding activity and organize adult books so the lowest shelf next to the floor is not used.
- Ongoing communication with other committees throughout the year for new acquisition recommendations.

Worship Committee

Submitted by Anne Black-Sinak, Committee Chair

Committee Members

All serve as worship associates.

Anne Black-Sinak, chairperson; Beth Atkinson, liaison with Hospitality; Mark Brutinel, Erin Froud, young collegiate adult, summer worship associate; Ann Hutton, board rep & occasional note taker; Jeff LarsonKeller, Joseph Mish, staff rep & note taker; Connie Schuelka has subbed when Joe is unavailable; Linda Ortiz, Joyce Rood (ex-officio), Rev. Luke Stevens-Royer, George Thompson; Paul Trewartha-Werner, Greg Wimmer

Purpose of the Committee

As a team, we meet monthly to reflect on previous services, reflect on the upcoming theme, and discuss worship items of importance. We work with Rev Luke and liaise with other groups to provide the richest worship experience possible.

Highlights from the year

- We met every month except July, generally the second Wednesday for about 1-1/2 hours.
- We served as worship associates and/or service planners for all services.
- Amy Nelson has taken a leave of absence from the committee.
- We welcomed Paul Trewartha-Werner as a new worship associate.
- We both reflected upon and used the Soul Matters materials.
- The new chairperson for the 2019-2020 church year will be Beth Atkinson.
- We continue to work with Rev Luke to find additional worship associates, hoping to include more young people in our ranks.
- We now have name tags identifying us as worship associates.

Goals for the next fiscal year

- Anne and Beth will work together with Rev Luke to provide a smooth transition.
- We will look at ways to improve the worship associate experience/education.

GROUPS & OTHER REPORTS

Audio Visual System & I/T Information

Submitted by Bill Thompson

Committee Members

Bill Thompson coordinator, Kathy Brutinel, Jay Smith, George Huston, Bill Rood. (unofficially - Rev Luke, Joe Mish) Recent new additions: Patricio Aleman, Joe Schwartz, Jeff Millen

Purpose

Provide Audio Tech support for Sunday Services, Religious Services, Christmas Eve, Annual Meeting, Special Meetings. Provide Audio Tech support for Weddings, Funerals and other events for a fee.

Highlights from the year

- Recruited and trained new techs
- Video recording of Sermons later posted on church internet (editing done by Jay)
- Women's Shelter and Support Center Forum 3/12/19 – George
- Pledge Drive Party 3/16/19 - Bill, video recording, played music from Mobile Phone
- Wedding 4/22/19 Bill and George, video recording, played music from computer

Goals for the next fiscal year

- Jay needs help with editing Video from Service to put on church web site. Erika thinks she can provide that support. Jay will work with Erika.
- FCC mandated frequency change by end of 2019, new body packs/handheld mics, new receiver. Est from SIM \$5000

Clara Barton Guild

Submitted by Laura Lukes & Jessie Finch

Committee Members

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

Purpose

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

. Highlights from the year

- September 11, 2018 The annual fall planning meeting
- November 13, 2018 The fall luncheon with a brief business meeting
- February 5, 2019 A rummage sale planning meeting
- April 27, 2019 Annual rummage sale
- May 14, 2019 Spring luncheon at Cameo with a brief business meeting
- The annual rummage sale intake started on Thursday and tables were set up after the Walden Hill Wednesday event that week
- No adult clothing was sold, no books were sold, the boutique section was larger and there was no Friday night pre-sale for church members.
- The sale made \$2,100. 41 and people helped with the sale giving a total of 300 hours over various shifts
- The spring luncheon which is usually held at Charter House was at Cameo this year because of remodeling at Charter House. 29 people came and fun was had by all

Goals for the next fiscal year

We will continue with our mission and purposes. Planning meeting will be held September 10, 2019 at 11:30-1. It will be a business meeting to discuss donations, thoughts regarding rummage sale planning for next year and anything that develops over the summer. We hope to have a brief report regarding the youth trip to Boston to which the guild donated

Clara Barton Guild
End of Year Financial Report 2018-19
First Unitarian Universalist Church -- Rochester, Minnesota
Report prepared by Ella VanLaningham, Treasurer

Checking Account - April 30, 2018: **\$4,172.66**

Receipts

Spring Luncheon	343.00
Fall Luncheon	279.00
Spring Rummage Sale	2,274.32
Interest	6.76

Total receipts: **\$2,903.08**

Disbursements

Spring Luncheon	262.13
Fall Luncheon	233.40
Spring Rummage Sale	158.01
Miscellaneous - supplies, check charges	95.00
Gifts to Nonprofits @ \$500	0.00
- Community Food Response	
- Hawthorne Helps via First UU	
- Planned Parenthood	
- Project Legacy	
- Women's Shelter	

Subtotal Expenses Unrelated to Church Support 748.54

Hospitality: coffee, cocoa, juice, supplies, etc.	942.23
Youth to Boston	1,600.00
Coffee maker	60.54

Subtotal Expenses Benefitting Church 2,602.77

Total Disbursements: **3,351.31**

Checking Account - April 30, 2019: **3,724.43**

Checking Account

Balance - April 30, 2019 \$3,724.43

Clara Barton Guild Leadership Memorial Fund

Balance - April 30, 2018 \$20,082.91

Net Interest: improved int - early withdraw
penalty \$117.59

From checking \$95.00

Balance - April 30, 2019 **\$20,295.50**

- CD #1705-#1708 turned in for higher interest
CDs

- CD #1709 (1.8%) maturing 04/20/2020:
\$10,140.00

- CD #1710.(2%) maturing 03/20/2021:
\$10,155.50

Total Assets on Hand - April 30, 2019 **\$24,019.93**

First Unitarian Universalist Church
Rochester, Minnesota
2018-2019 Balance Sheet

ASSETS		5/31/2018		5/31/2019		Delta	
Cash/Money Market			\$ 158,477.00		\$ 185,851.80	\$ 27,374.80	17.3%
F & M Bank: ACH Account			\$ 5,720.45		\$ 38,985.51	\$ 33,265.06	581.5%
Wells Fargo: Checking			\$ 115,208.68		\$ 63,397.92	\$ (51,810.76)	-45.0%
Wells Fargo: Cash Sweep Account			\$ 37,547.87		\$ 83,468.37	\$ 45,920.50	122.3%
UU Common Endowment Fund			\$ 125,491.50		\$ 132,248.61	\$ 6,757.11	5.4%
Flora Woodworth Trust			\$ 25,000.00		\$ 25,000.00	\$ -	0.0%
F & M Bank: CD - 12 month (due 4/30/19)	1.35%		\$ 25,000.00		\$ -	\$ (25,000.00)	-100.0%
F & M Bank: CD - 12 month (due 4/30/20)	1.35%		\$ -		\$ 25,000.00	\$ 25,000.00	
Stock Donations (pledges)			Shares \$ 42,006.75		Shares \$ 54,533.49	\$ 12,526.74	29.8%
Accenture	CAN				9 \$ 1,602.63	\$ 1,602.63	#DIV/0!
Amgen	AMGN	67	\$ 12,034.54	95	\$ 15,836.50	\$ 3,801.96	31.6%
Apple	AAPL		\$ -	6	\$ 1,050.42	\$ 1,050.42	#DIV/0!
AT&T	T	180	\$ 5,817.60	180	\$ 5,504.40	\$ (313.20)	-5.4%
Caterpillar	CAT	42	\$ 6,380.22	42	\$ 5,032.02	\$ (1,348.20)	-21.1%
IBM	IBM	116	\$ 16,391.96	163	\$ 20,699.37	\$ 4,307.41	26.3%
Phillips 66	PSX			40	\$ 3,232.00	\$ 3,232.00	#DIV/0!
Verizon	VZ	29	\$ 1,382.43	29	\$ 1,576.15	\$ 193.72	14.0%
Percentage of budget			8.7%		10.8%		
TOTAL ASSETS			\$ 350,975.25		\$ 397,633.90	\$ 46,658.65	
LIABILITIES		5/31/2018		5/31/2019		Delta	
Cash Reserve Funds							
Human Needs Fund			\$ 7,241.93		\$ 8,776.78	\$ 1,534.85	21.2%
Major Maintenance/Jumpstarter fund			\$ 38,442.97		\$ 44,530.86	\$ 6,087.89	15.8%
Memorial & Commemorative Fund			\$ 16,132.80		\$ 14,197.07	\$ (1,935.73)	-12.0%
Roof Replacement Fund			\$ 20,000.00		\$ 20,000.00	\$ -	0.0%
Restricted Funds							
Endowment Fund			\$ 125,491.50		\$ 132,248.61	\$ 6,757.11	5.4%
Flora Woodworth Trust			\$ 25,000.00		\$ 25,000.00	\$ -	0.0%
Operating Reserves			\$ 23,340.80		\$ 23,340.80	\$ -	0.0%
Sanctuary Fund			\$ 6,194.00		\$ 3,354.86	\$ (2,839.14)	-45.8%
Accounting Funds							
Chalice Camp			\$ 965.00		\$ 2,737.91	\$ 1,772.91	183.7%
Equipment & Computer Fund			\$ 1,463.56		\$ 3,394.57	\$ 1,931.01	131.9%
Fiscal Year Carryover			\$ 8,952.34		\$ 38,289.89	\$ 29,337.55	327.7%
Furnishings Fund			\$ 2,060.00		\$ 1,460.75	\$ (599.25)	-29.1%
Hawthorne Helps			\$ 1,586.91		\$ 3,911.58	\$ 2,324.67	146.5%
Instrument Fund			\$ 414.72		\$ 414.72	\$ -	0.0%
Key Deposits			\$ 878.00		\$ 725.94	\$ (152.06)	-17.3%
Library Fund			\$ 400.51		\$ -	\$ (400.51)	-100.0%
Matching Plate Donation Fund			\$ 2,084.15		\$ 1,467.16	\$ (616.99)	-29.6%
Memorial Garden			\$ 2,314.16		\$ 1,401.50	\$ (912.66)	-39.4%
Minister Professional Expenses Fund			\$ -		\$ 1,206.24	\$ 1,206.24	#DIV/0!
OWL Fund			\$ 200.00		\$ 1,191.16	\$ 991.16	495.6%
Prepaid Pledges			\$ 46,390.45		\$ 40,551.15	\$ (5,839.30)	-12.6%
Revue Subscriptions			\$ 988.68		\$ -	\$ (988.68)	-100.0%
Sabbatical Fund			\$ 500.00		\$ 1,000.00	\$ 500.00	100.0%
Staff Professional Expenses Fund			\$ -		\$ 2,837.52	\$ 2,837.52	#DIV/0!
Wednesday Night Suppers			\$ -		\$ 790.46	\$ 790.46	#DIV/0!
Women's Retreat			\$ (1,029.36)		\$ 3,008.00	\$ 4,037.36	-392.2%
Youth Fund			\$ 2,828.59		\$ 2,282.83	\$ (545.76)	-19.3%
Youth Leadership Development			\$ 1,985.16		\$ 3,365.16	\$ 1,380.00	69.5%
TOTAL Liabilities & Cash Reserves			\$ 334,826.87		\$ 381,485.52	\$ 46,658.65	
Working Capital			\$ 16,148.38		\$ 16,148.38	\$ -	

	2018-2019 Actual	2018-2019 Budget	Delta	
			\$	%
Income	\$ 529,010.99	\$ 505,331	\$ 23,680	105%
1 Donations	\$ 48,279.51	\$ 39,331	\$ 8,949	123%
1.1 Fundraisers	\$ 31,449.36	\$ 22,481	\$ 8,968	140%
1.2 Plate	\$ 16,830.15	\$ 16,850	\$ (20)	100%
2 Other income	\$ 8,502.44	\$ 7,108	\$ 1,394	120%
2.1 Interest	\$ 147.05	\$ 20	\$ 127	735%
2.2 Dividends	\$ 1,687.67	\$ 1,403	\$ 285	120%
2.3 Woodworth Trust	\$ 339.21	\$ 335	\$ 4	101%
2.4 Building Usage Fees	\$ 5,928.00	\$ 5,000	\$ 928	119%
2.5 Transfer from Library Fund	\$ 400.51	\$ 350	\$ 51	114%
3 Pledges	\$ 472,229.04	\$ 458,892	\$ 13,337	103%
3.1 Current pledges	\$ 447,219.36	\$ 462,775	\$ (15,556)	97%
3.2 Mid-year pledge renewals	\$ 3,250.00	\$ 1,000	\$ 2,250	325%
3.3 New pledges	\$ 11,344.68	\$ 6,000	\$ 5,345	189%
3.4 Previous year pledges	\$ 10,415.00	\$ 3,000	\$ 7,415	347%
3.5 Unrealized pledges (3%)	\$ -	\$ (13,883)		0%
Expenses	\$ 523,679.20	\$ 505,331	\$ 18,348	104%
4 Administration/Communication	\$ 16,006.69	\$ 18,351	\$ (2,344)	87%
4.1 Phone	\$ 1,761.73	\$ 1,600	\$ 162	110%
4.2 Postage	\$ 582.95	\$ 1,100	\$ (517)	53%
4.3 Supplies and printing	\$ 4,703.88	\$ 3,500	\$ 1,204	134%
4.4 Copier	\$ 2,985.72	\$ 3,000	\$ (14)	100%
4.5 Computer Maintenance & Supplies	\$ 488.19	\$ 3,000	\$ (2,512)	16%
4.6 Internet Access	\$ 719.88	\$ 751	\$ (31)	96%
4.7 Mileage	\$ 141.09	\$ 200	\$ (59)	71%
4.8 Bank Charges	\$ 1,004.08	\$ 900	\$ 104	112%
4.9 Website Management	\$ 702.85	\$ 1,000	\$ (297)	70%
4.10 Licensing Fees	\$ 246.65	\$ 300	\$ (53)	82%
4.11 Software Licensing	\$ 2,373.67	\$ 2,500	\$ (126)	95%
4.12 Background Checks	\$ 296.00	\$ 500	\$ (204)	59%
5 Congregational Life Activities	\$ 954.88	\$ 1,000	\$ (45)	95%
5.1 Congregational Life/Membership	\$ 954.88	\$ 1,000	\$ (45)	95%
6 Committees	\$ 5,617.96	\$ 9,100	\$ (3,482)	62%
6.1 Board	\$ 342.26	\$ 700	\$ (358)	49%
6.2 Caring	\$ 234.33	\$ 200	\$ 34	117%
6.3 Caring Crafters	\$ 237.36	\$ 200	\$ 37	119%
6.4 Stewardship	\$ 532.27	\$ 300	\$ 232	177%
6.5 Hospitality & Growth	\$ 682.35	\$ 900	\$ (218)	76%
6.6 Social Justice Council	\$ 2,772.90	\$ 3,000	\$ (227)	92%
6.7 History	\$ 276.09	\$ 400	\$ (124)	69%
6.8 Communications	\$ 273.99	\$ 1,000	\$ (726)	27%
6.9 Endowment	\$ -	\$ 300	\$ (300)	0%
6.10 Sanctuary Steering	\$ -	\$ 1,500	\$ (1,500)	0%
6.11 Library	\$ 266.41	\$ 600	\$ (334)	44%
7 Minister	\$ 118,267.01	\$ 118,360	\$ (93)	100%
Benefits & Professional Expenses	\$ 30,717.01	\$ 30,810	\$ (93)	100%
7.1 Retirement	\$ 8,754.96	\$ 8,755	\$ (0)	100%
7.2 Insurance	\$ 13,207.05	\$ 13,300	\$ (93)	99%
7.3 Professional Expenses	\$ 8,755.00	\$ 8,755	\$ -	100%
Salary & Housing	\$ 87,550.00	\$ 87,550	\$ -	100%
7.6 Housing	\$ 30,000.00	\$ 30,000	\$ -	100%
7.7 Salary	\$ 57,550.00	\$ 57,550	\$ -	100%
8 Property Committee	\$ 10,141.45	\$ 12,850	\$ (2,709)	79%
8.1 Maintenance & Supplies	\$ 9,468.23	\$ 12,000	\$ (2,532)	79%
8.2 Landscaping	\$ 211.47	\$ 300	\$ (89)	70%
8.3 Design	\$ 461.75	\$ 550	\$ (88)	84%
9 Property Administration	\$ 34,557.43	\$ 32,400	\$ 2,157	107%
9.1 Garbage	\$ 2,725.76	\$ 3,000	\$ (274)	91%
9.2 Insurance	\$ 4,251.00	\$ 4,100	\$ 151	104%
9.3 Mow & Snow	\$ 6,780.00	\$ 6,500	\$ 280	104%
9.4 Elevator Service	\$ 1,747.63	\$ 1,500	\$ 248	117%
9.5 Fire Alarm Monitoring	\$ 672.60	\$ 600	\$ 73	112%

	2018-2019 Actual	2018-2019 Budget			Delta	
			\$		\$	%
9.6 Minnesota Energy Resources	\$ 10,065.71	\$ 9,000	\$ 1,066	112%		
9.7 Rochester Public Utilities	\$ 8,314.73	\$ 7,700	\$ 615	108%		
10 Lifespan Faith Development	\$ 3,808.53	\$ 3,900	\$ (91)	98%		
10.1 Children & Youth	\$ 3,532.02	\$ 3,400	\$ 132	104%		
10.2 Adult RE	\$ 276.51	\$ 500	\$ (223)	55%		
11 Religious Services	\$ 11,232.68	\$ 10,950	\$ 283	103%		
11.1 Candles and Flowers	\$ 309.60	\$ 400	\$ (90)	77%		
11.2 Music	\$ 7,353.67	\$ 7,000	\$ 354	105%		
11.3 Speakers	\$ 3,074.41	\$ 3,200	\$ (126)	96%		
11.4 Soul Matters	\$ 495.00	\$ 350	\$ 145	141%		
12 Staff	\$ 247,226.68	\$ 260,848	\$ (13,621)	95%		
12.1 Salary: Office Administrator	\$ 50,371.18	\$ 47,753	\$ 2,618	105%		
12.2 Salary: Congregational Administrator	\$ 30,970.00	\$ 30,970	\$ -	100%		
12.3 Salary: Coordinator of Congregational Life	\$ 17,727.00	\$ 17,727	\$ -	100%		
12.4 Salary: Office Assistant	\$ -	\$ 7,800				
12.5 Salary: Custodian	\$ 14,160.00	\$ 14,160	\$ -	100%		
12.6 Salary: Director of Religious Education	\$ 36,674.00	\$ 36,674	\$ -	100%		
12.7 Salary: Music Director/Choir	\$ 14,002.00	\$ 14,002	\$ -	100%		
12.8 Salary: Music Director/Keyboards	\$ 17,504.00	\$ 17,504	\$ -	100%		
12.9 Salary: Child Care Coordinator	\$ 1,617.04	\$ 2,001	\$ (384)	81%		
12.10 Salary: Youth Program Coordinator	\$ 8,652.00	\$ 8,652	\$ -	100%		
12.11 Retirement: Office Administrator	\$ 2,387.52	\$ 4,775	\$ (2,387)	50%		
12.12 Retirement: Congregational Administrator	\$ 4,848.00	\$ 4,848	\$ -	100%		
12.13 Retirement: Director of Religious Education	\$ 3,666.96	\$ 3,667	\$ (0)	100%		
12.14 FICA: Minister	\$ 6,698.00	\$ 6,698	\$ -	100%		
12.15 FICA: Staff	\$ 14,713.49	\$ 15,089	\$ (376)	98%		
12.16 Insurance: Dental	\$ 1,064.00	\$ 1,176	\$ (112)	90%		
12.17 Insurance: Disability	\$ 1,800.94	\$ 1,808	\$ (7)	100%		
12.18 Insurance: Health	\$ 5,626.20	\$ 11,300	\$ (5,674)	50%		
12.19 Insurance: Life	\$ 1,238.62	\$ 1,374	\$ (135)	90%		
12.20 Insurance: Worker's Comp.	\$ 2,814.00	\$ 2,400	\$ 414	117%		
12.21 Staff Development: Office Administrator	\$ 690.00	\$ 690	\$ -	100%		
12.22 Staff Development: Congregational Administrator	\$ 690.00	\$ 690	\$ -	100%		
12.23 Staff Development: Congregational Life	\$ 700.00	\$ 700	\$ -	100%		
12.24 Staff Development: Director of RE	\$ 2,850.00	\$ 2,850	\$ -	100%		
12.25 Staff Development: Music/Choir	\$ 970.00	\$ 970	\$ -	100%		
12.26 Staff Development: Music/Keyboards	\$ 970.00	\$ 970	\$ -	100%		
12.27 Staff Development: Youth Program Coordinator	\$ 900.00	\$ 900	\$ -	100%		
12.28 Child Care	\$ 2,488.00	\$ 2,200	\$ 288	113%		
12.29 Summer RE Youth Coordinator	\$ 157.50	\$ 500	\$ (342)	32%		
12.30 Human Resources	\$ 276.23	\$ -	\$ 276	0%		
13 Other	\$ 30,276.00	\$ 30,272	\$ 4	100%		
13.1 UUA/MA Dues (352 members)	\$ 30,276.00	\$ 30,272	\$ 4	100%		
14 Cash Reserves	\$ 45,589.89	\$ 7,300	\$ 38,290	625%		
14.1 Computer & Equipment Fund	\$ 2,500.00	\$ 2,500	\$ -	100%		
14.2 Budget Carryover	\$ 38,289.89	\$ -	\$ 38,290	0%		
14.3 UU Revue	\$ 300.00	\$ 300	\$ -	100%		
14.4 Major Maintenance & Replacement Fund	\$ 2,000.00	\$ 2,000	\$ -	100%		
14.5 Furnishings Fund	\$ 1,000.00	\$ 1,000	\$ -	100%		
14.6 Sabbatical Fund	\$ 500.00	\$ 500	\$ -	100%		
14.7 OWL Fund	\$ 1,000.00	\$ 1,000	\$ -	100%		
Income-Expense	\$ 5,331.79	\$ 0	\$ 5,332			
Unrealized Gain/Loss on Investments	\$ (5,498.32)					
Realized Gain/Loss on Investments	\$ 166.53					
Sales Commissions & Fees	\$ -					
TOTAL EQUITY CHANGE	\$ 0.00					