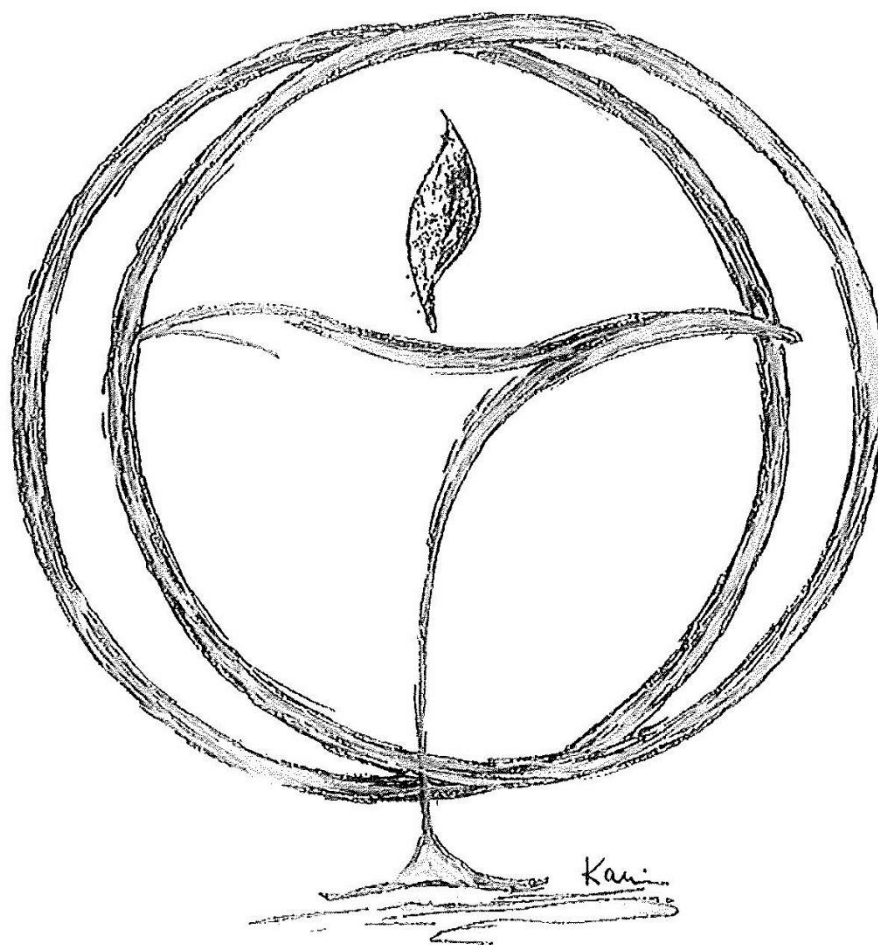

ANNUAL PROGRAM REPORTS

June 4, 2023



FIRST UNITARIAN UNIVERSALIST CHURCH OF ROCHESTER
1727 Walden Lane SW

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AGENDA

ANNUAL MEETING OF THE CONGREGATION

First Unitarian Universalist Church of Rochester

June 4, 2023

- | | |
|---|--------------------------|
| 1. Call to Order and Verify Quorum | Kim Reid |
| 2. Chalice Lighting | Paul Trewartha-Weiner |
| 3. Approve 2023 Meeting Agenda | |
| 4. Approve Minutes from the 2022 Annual Meeting | Kim Reid |
| 5. Reports of the 2022-23 Church Year | |
| a. Minister's Report | Rev. Luke Stevens-Royer |
| b. President's Report | Kim Reid |
| c. Treasurer's Report | John Helmers |
| d. Shared Ministry Team Reports | Brianna Berg |
| i. Shared Ministry Governance Team | Aleta Borrud |
| ii. Administration | Barb Foss |
| iii. Congregational Life | Jodi Edmonson |
| iv. Faith Development | Stephanie Evans-Hanson |
| v. Financial Stewardship | Katherine Logan |
| vi. Social Justice | Brianna berg |
| vii. Worship & Music | Beth Atkinson |
| e. Building Our Future Beyond Ourselves Team Report | Ann Hutton |
| 6. Charge to Building Our Future Beyond Ourselves Leaders | Rev. Luke Stevens-Royer |
| 7. Bylaws Amendments | Kim Reid |
| 8. Election Slate from the Nominating Committee | Jerry Katzmann |
| a. Nominations for Board Members | |
| b. Nominations for Nominating Committee | |
| 9. Business of the Congregation: Questions & Answers | Members, Board and Staff |
| 10. President's Award | Kim Reid |
| 11. Installation of Board Officers and Directors | Rev. Luke Stevens-Royer |
| 12. Adjournment | Kim Reid |

2022 Annual Meeting Minutes

Annual Meeting of the Congregation – Sunday, June 12, 2022

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

Annual Meeting Minutes

(Note: This annual meeting was hybrid in nature. Some attended in person in the sanctuary; others joined via Zoom. Likewise, voting was hybrid. Some people voted in advance electronically; others voted in person in the sanctuary on the day of the annual meeting.)

1. **Call to Order and verify forum.** Ann Hutton, First UU Board president, welcomed attendees, and called the meeting to order at 11:18 a.m. She confirmed that based on both in-person and online attendance, a quorum for the meeting was met.
2. **Chalice lighting.** Ann provided opening comments and a reading. The chalice was lit.
3. **Approve the agenda.** Kim Edson moved, and Gus Braga seconded, approval of the Annual Meeting agenda. Approved by show of hands in the sanctuary and online.
4. **Approve the minutes from the 2021 Annual Meeting.** Gail Bishop moved, and Walt Rothwell seconded, approval of minutes of the 2021 Annual Meeting, held via Zoom. Approved by show of hands in the sanctuary and online.
5. **Accept and file the summary of the 2020 Annual Meeting.** Ann explained that no annual meeting was held in 2020 as the pandemic was in its early stages. Instead, voting for offices occurred electronically, reports were distributed electronically, and Rev. Luke Stevens-Royer and outgoing Board President Gail Bishop provided video messages to the congregation. The summary was written in lieu of minutes and can serve as part of the historical record for 2020, Ann explained. Walt Rothwell moved, and George Thompson seconded, acceptance and filing of the 2020 summary. Approved by show of hands in the sanctuary and online.
6. **Accept and file the minutes of the 2019 Annual Meeting.** Ann explained that because we did not have an Annual Meeting in 2020, no vote was taken in 2020 on the 2019 Annual Meeting minutes. She suggested that because of the passage of time, the minutes be accepted and filed. Harriet Hodgson moved, and Judy Jensen seconded, acceptance and filing of the minutes of the 2019 Annual Meeting. Approved by show of hands in the sanctuary and online.
7. **Minister's report.** Rev. Luke noted that the congregation has not gathered in person for the annual meeting for 3 years until today. He mentioned three points of reference to share in his remarks: Change, Humility and Dream. Things will be different, he said, because the world has changed. And, we bring humility to our reflection on how we keep our church relevant and thriving. And, we have a unique opportunity to dream and imagine new ways. As we re-connect, he said, it's understandable that we'd like things to be as they were, yet some things will need to be different. Grace and mercy threads through this all, he said. It's a challenge, he said, to work through changes with flexibility, kindness and understanding. Rev. Luke said, that based on the main themes, he wanted to address two "very large" areas: Shared Ministry Governance and Building Our Future, which he called "massive, critical, complicated and inspiring work for us to do." Shared Ministry is about more flexibility and less rigidity, he said, allowing us to be more nimble and responsive to needs as they

arise. Building Our Future is about how our building and grounds either help or hinder our mission. He said that for us to remain “relevant, healthy and thriving” we need to soon make some “complicated but exciting decisions” about our space. Rev. Luke said that our church has weathered the past couple of years with “astonishing institutional health,” especially considering the challenges that churches everywhere face. Rev. Luke said he “is blessed to be able to serve this congregation,” has faith in this congregation, keeps striving with hope and believes “there is more that we can, should, and must do.”

8. Financial health of the congregation.

- a. **2021-2022 financials.** According to information provided in the Annual Program Reports document, our church finished the year in the black, with a carryover in excess of \$34,000.
- b. **2022-2023 approved budget.** The budget approved by the board for the coming church year includes \$554,571 in income and in expenses.

Congregants posed a number of questions about church finances:

- Ken Counselman asked about funds being included in the past and coming year’s budget for the Isaiah organization, which works on issues across congregations. He said Isaiah does not address some issues that our church considers important. Ann said the budget is a flexible, living document. Rev. Luke said it’s important to reflect on the point raised, and that it’s a good discussion to consider how Isaiah and any other organization reflect our values.
- Jerry Katzmann asked how the budget carryover will be handled. Ann said the matter will be taken up by the new board.
- Linda Thompson asked what happened to the Sanctuary Fund. Ann explained that it and another fund were folded into the Immigration and Justice Fund. She said that although the fund has changed its name, there has been no policy change.
- Julie Gilkinson asked about staff salaries and hours. Ann explained that all staff are salaried. Salaries and benefits are set with respect to UUA salary recommendations. Some of the salary adjustments in the budget reflect added hours and duties/tasks assigned.
- Kristian Kennedy noted that the property steward is the only staff member not in the retirement program. Connie Schuelka, congregational administrator, said UUA policy governs who is eligible and how.
- Pat Wimmer asked about payment of staff early in COVID when the church building was shut down, and whether that was taken into consideration. Ann said staff actually worked more to trying to adapt to a new model of doing their jobs. Ann said the property steward engaged in deep cleaning while the building was closed.

9. Shared Ministry Team report. Anne Black-Sinak provided this report. She said the Shared Ministry Governance Team was formed 3 years ago. Part of its purpose is to clarify what this new model of governance means. Shared ministry invites the staff to become more involved in decision-making, freeing up the congregation to focus on other things. She described the various program teams of Shared Ministry and their membership. Each program team reflects on best practices for that area. Some teams have evolved more smoothly than others, but all are on track, she said. She shared the Governance Teams goals for the coming year: (1) Hosting forums to help the congregation understand Shared Ministry and the decision-making processes; (2) Defining the process for recruiting and nominating people to the program teams; (3) Updating policies for the Shared Ministry Governance Team and the program teams; (4) Revising by-laws as needed.

10. Nominating Committee Report & Results of the 2021 Election. Jerry Katzmann explained how candidates are recruited, and said information about the candidates is available in the Annual

Review. The new slate of Board members is as follows: Kim Reid, president; Paul Trewartha-Weiner, vice president; John Helmers, treasurer; Kim Edson, secretary; and Jodi Edmondson and John Tacinelli, members at large. Continuing on the board are: Molly Dingel, Breanna Berg and Walt Rothwell, members at large. Leaving the board are Ann Hutton, president; Rob Harveland, treasurer; Greg Turosak, secretary; and Joe Lobl and Dave Siljenberg, members at large. The slate for Nominating Committee is Paula Horner and Julie Larson-Keller. Continuing on the Nominating Committee are: Jerry Katzmann, Angie Joyce, Heather Hanson and Gus Braga. Leaving the committee are Mark Brutinel and Linda Ortiz.

11. **Election of new Board and new Nominating Committee.** Ann noted there were no nominations in the write-in section in the electronic voting for Nominating Committee, and 4 people voted online for the committee. She called for nominations from the floor for the committee. There being none, Ann closed nominations from the floor. Motion by Ann Black-Sinak, second by Elizabeth Katzmann, for unanimous election for Nominating Committee. Approved by show of hands/cards from the floor. Ann said that 71 people voted online for the Board election, and there were no nominations in the write-in section online. She called for nominations from the floor for the board. There being none, Ann closed nominations from the floor. Motion by Pat Wimmer and second by Gail Bishop for unanimous election of board officers and members. Approved by show of hands/cards from the floor.
12. **President's Award.** Ann said she was presenting two awards: (1) Members of the Shared Ministry Governance Team (Kim Reid, Greg Turosak, Ann Black-Sinak, Aleta Borud, Jerry Katzmann, Jeff Larson-Keller and Rev. Luke Stevens-Royer); and (2) Jessie Finch and Laura Lukes, for their dedication to the Clara Barton Guild. Ann asked all recipients who were present in the sanctuary to come forward, and she presented each person with a chalice as a show of appreciation.
13. **Business of the Congregation: Questions & Answers.** Besides the questions asked by congregants earlier in the meeting, the following additional questions were asked:
 - Julie Gilkinson asked if there could be more reports of activities in future years. Ann said she would make a note and that the Board and staff will take a look at.
 - Ken Counselman asked what benefits there may be to having our building designated as historic, and with our church now being removed from consideration is it possible for the city to revisit that in the future. Walt Rothwell said that our church building was added to a list of potential sites in 2014, but that the city was unable to explain how it came up. He said his understanding is that no move to return our building to the potential list can occur for 2 years. He also said that in the past the city has stated that some funds and/or low-cost loans may be available for properties on the historic preservation list, but that none of that has materialized.
14. **Installation of Officers and Directors.** Rev. Luke invited new board members to assemble on the chancel, reflected on leadership and the new board was installed.
15. **Transfer of the Gavel and Benediction.** Ann transferred the gavel of Board presidency to Kim Reid. Kim recognized Ann for her service, and presented with flowers and gifts from the departing Board.
16. **Adjournment.** The business of the annual meeting being concluded, Kim adjourned the meeting at 12:43 p.m.

Respectfully submitted,
Greg Turosak, Secretary

LEADERSHIP REPORTS

Board of Directors

Committee Members

Kim Reid – President
Paul Trewartha-Weiner - Vice President
Kim Edson – Secretary
John Helmers – Treasurer
Brianna Berg - Member at Large
Molly Dingel – Member at Large
Jodi Edmonson - Member at Large
Walt Rothwell - Member at Large
John Tacinelli - Member at Large

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.

President

Submitted by Kim Reid, President

This has been a full and busy year for this Board as we focused on revisiting or finalizing goals that had been put on hold during the pandemic, while also gathering information and making decisions about moving to a new building. It has been a privilege to work together with such a devoted group of church members and I am grateful for their ongoing energy, enthusiasm, and care for our church during an especially active year for the Board.

Highlights from the 2022-23 Church Year

Communications:

- At the July Board retreat, the Board identified goals for the upcoming year.
- Board members provided reflections based on the monthly Soul Matters theme intended to help connect our spiritual growth and our service on the Board.
- Board officers wrote a reflection in the quarterly *Grace Notes* publication.
- The Board implemented monthly Board-directed forums to promote communication with the congregation about Board activities.

Governance:

- Board members served as liaisons on the Shared Ministry Teams.
- Worked with the Bylaws Team to Identify changes in bylaws that reflect the changes in our Shared Ministry governance model, as well as aligning our bylaws with current UUA recommendations and guidelines for church bylaws.
- Approved an Endowment Fund policy to replace the endowment fund language that was removed from the bylaws in 2019.
- Approved a Financial Stewardship team policy.
- Worked with Claire Langton-Yanowitz of the Yanowitz Law Firm to end the Flora Woodworth Trust. This will allow flexibility in investing and spending the funds in a manner that aligns with the original goals of the trust.

- Revisited the work that had been done on the Sex Offender Risk Reduction Policy before the pandemic, shared information with the congregation in a forum and approved a final Risk Reduction Policy.

Building/Property:

- Supported the staff in managing and cleaning up the damage caused by a large Cottonwood tree that fell on the Religious Education wing in July.
- Worked together with Building Our Future Beyond Ourselves team to present a series of forums to the congregation to share information that the team had gathered.
- Conducted a “Stay or Go” vote in January to determine whether we would remain in the current building or move to a new location. 278 members voted (72.2% of eligible voters), with 95.3% supporting moving to a new location.
- Conducted a “Property Decision” vote in May to determine whether or not we should purchase the Viola Road property. 275 members voted (68% of eligible voters), with 99.6% supporting the purchase of the Viola Road property.
- Consulted with Rachel Maxwell from Stewardship for Us to guide the building and property decisions in the 2022-2023 church year as well as the architectural design and capital campaign processes in the 2023-24 church year.
- Hired Locus Architecture to help design the next church building.

Goals for next year:

- Update policies related to church governance within the Shared Ministry model
- Work together with the Building Our Future Lead Team and Locus Architecture to complete the design process for a new building.
- Work together with Rachel Maxwell, Stewardship for Us, and the Building Our Future Lead Team to conduct a successful financial Feasibility Study in the fall and a successful Capital Campaign for a new building.
- Work collaboratively with staff and the Social Justice team to continue to deepen the congregational understanding of justice issues.

FINANCE REPORTS

2023-2024 APPROVED BUDGET

First Unitarian Universalist Church 2023-2024 Budget

Income			\$609,524
1	Donations		\$45,000
	1.1	Fundraisers	\$35,000
	1.2	Plate	\$10,000
2	Other income		\$26,251
	2.1	Interest	\$250
	2.2	Dividends	\$2,400
	2.3	Woodworth Trust	\$40
	2.4	Building Usage Fees	\$2,500
	2.5	Transfers and Reserves	\$20,061
	2.6	Free Will Offerings	\$1,000
3	Pledges		\$538,273
	3.1	Current pledges	\$542,859
	3.2	Mid-year pledge renewals	\$700
	3.3	New pledges	\$8,000
	3.4	Previous year pledges	\$3,000
	3.5	Unrealized pledges (3%)	-\$16,286
Expenses			\$609,524
4	Administration/Communication		\$58,670
	4.1	Phone	\$1,080
	4.2	Postage	\$1,000
	4.3	Supplies and printing	\$4,000
	4.4	Copier	\$750
	4.5	Computer & Tech Supplies	\$1,000
	4.6	Internet Access	\$960
	4.7	Mileage	\$200
	4.8	Bank Charges	\$2,000
	4.9	Website Management	\$760
	4.10	Software Licensing	\$3,700
	4.11	Volunteer Background Checks	\$500
	4.12	Communications & Advertising	\$500
	4.13	Insurance	\$5,800
	4.14	Human Resources	\$500
	4.15	Legal Fees	\$1,000
	4.16	Loan/Debt Service	\$34,920
5	Building & Grounds		\$48,180
	5.1	Landscaping	\$300
	5.2	Garbage	\$1,380
	5.3	Mow & Snow	\$9,000
	5.4	Elevator Service	\$1,500
	5.5	Fire Alarm Monitoring	\$1,000
	5.6	Minnesota Energy Resources	\$13,000
	5.7	Rochester Public Utilities	\$9,500
	5.8	Maintenance and AV	\$10,000
	5.9	Kitchen Supplies	\$2,000
	5.10	Flowers & Decorations	\$500
6	General Programming		\$1,250

Approved by the Board of Directors on 5/17/23

**First Unitarian Universalist Church
2023-2024 Budget**

	6.1	Soul Matters Resources	\$750
	6.2	Program Support	\$500
7	Congregational Life		\$1,750
	7.1	Membership	\$750
	7.2	Social & Fellowship Events	\$750
	7.3	Spiritual Care	\$250
8	Worship & Music		\$12,000
	8.1	Music	\$8,000
	8.2	Guest Speakers	\$3,500
	8.3	Worship Supplies	\$500
9	Faith Development		\$3,000
	9.1	Children, Youth & Family	\$2,500
	9.2	Adult Small Groups & Classes	\$500
10	Social Justice		\$1,000
	10.1	Social Justice	\$1,000
11	Fundraisers		\$1,000
	11.1	Auction/Bazaar	\$500
	11.2	Stewardship/Pledge Drive	\$500
12	Minister		\$148,510
	Benefits & Professional Expenses		\$43,710
	12.1	Retirement	\$10,480
	12.2	Insurance	\$17,500
	12.3	Professional Expenses	\$8,000
	12.4	FICA	\$7,730
	Salary & Housing		\$104,800
	12.5	Housing	\$35,000
	12.6	Salary	\$69,800
13	Staff		\$297,535
	13.1	Salary: Office Administrator	\$49,500
	13.2	Salary: Congregational Administrator	\$34,550
	13.3	Salary: Coordinator of Congregational Life	\$25,750
	13.4	Salary: Property Steward	\$19,000
	13.5	Salary: Director of Faith Development	\$38,000
	13.6	Salary: Director of Music/Choir	\$21,000
	13.7	Salary: Director of Music/Cantor	\$24,800
	13.8	Salary: Social Justice Coordinator	\$4,225
	13.9	Salary: Faith Development Assistant	\$9,000
	13.10	Salary: Youth Program Coordinator	\$14,000
	13.11	Retirement: Office Administrator	\$4,950
	13.12	Retirement: Congregational Administrator	\$3,455
	13.13	Retirement: Director of Faith Development	\$3,800
	13.14	Retirement: Coordinator of Congregational Life	\$2,575
	13.15	Retirement: Property Steward	\$1,900
	13.16	FICA: Staff	\$18,347
	13.17	Insurance: Dental	\$720
	13.18	Insurance: Disability	\$3,531
	13.19	Insurance: Health	\$8,000
	13.20	Insurance: Life	\$1,901
	13.21	Insurance: Worker's Comp.	\$2,831
	13.22	Staff Development:Office Administrator	\$500

Approved by the Board of Directors on 5/17/23

First Unitarian Universalist Church
2023-2024 Budget

[illegible]

Approved by the Board of Directors on 5/17/23

First Unitarian Universalist Church
Rochester, Minnesota
Balance Sheet
2022 - 2023

ASSETS	5/31/2022	5/31/2023	Delta
Cash/Money Market	\$ 327,236.04	\$ 336,207.65	\$ 8,971.61 2.7%
F & M Bank: Checking	\$ 114,493.28	\$ 50,201.58	\$ (64,291.70) -56.2%
F & M Bank: Money Market		\$ 125,259.68	\$ 125,259.68 #DIV/0!
Wells Fargo: Checking	\$ 64,007.30	\$ 4,803.50	\$ (59,203.80) -92.5%
Wells Fargo: Money Market	\$ 148,735.46	\$ 155,942.89	\$ 7,207.43 4.8%
UU Common Endowment Fund	\$ 190,696.23	\$ 192,459.51	\$ 1,763.28 0.9%
Flora Woodworth Trust	\$ 25,000.00	\$ -	\$ (25,000.00) -100.0%
F & M Bank: CD - 12 month (due 4/30/23)	\$ 25,000.00	\$ -	\$ (25,000.00) -100.0%
Stock Donations (pledges)	Shares \$ 60,618.66	Shares \$ 61,428.96	\$ 810.30 1.3%
Abbott ABT		15 \$ 1,530.00	\$ 1,530.00 #DIV/0!
Apple AAPL	9 \$ 1,339.56		\$ (1,339.56) -100.0%
AT&T T	482 \$ 10,261.78	482 \$ 7,581.86	\$ (2,679.92) -26.1%
Chevron CVX	12 \$ 2,095.92	12 \$ 1,807.44	\$ (288.48) -13.8%
Exxon XOM	52 \$ 4,992.00	52 \$ 5,313.36	\$ 321.36 6.4%
General Mills GIS		42 \$ 3,534.72	\$ 3,534.72 #DIV/0!
IBM IBM	193 \$ 26,796.12	222 \$ 28,546.98	\$ 1,750.86 6.5%
Microsoft MSFT	12 \$ 3,262.44		\$ (3,262.44) -100.0%
Phillips 66 PSX	103 \$ 10,383.43	103 \$ 9,435.83	\$ (947.60) -9.1%
Target TGT		9 \$ 1,178.37	\$ 1,178.37 #DIV/0!
Tractor Supply TSCO		7 \$ 1,467.13	\$ 1,467.13 #DIV/0!
Verizon VZ	29 \$ 1,487.41	29 \$ 1,033.27	\$ (454.14) -30.5%
Percentage of budget	11.0%	9.8%	
TOTAL ASSETS	\$ 603,550.93	\$ 590,096.12	\$ (13,454.81)
LIABILITIES	5/31/2022	5/31/2023	Delta
Cash Reserve Funds			
Human Needs Fund	\$ 16,739.65	\$ 7,124.65	\$ (9,615.00) -57.4%
Major Maintenance/Jumpstarter Fund	\$ 12,793.86	\$ 8,404.98	\$ (4,388.88) -34.3%
Memorial & Commemorative Fund	\$ 12,713.43	\$ 15,743.48	\$ 3,030.05 23.8%
Roof Replacement Fund	\$ 30,000.00	\$ 30,000.00	\$ - 0.0%
Restricted Funds			
Endowment Fund	\$ 190,696.23	\$ 192,459.51	\$ 1,763.28 0.9%
Flora Woodworth Trust	\$ 25,000.00	\$ -	\$ (25,000.00) -100.0%
Operating Reserves	\$ 61,630.69	\$ 50,525.52	\$ (11,105.17) -18.0%
Accounting Funds			
Audit Fund	\$ 3,500.00	\$ 3,500.00	\$ - 0.0%
Building Our Future Fund	\$ 60,390.25	\$ 84,078.05	\$ 23,687.80 39.2%
Chalice Camp	\$ 5,218.50	\$ 5,640.86	\$ 422.36 8.1%
Technology Fund	\$ 4,086.34	\$ 2,615.89	\$ (1,470.45) -36.0%
Fiscal Year Carry-Over	\$ 35,545.00	\$ -	\$ (35,545.00) -100.0%
Furnishings Fund	\$ 2,712.36	\$ 1,972.36	\$ (740.00) -27.3%
Guest at Your Table		\$ 100.00	\$ 100.00 #DIV/0!
Hawthorne Helps	\$ 5,829.86	\$ 5,438.74	\$ (391.12) -6.7%
Immigration Justice Fund	\$ 2,538.26	\$ 8,086.64	\$ 5,548.38 218.6%
Instrument Fund	\$ 10,800.00	\$ 15,800.00	\$ 5,000.00 46.3%
Legal Expenses Fund	\$ 4,505.00	\$ 4,505.00	\$ - 0.0%
Matching Plate Donation Fund	\$ 557.48	\$ -	\$ (557.48) -100.0%
Memorial Garden	\$ 1,147.40	\$ 1,424.37	\$ 276.97 24.1%
Minister Professional Expenses Fund	\$ 8,625.38	\$ 7,503.10	\$ (1,122.28) -13.0%
OWL Fund	\$ 1,556.23	\$ 1,556.23	\$ - 0.0%
Pilgrimage Trip Fund	\$ 9,750.00	\$ 210.27	\$ (9,539.73) -97.8%
Pilgrimage Trip Scholarship Fund	\$ 1,898.43	\$ 1,000.00	\$ (898.43) -47.3%
Prepaid Pledges (2023-24)	\$ 32,839.02	\$ 35,919.12	\$ 3,080.10 9.4%
Sabbatical Fund	\$ 2,000.00	\$ 12,000.00	\$ 10,000.00 500.0%
Staff Professional Development Fund	\$ 18,999.80	\$ 13,321.37	\$ (5,678.43) -29.9%
Storm Damage, July 2022		\$ 44,172.51	\$ 44,172.51 #DIV/0!
Wednesday Night Suppers	\$ 314.38	\$ (87.66)	\$ (402.04) -127.9%
Women's Retreat	\$ 1,662.39	\$ (3,270.61)	\$ (4,933.00) -296.7%
Youth Fund	\$ 5,448.61	\$ 7,638.61	\$ 2,190.00 40.2%
Youth Leadership Development	\$ 4,840.16	\$ 10,269.29	\$ 5,429.13 112.2%
Credit Card	\$ 29.99	\$ -	\$ (29.99) -100.0%
TOTAL Liabilities & Cash Reserves	\$ 574,368.70	\$ 567,652.28	\$ (6,716.42)
Working Capital	\$ 29,182.23	\$ 22,443.84	\$ (6,738.39)

	2022-2023 Actual	2022-2023 Budget	Delta	
			\$	%
Income				
1 Donations	\$ 599,727.89	\$ 590,116	\$ 9,612	102%
1.1 Fundraisers	\$ 37,414.87	\$ 39,000	\$ (1,585)	96%
1.2 Plate	\$ 33,209.00	\$ 30,000	\$ 3,209	111%
	\$ 4,205.87	\$ 9,000	\$ (4,794)	47%
2 Other income	\$ 53,392.06	\$ 39,535	\$ 13,857	135%
2.1 Interest	\$ 451.21	\$ 50	\$ 401	902%
2.2 Dividends	\$ 2,675.48	\$ 2,400	\$ 275	111%
2.3 Woodworth Trust	\$ 37.53	\$ 40	\$ (2)	94%
2.4 Building Usage Fees	\$ 3,577.67	\$ 1,500	\$ 2,078	239%
2.5 Budget Carryover	\$ 35,545.00	\$ 35,545	\$ -	100%
2.6 From Operating Reserve	\$ 11,105.17	\$ -	\$ 11,105	
3 Pledges	\$ 508,920.96	\$ 511,581	\$ (2,660)	99%
3.1 Current pledges	\$ 491,607.35	\$ 516,372	\$ (24,765)	95%
3.2 Mid-year pledge renewals	\$ 120.00	\$ 700	\$ (580)	17%
3.3 New pledges	\$ 16,474.61	\$ 7,000	\$ 9,475	235%
3.4 Previous year pledges	\$ 719.00	\$ 3,000	\$ (2,281)	24%
3.5 Unrealized pledges (3%)	\$ -	\$ (15,491)		0%
Expenses				
4 Administration/Communication	\$ 599,727.89	\$ 590,116	\$ 9,612	102%
4.1 Phone	\$ 22,423.65	\$ 23,660	\$ (1,236)	95%
4.2 Postage	\$ 1,109.64	\$ 1,080	\$ 30	103%
4.3 Supplies and printing	\$ 903.13	\$ 2,000	\$ (1,097)	45%
4.4 Copier	\$ 3,918.10	\$ 4,000	\$ (82)	98%
4.5 Computer Maintenance & Supplies	\$ 744.00	\$ 720	\$ 24	103%
4.6 Internet Access	\$ 905.14	\$ 2,000	\$ (1,095)	45%
4.7 Mileage	\$ 979.88	\$ 960	\$ 20	102%
4.8 Bank Charges	\$ 262.12	\$ 200	\$ 62	131%
4.9 Website Management	\$ 2,288.29	\$ 2,000	\$ 288	114%
4.10 Software Licensing	\$ 759.86	\$ 500	\$ 260	152%
4.11 Background Checks	\$ 4,056.97	\$ 3,700	\$ 357	110%
4.12 Communications & Advertising	\$ 183.50	\$ 500	\$ (317)	37%
4.13 Insurance	\$ 652.59	\$ 500	\$ 153	131%
4.14 Human Resources	\$ 5,342.61	\$ 5,000	\$ 343	107%
	\$ 317.82	\$ 500	\$ (182)	64%
5 Building and Grounds	\$ 67,304.82	\$ 51,780	\$ 15,525	130%
5.1 Landscaping	\$ 65.42	\$ 300	\$ (235)	22%
5.2 Garbage	\$ 1,276.51	\$ 1,380	\$ (103)	93%
5.3 Mow and Snow	\$ 15,810.00	\$ 11,000	\$ 4,810	144%
5.4 Elevator Service	\$ 1,528.35	\$ 1,500	\$ 28	102%
5.5 Fire Alarm Monitoring	\$ 759.00	\$ 1,500	\$ (741)	51%
5.6 Minnesota Energy Resources	\$ 14,702.28	\$ 13,000	\$ 1,702	113%
5.7 Rochester Public Utilities	\$ 10,072.41	\$ 8,500	\$ 1,572	118%
5.8 Maintenance and Supplies	\$ 16,505.48	\$ 12,000	\$ 4,505	138%
5.9 Kitchen Supplies	\$ 5,082.99	\$ 1,200	\$ 3,883	424%
5.10 Furnishings	\$ 200.37	\$ 300	\$ (100)	67%
5.11 Flowers and Decorations	\$ 1,032.71	\$ 800	\$ 233	129%
5.12 Artifacts and Archives	\$ 269.30	\$ 300	\$ (31)	90%
6 General Programming	\$ 2,368.63	\$ 1,750	\$ 619	135%
6.1 Soul Matters Resources	\$ 738.00	\$ 750	\$ (12)	98%
6.2 Program Support	\$ 1,630.63	\$ 1,000	\$ 631	163%
7 Congregational Life	\$ 973.61	\$ 3,000	\$ (2,026)	32%
7.1 Membership	\$ 582.73	\$ 1,000	\$ (417)	58%
7.2 Social and Fellowship Events	\$ 503.82	\$ 1,000	\$ (496)	50%
7.3 Spiritual Care	\$ (112.94)	\$ 1,000	\$ (1,113)	-11%
8 Worship and Music	\$ 15,030.71	\$ 12,300	\$ 2,731	122%
8.1 Music	\$ 9,640.84	\$ 8,000	\$ 1,641	121%
8.2 Guest Speakers	\$ 4,391.88	\$ 4,000	\$ 392	110%
8.3 Worship Supplies	\$ 997.99	\$ 300	\$ 698	333%
9 Faith Development	\$ 2,344.24	\$ 3,500	\$ (1,156)	67%
9.1 Children, Youth, and Families	\$ 2,038.50	\$ 3,000	\$ (962)	68%
9.2 Adult Small Groups and Classes	\$ 305.74	\$ 500	\$ (194)	61%
10 Social Justice	\$ 1,023.71	\$ 2,000	\$ (976)	51%

	2022-2023 Actual	2022-2023 Budget	Delta	
			\$	%
10.1 Social Justice	\$ 1,023.71	\$ 2,000	\$ (976)	51%
11 Fundraisers	\$ 2,340.55	\$ 2,000	\$ 341	117%
11.1 Auction and Bazaar Expenses	\$ 981.45	\$ 1,000	\$ (19)	98%
11.2 Stewardship and Pledge Drive Expenses	\$ 1,359.10	\$ 1,000	\$ 359	136%
12 Minister	\$ 148,018.33	\$ 148,510	\$ (492)	100%
Benefits and Professional Expenses	\$ 43,218.33	\$ 43,710	\$ (492)	99%
12.1 Retirement	\$ 10,479.96	\$ 10,480	\$ (0)	100%
12.2 Insurance and Benefits	\$ 16,967.39	\$ 17,500	\$ (533)	97%
12.3 Professional Expenses	\$ 8,040.98	\$ 8,000	\$ 41	101%
12.4 FICA	\$ 7,730.00	\$ 7,730	\$ -	100%
Salary and Housing	\$ 104,800.00	\$ 104,800	\$ -	100%
12.6 Housing	\$ 35,000.00	\$ 35,000	\$ -	100%
12.7 Salary	\$ 69,800.00	\$ 69,800	\$ -	100%
13 Staff	\$ 266,269.32	\$ 269,986	\$ (3,717)	99%
13.1 Salary: Office Administrator	\$ 47,000.00	\$ 47,000	\$ -	100%
13.2 Salary: Congregational Administrator	\$ 33,513.00	\$ 33,513	\$ -	100%
13.3 Salary: Coordinator of Congregational Life	\$ 25,000.00	\$ 25,000	\$ -	100%
13.4 Salary: Property Steward	\$ 17,200.00	\$ 17,200	\$ -	100%
13.5 Salary: Director of Faith Development	\$ 36,875.00	\$ 36,875	\$ -	100%
13.6 Salary: Music Director/Choir	\$ 19,776.00	\$ 19,776	\$ -	100%
13.7 Salary: Music Director/Keyboards	\$ 18,940.00	\$ 18,940	\$ -	100%
13.8 Salary: Faith Development Assistant	\$ 5,690.75	\$ 4,017	\$ 1,674	142%
13.9 Salary: Youth Program Coordinator	\$ 13,000.00	\$ 13,000	\$ -	100%
13.10 Retirement: Office Administrator	\$ 4,700.04	\$ 4,700	\$ 0	100%
13.11 Retirement: Congregational Administrator	\$ 3,351.00	\$ 3,351	\$ -	100%
13.12 Retirement: Director of Faith Development	\$ 3,687.00	\$ 3,687	\$ -	100%
13.13 Retirement: Coordinator of Congregational Life	\$ 2,499.96	\$ 2,500	\$ (0)	100%
13.14 Retirement: Property Steward	\$ 286.66	\$ 287	\$ (0)	100%
13.15 FICA: Staff	\$ 16,718.87	\$ 16,472	\$ 247	101%
13.16 Insurance: Dental	\$ 720.00	\$ 750	\$ (30)	96%
13.17 Insurance: Disability	\$ 2,074.68	\$ 3,437	\$ (1,362)	60%
13.18 Insurance: Health	\$ 7,340.74	\$ 8,000	\$ (659)	92%
13.19 Insurance: Life	\$ 1,251.96	\$ 1,851	\$ (599)	68%
13.20 Insurance: Worker's Comp.	\$ 2,960.12	\$ 3,100	\$ (140)	95%
13.21 Staff Development: Office Administrator	\$ 352.61	\$ 500	\$ (147)	71%
13.22 Staff Development: Congregational Administrator	\$ 331.68	\$ 500	\$ (168)	66%
13.23 Staff Development: Congregational Life	\$ 551.72	\$ 500	\$ 52	110%
13.24 Staff Development: Director of Faith Development	\$ 214.82	\$ 830	\$ (615)	26%
13.25 Staff Development: Music/Choir	\$ 191.07	\$ 500	\$ (309)	38%
13.26 Staff Development: Music/Keyboards	\$ 262.32	\$ 500	\$ (238)	52%
13.27 Staff Development: Youth Program Coordinator	\$ 129.82	\$ 500	\$ (370)	26%
13.28 Child Care	\$ 1,649.50	\$ 2,200	\$ (551)	75%
13.29 Summer RE Youth Coordinator	\$ -	\$ 500	\$ (500)	0%
14 Other	\$ 36,648.00	\$ 36,648	\$ -	100%
14.1 UUA/MA Dues	\$ 34,148.00	\$ 34,148	\$ -	100%
14.2 MUUSJA	\$ 1,500.00	\$ 1,500	\$ -	100%
14.3 Isaiah	\$ 1,000.00	\$ 1,000	\$ -	100%
15 Cash Reserves	\$ 34,982.32	\$ 34,982	\$ 0	100%
15.1 Immigration Justice Fund	\$ 10,000.00	\$ 10,000	\$ -	100%
15.2 Instrument Fund	\$ 5,000.00	\$ 5,000	\$ -	100%
15.3 Sabbatical Fund	\$ 10,000.00	\$ 10,000	\$ -	100%
15.4 Technology Fund	\$ 6,000.00	\$ 6,000	\$ -	100%
15.5 Youth Scholarship Fund	\$ 3,982.32	\$ 3,982	\$ 0	100%
Income-Expense	\$ (0.00)	\$ 0	\$ (0)	
Unrealized Gain/Loss on Investments	\$ (6,235.56)			
Realized Gain/Loss on Investments	\$ (502.73)			
Sales Commissions & Fees	\$ (0.10)			
TOTAL EQUITY CHANGE	\$ (6,738.39)			

SHARED MINISTRY TEAMS

Shared Ministry Governance

Team Members

Staff: Rev. Luke Stevens-Royer

Board: Kim Reid, Board President

Members: Anne Black-Sinak, Aleta Borrud, Jerry Katzmann, Greg Turosak, Jeff LarsonKeller (adjunct)

Purpose of the Team

The purpose of the Shared Ministry Governance Team was to develop and coordinate a Shared Ministry governance model, supporting teams as they update policies and practices, and advise the Board on this model during the early stages of implementation.

Highlights from the year

The Shared Ministry Governance Team was created by the Board in 2019/20 and was charged with creating a Shared Ministry Governance model for our church. Our Shared Ministry model meant including and empowering staff to serve the congregation and to share in leading the congregation in fulfilling our mission. Over the years our staff's hours have expanded, staff have more fully developed their professional skills, and our congregation has grown to over 400 members. The combined efforts and talents of both staff and church members model allows for better collaboration among teams, assistance from experienced staff, and more time for congregants to focus on fellowship and spiritual growth.

During the last two years of "closed doors" due to the pandemic, the Shared Ministry teams have had time to learn to function within our new governance model. The Shared Ministry governance at First UU Rochester consists of 6 governance teams - Administration, Faith Development, Worship & Music, Social Justice Congregational Life and Financial Stewardship. In this first full year back at church after pandemic quarantines, the teams are serving the church well – maintaining programming, our building, and the stewardship of First UU Rochester.

Now that Shared Ministry Teams are in place and functioning effectively, the Shared Ministry Governance Team's goal for this year were to ensure that the processes, policies and bylaws were in place to provide ongoing support for the Shared Ministry Model. The Shared Ministry governance model is serving the church well, and future ongoing support of the six Shared Ministry Teams will be led by the Board. Therefore, the Shared Ministry Governance Team members believe that this team has completed its charge assigned by the Board in 2019-20, and we respectfully recommend that the Shared Ministry Governance team be dissolved.

Goals for the next fiscal year

- The Board, along with the Shared Ministry Teams, will complete a review of policies connected to all Shared Ministry Teams.
- The Shared Ministry Governance Team will be dissolved as it has completed it's charge and the Board will provide ongoing support for the governance teams.

Worship and Music

Team Members

The Shared Ministry team consists of staff (Rev. Luke Stevens-Royer, Joe Mish, Austin Ferguson), a board liaison (Paul Trewartha-Werner), and lay leaders (Beth Atkinson, Trish Braga). A key subgroup includes the worship associates (Beth Atkinson, Anne Black-Sinak, Gus Braga, Trish Braga, Stephanie Evans, Heather Hanson, Ann Hutton, Darin Smith, Paul Trewartha-Werner, and Greg Wimmer).

Team Subgroups

Worship Associates, Choirs, Featured and Guest Musicians

Purpose of the Team

The goal of this team is to enhance the spiritual life of the congregation through worship and music.

Highlights from the year

This year, the majority of services were both in-person and live-streamed via YouTube (at 9:00 am). There are a number of regular viewers of the YouTube services (~150 views over the course of a few weeks) and have become a part of regular church life. Services in the summer have been well-attended and provide a nice mix of different voices. Generally, Rev. Luke has been responsible for recruitment of guest ministers from around the region and has helped with the coordination of the services even when he is not in the pulpit.

In addition to changes with the services, we added two new worship associates, and will continue to add fresh voices to the mix. We held a worship associate retreat in the spring and are targeting another in the fall (perhaps 2/year) to allow for deeper conversations. Additionally, this year we say goodbye to Austin Ferguson and welcome Rose Mish as the co-music director.

Goals for the next fiscal year

With the process underway for developing a new church building, our group will help provide guidance to the architects for what we want in worship spaces. We look forward to having more participation by the adult and children's choir, and are excited to see what the music program will look like with Rose's contributions. In general, we plan to be flexible and help support Rev. Luke in delivering the best services that we can, using whatever venues make sense at the time to reach our visitors, friends and members. With Rev. Luke's sabbatical next spring, we will likely have a slightly more active role on Sunday mornings during that time.

Financial Stewardship

Submitted by Connie Schuelka

Team Members

Staff: Connie Schuelka

Board: John Helmers

Members: Dave Edmonson, Katherine Logan, Elizabeth Schmidt

Team Subgroups

Pledge Campaign, Service Auction, Endowment

Purpose of the Team

Support the financial health of the church and help establish a culture of generosity in the congregation.

Highlights from the year

The purchase of land to build our new church was certainly a highlight for this year. We worked with F & M Bank to secure the loan for the purchase. In addition to keeping an eye on the health of the finances of the church, this team also spent time working to update financial policies and worked with the board to update the parts of the bylaws that deal with finances. Last summer, we were dealing with the damage to the RE roof after the tree fell on it. Temporary repairs were completed and we are still awaiting the final roof replacement.

Fundraising for the church was successful this year, thanks to the generosity of our members. The auction was held in the fall this year with a chili cook-off, followed by a live auction. The silent and fixed price items were on-line only. Over \$5,000 was raised for our Immigration Justice Fund and almost \$30,000 was raised for the church. Over \$2,000 was also brought in from the Hand-Crafted Bazaar. Our pledge drive kicked off with a concert by Peter Mayer. Almost \$548,000 has been pledged by 246 pledging units. Income is up but so are expenses, now that we are back together again.

Our members, friends, and the many volunteers who worked on and donated to these efforts deserve a huge thank you!

Goals for the next fiscal year

Continue monitoring income and expenses to ensure church funds are spent generously but responsibly.

Continue to cultivate the generosity of our members and friends through donations, pledges, and fundraising events.

Prepare for a capital campaign next spring to fund our new building.

Faith Development

Submitted by Amy Nelson

Team Members

Stephanie Evans Hanson, Kim Reid, John Tacinelli, Jess Hoffman, Derik Robertson - Youth Program Coordinator, Chantelle Feddersen - Asst. to Faith Development, Amy Nelson - Director of Faith Development

Team Subgroups

Classes for All Ages, Family and Parent Groups

Purpose of the Team

Our group consists of 4 congregants and 3 staff members. We are tasked with visioning and planning for Faith Development for all ages - nursery age to adult.

Highlights from the year

Chalice Camp in July 2022 - 38 campers and 17 counselors. Theme was SPACE and fun was had by all! We had over 100 people attend on family night. Area of focus - 6 sources of UUism.

Sunday morning FD attendance averaged 19 children, ages 6 months through 5th grade.

New structure for Sunday mornings: After TFAA, children through grade 5 left the sanctuary and gathered to have a mini-lesson. They then split into one of 3 or 4 'Choice Rooms'. Choice rooms ranged from blocks to puzzles to crafts to a quiet space, etc. This allows children to socialize while living the principles in real time.

We had 2 paid youth at each service- a change from having only 1 in the pre-school playroom.

Increased attendance on Wednesday night supper and forums, led to having 1 paid youth in the pre-school playroom.

Walden Hill Youth group met Wednesday evenings averaging weekly attendance of 9. WHY reinstituted the popular Pancake & PJ Party after a hiatus of a couple years. They hosted movie and game nights and held a Valentine's Dance fundraiser - BIG HIT!

Sunday Faith Development youth attendance, 6th grade through 12th grade, was about 10 - 13 every Sunday. Classes were split between middle schoolers and high schoolers.

Middle school curriculum looked at the Bible through the lens of UUism.

High school learned about UU history in the US.

A group of high-school aged youth are working toward a youth pilgrimage this summer. They attended the high school FD classes and participated in a mini in-town pilgrimage in May. In August, 8 youth and 4 adults will go to MA.

August of 2022 - 15 staff and congregants went on Pilgrimage to Massachusetts. Leading up to this, a series of sessions to help prepare the travelers. Visits to important UU sites around Boston, Cambridge, Gloucester, and Concord were made. It was well received & will be offered again.

Numerous small groups & book studies were offered, including a "Building your UU Identity/adultCOA class". Online materials from the UULI and in person discussion.

Goals for the next fiscal year

The Faith Development Shared Ministry Team approved a guiding document for small groups to be used during the 2023-2024 program year. The hope is that this document provides a framework for our shared

experiences as well as a base for what it means to be together in our spiritual community. We are so thankful to have so many new friends and members of the congregation and want to be able to have information about the groups being offered so they can join in these communal spiritual practices.

Other goals: update policies and procedures, make a sensory room for FD, offer more adult FD opportunities, increase communication with families, provide a consistent community of caring humans.

*Doors will unlock 15 minutes before meeting start time and will lock 30 minutes after the class start time unless otherwise requested. Email office@uurochmn.org for special requests.

Example of Covenant-

We need to know that what we share will be held within the group. -Respect confidentiality. There will be many opinions, ways of relating, and ways of learning in the group. -Recognize diversity and respect differences.

When we choose to pass, no explanation is expected or needs to be given. -Respect personal boundaries.

All are encouraged to participate fully without dominating the conversation. We will listen to understand, not to reply. - Respect all participants.

Our time together is limited. We will honor the scheduled times together and be present without distractions, especially technology. -Respect our time together.

We will maintain the covenant of confidentiality even after our group has completed as each person can tell their own story in their own time. -We agree to honor this group covenant.

Guide & Shared Covenant for Small Group Ministry includes classes, book studies, discussion groups, etc.	
Mission	At First Unitarian Universalist Church, we strive to be a welcoming, compassionate community that nurtures spiritual growth and practices justice.
Purpose & Goals	<p>Small Group Ministry can take many forms and can have overlap in purpose. One thing all of Groups have in common is the exploration of spirituality and faith.</p> <p>This is done with the goals of; welcoming all, deepening relationships, spirituality, and sense of community through sharing space, activities, and discussion, in a safe and inclusive environment.</p>
Structure	<p>Most groups function best with six to ten members. Some may be open to more than 10. Some groups may meet frequently and some may meet one time only. Time commitments will vary depending on group needs.</p> <p>At a minimum, all groups will have a facilitator who is the main point of contact. Groups are encouraged to discuss and choose other group roles as needed. There will also be a staff contact for each group to coordinate with the facilitator as needed.</p>
Covenant - example at end of document	<p>Groups are encouraged to develop a group covenant around how the group will operate. At a minimum, the following ground rules should be agreed to, and expected, by all participants:</p> <p style="padding-left: 40px;">Be Yourself - all are welcome here</p> <p style="padding-left: 40px;">Be Open - to other ideas/to listening</p> <p style="padding-left: 40px;">Be Respectful - let others tell their own stories/confidentiality</p>
Interactions	If there is a conflict or a concern, a group member may go to the group facilitator, staff representative, or the minister.
Self-Assessment	The group is encouraged to develop how they will assess whether the meetings are fulfilling the mission for the group. All group members are asked to participate in an evaluation and discussion about how the group functioned and related to the mission. An example of an assessment can be found <u>HERE (soon)</u>
Small Group Name & Purpose	
Facilitator	

Short Description for Website	
Days & Times* Request	First choice: date _____ start time _____ end time _____ Second choice: date _____ start time _____ end time _____ Third choice: date _____ start time _____ end time _____
Structure	Number of meetings - _____ Sign-up or Drop-in - _____ Number of Participants - Minimum _____ Maximum _____ Do you have a preference for which space is reserved at the church?
Materials Needed	
Staff Contact	

*Doors will unlock 15 minutes before meeting start time and will lock 30 minutes after the class start time unless otherwise requested. Email office@uurochmn.org for special requests.

Example of Covenant-

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Congregational Life

Submitted by Melissa Egglar

Team Members

Melissa Egglar, Coordinator of Congregational Life
Jodi Edmondson, Shared Ministry Team~ Board Liaison
Lisa Talcott, Shared Ministry Team, Small Group Ministry, Hospitality
Robin Taylor, Shared Ministry Team, Fellowship (Ending Term Fall 2023)
Deb Mowry, Shared Ministry Team (Beginning Term, Fall 2023)

Team Subgroups

Chalice Circles, Cook Teams, Hospitality Teams, Fellowship Activities, Small Groups, Caring Team

Purpose of the Team

Aspects of church life that contribute to and nourish the sense of community, participation and caring. Areas of responsibility focus on development of programming related to visitors, membership and small group ministry and program development.

Highlights from the year

Fellowship:

Robin Taylor organized over 22 fellowship events for 2022-2023
Robin Taylor, outgoing from Fellowship role (summer 2023) Robin will continue to organize the Armchair Travelers Series.
Deb Mowry, incoming to Fellowship role (fall 2023)

Popular events were the Ingathering Picnic (63 people), All Birthday Potluck (85 people), Armchair Traveler Series (25-45 people each month)
Started the monthly Creative Arts Series, Local artists share their talents for members and friends to experience.
several all-church events organized by others (such as the popular UU Thanksgiving and the delightful WHY Valentine dance). We continued to offer as many free activities as possible.

Hospitality:

Roxanne Schlasner, Heather Hanson, Gus Braga, Barbara Anderson, Deb Mowry, Lisa Talcott, Marty Hartz, Emily Morgan, Jen Bjorgum
Implemented "Hospitality Circle Teams" with 8 Sunday Morning leaders
Those volunteering can sign up, or help at last minute .
Simplified Sunday morning hospitality roles.
Small Group Ministry & Church Life.
Organized and guided the Chalice Circle program by recruiting and coordinating 6 Facilitators.
Established 6 Chalice Circles with 60 participants.
Organized and guided Cook Teams as Tupper Suppers Weekly dinners resumed with 50-90 attending each week. Popular dinners: St Patrick's Day, Walking Tacos, Greek Night.

Membership:

Continued the ONLINE Pathway to Membership programs for interested parties to view "at their pace".
Melissa then meets with them in person to help connect to church.

Melissa personally interacts with all visitors, engaging in deep listening, connecting them to the activities that interest them, and guiding them into healthy membership at First UU.

Welcomed and celebrated 46 members into the church through 2022-2023

Melissa attended weekly UUAMP Zoom Meeting including many UU membership professionals from across the country.

Caring Congregation

- Melissa communicated with the minister about church congregants with concerns and passed relevant information along to the weekly caring coordinator(s), who record all information and dates of news (deaths, births, etc)
- (Bi)Weekly Caring Coordinators are in contact with those in need, or celebrating. Cards of support are sent, meals coordinated and other requests are considered (within the capacity of the group).
- Specific pastoral care is handled by Rev. Luke Stevens-Royer.

Goals for the next fiscal year

Continue to focus on healthy growth of our membership and will continue to deepen connections and belonging among visitors, members, and friends through membership, hospitality and fellowship. Continued support and involvement with Caring Community, Hospitality, Fellowship, Small Group Ministry.

Continued involvement with visitors, keeping them informed and involved.

Focus on the honoring of our current church, and the feelings that will come up upon our departure to our new space.

Social Justice Team

Submitted by The Social Justice Team

Team Members

Rev. Luke Stevens-Royer, Molly Dingel, Gail Bishop, Sara Felts and Brianna Berg.

Team Subgroups

Wide Welcoming Team, Racial Justice, Accessibility and Inclusion, Immigration, Environmental Justice, Community Volunteering Partnerships and Programs

Purpose of the Team

Encourage and equip the church for the collective practice of justice and service.

Goals: The team reflected on best practices of justice work in service to the church mission, and our model of Shared Ministry.

- To reconnect with subgroups and their members and help promote their efforts, i.e., welcoming congregation on transgender justice, classism, etc.
- To be the conduit for connection and awareness between congregants and justice opportunities within the church and the community.
- To offer forums, book reads, etc. that provide deeper reflection within the context of our UU values.
- To select shared plate recipients that not only mirror our values but address the most pressing justice needs that may arise.

- To update the printed volunteer brochure.
- To have current and relevant information on the church website.
- To address our institutional practice of justice, i.e., socially responsible investments, staff compensation, environmental use of our space, etc.
- Begin congregational discussion of the 8th Principle.
- To support efforts and work of our existing social justice subgroups and their community links.
- To connect more fully with the larger UU Association and the Minnesota Unitarian Universalist Social Justice Alliance.
- To promote justice events happening statewide and within our community.

Open Meetings of the Team: Sept. 25, 2022 (in-gathering for all shared ministry teams), Oct.18, 2022, January 25, 2023, April 26, 2023

Forums, Workshops, Educational Opportunities:

- **Hawthorne Helps Blue Barrel Collection each month.**
- **Sept 13: Invitation to join MUUSJA Early Morning Vigil for Immigration Justice**
- **Forum: September 21: OutFront Minnesota: Creating Inclusive Churches & Communities**
 - Guest speaker, Matt Lewellyn-Otten (He/They), Religious Organizer at OutFront Minnesota
- **September 21: Forum: Your Faith Community and LGBTQIA+ Identities**
 - This presentation covers some general terms relating to gender and sexuality but dives more deeply into respecting pronouns, allyship, and best practices for places of worship.
- **September 28: Forum: UU The Vote and MUUSJA with Karen Wills Executive Director**
- **October 2 ~ 3:00-4:00 pm Call to Action: Love your Neighbor: Response to Franklin Graham Event, a large voice for conservative beliefs, and for anti-LGBTQIA beliefs.**
- **October 5: Forum: Immigration Justice at First UU**
 - Church members will review UU experiences with sponsorship of an asylum-seeking family from Nicaragua, along with updates on Southeastern Minnesota Interfaith Immigrant Legal Defense (SMIILD)
- **Oct: Forum: The Village cooperative – a local eco -justice group**
- **October 1-31: UU Call to Action: Diaper Drive!** In support of our UU-sponsored Afghan refugee family
- **November 2: Fireside Chat: Protect MN: Gun Violence in Minnesota**
 - Maggy Emery of Protect Minnesota presents on the reality of gun violence in Minnesota and solutions we can implement as individuals and as a community.
- **November 20: Social Justice Fair – in the Commons**
- **February 8: Fireside Chat: Hawthorne Helps Update & UU Thankyou**
- **February 18 ~ 10 am-2 pm, Zoom, Invitation for participation: Embrace Change: Article II & 8th Principle.**
 - Joining MUUSJA for a workshop with Paula Cole Jones on the proposed changes of UUA Bylaws changes Article II and the 8th Principle.
- **March 29: Forum: ERA: Equal Rights in Minnesota**
 - Amy Caucutt, from the League of Women Voters, spoke talk about an Equal Rights Amendment in Minnesota.
- **May 10: Forum: American Promise:**
 - Guest speaker Jodi Holden joined us for a conversation about *American Promise*, a non-profit organization working to change election finance practices and the influence of big money in politics.
- **April 29: Call to Action:** to attend a planning meeting with district legislators.

Shared Plate Collections:

Monthly Justice Partner - Updated Offering Practice

In June 2022 we began donating our entire offering collection most Sundays to our monthly justice partners, instead of splitting the collection 50/50. We hoped this practice would help increase the support offered to our justice partners, as we strive to deepen our practice of justice and generosity.

- **June: Immigration Justice Fund** - providing support to individuals and families navigating refugee, immigration, and asylum processes.
- **July: Just the Pill** - a nonprofit organization in the upper Midwest dedicated to improving abortion access in the face of increasing restrictions, especially in underserved communities.
- **August: Channel One** - a Regional Food Bank providing food assistance to low-income individuals and families.
- **September: UU the Vote** - our national Unitarian Universalist campaign organizing on the state and local levels to fight for fair elections, advance voting rights, protect abortion access, and resist the targeting and criminalization of Black, Indigenous, and people of color communities.
- **November: The Village Cooperative**
- **December: Crisis Nursery, Family Promise**
- **October: Immigration Justice Fund** - providing support to individuals and families navigating refugee, immigration, and asylum processes.
- **January: NAACP** – Rochester's Minnesota Branch
- **February: Hawthorne Helps** - a partnership between Rochester Public School's Hawthorne Education Center (adult learning) and our UU Social Justice Outreach
- **Justice Partners for March (split evenly between): Immigration Justice Fund & SMILD**
- **April: Land Stewardship Project** - Advocating for sustainable agriculture and healthy communities by transforming our food and farming systems.
- **May: PFund TRANSCEND Campaign** - raising funds for distribution to partners across the region doing on-the-groundwork to protect and assist trans, nonbinary, and gender-expansive youth.

Charitable Service Auction Recipient: The Immigration Justice Fund was selected as the charitable organization recipient of the November 5, 2022, Church Service Auction.

Social Justice Communication Improvements:

- In January 2022 a webpage where we can now list upcoming events, community needs have been created. The quick link, <https://uurochmn.org/justice> If congregants know of events or information to share on there, they could simply send items to Erika (office@uurochmn.org).
- We began having a consistent "Social Justice" table in the Commons (in the SE corner, to the left as you come down the stairs) - where any social justice minded individual who has a particular cause, event, petitions etc. to promote could feel free to use that as a home base for current materials, etc., after letting the church office know that space was needed. **The intent designed** to focus efforts on groups that are either local, have a UU-specific organizational connection, or urgent political needs.
- A request to begin budgeting for a parttime staffing position (5 hours per month) of a Social Justice Coordinator was made.

Administration Team

Submitted by Erika Fetterman

Team Members

Staff: Erika Fetterman

Board: Walt Rothwell

Members: Eric Egger, Barb Foss

Team Subgroups

Property, Memorial Garden, Library, History

Purpose of the Team

The Administration Team supports church programs by caretaking our property and communications.

Highlights from the year

- In November 2022, Walt met with the memorial garden team to begin discussions on moving the memorial garden if we vote to leave.
- We held an indoor property workday on May 13. It was well attended (15) and successful.
- Discussed what will need to be cleaned prior to putting building on the market.
- George Huston spoke with a realtor and he suggested removing stained ceiling tiles and cleaning light fixtures. The relator also suggested keeping the outside clean and presentable.

Goals for the next fiscal year

- get/keep the church clean and presentable during selling phase
- work with building teams for new church building
- create team bylaws with the Board

SHARED MINISTRY SUBGROUP REPORTS

Building Our Future: Beyond Ourselves

Committee Members

Gail Bishop, John Helmers, George Huston, Ann Hutton, Alex Mayer, Dave Pesch, Walter Rothwell, Greg Turosak

Purpose of the Committee

Since 2018 the Building Our Future: Beyond Ourselves (BOFBO) Team has been working to determine how the congregation should best address our ongoing building and space issues. This team has invested countless hours in researching options, meeting with experts, and sharing what they have learned with the Congregation. We are also grateful for the expertise from congregants and the Board who have assisted the BOFBO team during the past year.

2 historic congregational votes were completed:

- 95.3% in favor of moving from current church site to a new or existing site
- 99.6% in favor of purchasing the Viola property for building a new church

Highlights from the 2022 – 2023 Year:

The below timeline contains the BOFBO activity during the past year.

June	Entered the year with information on approximately 40 properties which were previously available, sold, or removed from MLS. The list also included the potential 10 acre donor site.
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July	The BOFBO team began planning for the year under the direction and request of the Church Board of Directors
Aug. 4	Preparation for Board presentation, a culmination of the past three years of work
Aug. 17	BOFBO presentation to the Board
Aug. 19	Communication with Locus Architecture defining hard and soft costs
Sept. 9	Updates to the BOFBO website Donor Property tour guides trained Architects assessment of donor property scheduled
Sept. 14	Board Forum: Building our Future Goals for the year kickoff to a January 2023 Building vote Reviewed notes from forum and responded to questions
Sept. 19	Grace notes article written by Walt Rothwell on how our church came to be and where we are today for publication Dec. 9
Sept. 21	Preparation for Rachel Maxwell visit
Sept. 23	Walked donor property to review walking paths and organize for fall tours
Sept. 24	Began review of the new Rochester Unified Development Code (UDC) and the Boring report (soil core samples) of the Donor property
Sept. 26	Meeting with Elcor construction with Matt Smith for demolition estimates of the current church building
Sept. 27	Reviewed Elcor construction demolition report, hazardous waste removal, parking capacity Follow-up conversation with Emily Miller-Shindelar Traffic Engineer for donor property and review of the UDC
Sept. 29	Reviewed notes from the conference with city traffic engineer Emily Miller-Shindelar
Sept. 30	On-site church visit with Tom Leimer (project manager) and Delbert Feenstra (Senior Estimator) from Knutson Construction for high level cost for building a parking structure at 1717 Walden Lane. Both also visited the donor site and offered a preliminary cost estimate for a new building Revision to the BOFBO website pages completed
October	Tours of the donor property scheduled during the month
Oct. 2	Forum: Rachel Maxwell here as a special consultant reviewing the Next Step Weekend findings from the spring as well as a process to consider moving ahead.
Oct. 3	Q & A with Knutson Construction to integrate info from architects with their projections
Oct. 6	Communication with Dan Groteboer (Real Estate consultant)
Oct. 7	Team conversation on what is needed from Locus for congregants to make an informed decision for a January vote
Oct. 9	Future forum planning
Oct. 11	Communication with Locus to establish mtg and planning for their forum
Oct. 12	Team communication to finalize forum Oct. 12
Oct. 12	Forum: reviewing Rachel Maxwell's report & next steps All about <i>Building Our Future</i> : brief overview and resources
Oct. 15	Team communication finalizing questions for Dan Groteboer
Oct. 17	Final format sent to Dan Groteboer for the forum Nov. 9
Oct. 18	Zoom meeting with Locus Architecture in preparation for their congregation forum
Oct. 19	Q & A questions updated on BOFBO website
Oct. 20	Informational meeting with Jennifer Gown (VP Commercial Loan officer) Premier Bank
Oct. 25	Meeting with Delbert Feenstra and Tom Leimer, final estimate for parking structure
Oct. 30	Forum: All about roots and change: reflections from a child (now architect) of our church & small group conversations (<i>drawings in Commons throughout the morning, and throughout the fall.</i>)
Nov. 9	Forum: All about location & costs - with guest Dan Groteboer

Nov. 10 Neighborhood mtg concerning property north of the donor site
Dec. 3 Young adults/families Gathering – gathering input
Dec. 4 **Forum:** All about architectural perspective: stay vs. Go – with guests from Locus Architecture
Dec. 14 **Forum:** All about us – small group conversations
Dec. 21 BOFBO team submitted their recommendation to the Board for a Stay vs. Go vote

**Recommendation regarding the January 2023 Stay vs. GO vote
At First Unitarian Universalist Church, Rochester, MN**

Whereas, the Board of Directors of First Unitarian Universalist Church of Rochester, Minn., established a Building Our Future/Beyond Ourselves team in 2018;

Whereas, the team was charged with the task of exploring all options regarding our building and property going forward and how those options meet the needs of our church;

Whereas, the team has approached its task keeping as a priority which option or options most support the mission of the First UU church and are the most fiscally responsible in managing the current and future financial health of the church;

Whereas, the team embarked upon a course of engaging the congregation, consulting experts, touring existing churches, exploring possible new church sites, and gathering other detailed information;

Whereas, the team has made available to congregants a wealth of material that the team has gathered regarding building/property options on the First UU's website;

Whereas, the team recently gathered more detailed financial estimates showing the comparative costs of three options – staying and remodeling, staying and building new, moving to a new site and building new; and

Whereas, the team and the congregation have heard First UU consultant Rachel Maxwell conclude that staying in our current building without making improvements means that we cannot adequately fulfill the mission of our church nor can it accommodate growth;

Whereas, the Board of Directors has set a Jan. 22, 2023, date for the commencement of a congregational vote that would support the deeper exploration of one of two options – staying at our current site or Going to a new site; now, therefore,

The Building Our Future/Beyond Ourselves team:

1. Believes that “living our faith” guides our actions as First Unitarian Universalist Church;
2. Concludes that the mission of the church can be fulfilled only by an extensive remodel or by building new on site or by Going to a new site;
3. Concludes that of the comparative options, building on a new site would be far more affordable and be the most fiscally responsible option;
4. Concludes that the “GO” option is Good stewardship and does not shift the burden of making important decisions about building issues to future First UU generations;
5. Concludes that the “GO” option best assures the flourishing of Unitarian Universalism in S.E. Minnesota;
6. Supports exploring further the “GO” option, which may include building new on a different site or moving to a suitable existing building;

7. Supports the “GO” option in the upcoming congregational vote; and
8. Recommends that the Board of Directors also GO on record as supporting the “GO” option in the upcoming congregational vote

Respectfully submitted by the members of the Building Our Future/Beyond Ourselves team: Ann Hutton, Gail Bishop, George Huston, Greg Turosak, Walt Rothwell

Dec. 21	Communication with the Church History committee on how best to document and store information about this entire journey
Dec. 23	Dave Pesch and John Helmers joined the BOFBO discussions
Jan. 4	First meeting with City Planning staff with Allison Sosa
Jan. 9	Communication with Allison Sosa (Rochester Community Development Planner) Summary for young families meeting reviewed
Jan. 10	Q & A meeting with the Clara Barton Guild Final prep for Jan 11 forum
Jan. 11	Forum: All about our future – final review of research and conversations
Jan. 18	Open House with the Board of Directors to discuss final questions and processes for the vote.
Jan. 22, 25 and 29	BOFBO Team members on hand to answer questions from congregants prior to voting
Jan. 22	Exploration of other property options
Jan. 29	Congregational Stay vs. GO vote: 278 total votes cast (72.2% of eligible voters) 265 “GO” votes (95.3% of votes cast) 12 “Stay” votes (4.3% of votes cast) 1 Abstention
Feb. 5	After meeting with Rachel Maxwell, Reverend Luke put together some guiding values for the work moving forward and associated teams that could fit in each area. The teams would be “sub-groups” of the Building Our Future Team, and they would include a combination of BOFBO team members, Board members, other members with specific skills, and working collaboratively with staff.

Gratitude Teams focused on appreciating and honoring our history through special events, community projects, rituals of leaving and curating what comes with us, etc. **Team: Walt Rothwell (lead), Kim Edson, Julie & Jeff Larson Keller, Beth Atkinson**

Creativity Teams focused on finalizing locations, coordinating a design process with architects, and engaging the congregation to imagine and create our new space.

Location Team: George Huston (co-lead), Greg Turosak (co-lead), John Helmers, Ann Hutton, Katherine Logan, Dave Pesch, Alex Mayer

Design Team: Ann Hutton (lead), George Huston, Greg Turosak, Jennifer Dens Higano, Karmen & Drew Frana, Marv Mitchell, Joe Schwartz, Claire Nelson, Anne Black-Sinak, Jade Joyce

Generosity Teams focused on gifts in support of our future, including helping coordinate a feasibility study and a capital campaign.

Team: Gail Bishop (lead), John Helmers, Craig Wruck, Laurel Podulke Smith

Feb. 6	Communication with Delbert Feenstra, Knutson Construction
Feb. 7	In person meeting with Dan Groteboer regarding potential properties and current market conditions
Feb. 15	Forum: BOFBO updates and general timelines presented to congregants
Feb. 16	BOFBO team and Location team meeting narrowing property options
Feb. 20	In-person meeting with Dan Groteboer, reviewing 6 potential available properties, with the hope of narrowing this to three to present to the congregation
	Review notes from Dave Pesch on extra location related data
Feb. 28	Received a status update from Dan Groteboer on the potential 6 properties, availability, concerns, red flags, ones that are most promising
Mar. 1	Review draft letter to two architectural firms, Locus and HGA that address several considerations to be answered prior to their interview
Mar. 4	Response from Allison Sosa concerning: Comprehensive Plan, 65 th Street Site, Areas Prime for City Development, and County GIS/Growth Management Map tool.
Mar. 8	Meeting with Dan Groteboer with updates on the properties to date
Mar. 9	Attended a neighborhood informational meeting notice that included the potential donor property
	Signed a contract for the feasibility study of Viola RD/Circle Drive 38.6 acre property with WSE Massey Engineering & Surveying, LTD using Bill Tointon
Mar. 12	Building Our Future: Foundation Teams and Meetings
Mar. 16	Meeting with Dan Groteboer to relay the latest info on the properties and plan the upcoming congregational forum
Mar. 18	Received preliminary report from the WSE on the Viola Site
	Forum preparation for March 22 congregation forum on property options
Mar. 19	Forum: Dan Groteboer reviewed 7 properties being considered
Mar. 20	Team meeting to narrow property choices developing pros and cons of each
Mar. 22	Forum: Congregational forum presenting 2-3 property options
Mar. 28	Interview with Locus Architecture
	Received permission to walk the Viola and Eastwood Properties
Mar. 30	Final consensus on property recommendation of Viola and Donor property as options
Mar. 29	Interview with HGA Architecture
Mar. 31	Generosity Team meeting with Rachel Maxwell to determine what needs to be done in advance of a feasibility study
Apr. 5	Location Team: Letter of intent Viola site, responses from Planning and Public works, predevelopment meeting prep, update from engineer, projected traffic discussion
Apr. 6	Received HGA proposal and discussion
Apr. 11	Property tour of Viola and potential donor property with the Board and BOFBO Team and Location Team, followed by a Board meeting, with a deep discussion of the process and timing for property selection and letter of intent, as well as deciding which architectural firm to engage based on the recommendation from the BOFBO Team
Apr. 12	Notified Paul Neseth of Locus Architecture that they are the firm selected.
Apr. 13	Location Team meeting: Letter of Intent, define deliverables from Locus for post site visit, Decorah edge and soil borings quote and timeline, pre-development mtg. planning
	Letter of intent signed, but due to another offer and earlier closing date on the Viola Property an earlier closing was requested of us
Apr. 14	Locus architects met on-site to assess the Viola property and donor sites
Apr. 15	Team witnessed the signing of the purchase agreement for Viola to secure this as a property option offering \$30 K over the asking price of \$420K. However, the purchase agreement also included important contingencies regarding our concerns about the Decorah Edge that might be present and the impact it would have on our ability to build

	on the property. The Board and the Building Our -Future Team greatly accelerated the information-gathering process
	BOFBO Team received Locus architecture summaries of the two properties
Apr. 17	Clarification email on parking requirements and electric vehicle charging
Apr. 20	Pre-development application review, Soil boring results from Chosen Valley Testing the Decorah edge delineation, Viola aerial vides, review Locus file
Apr. 25	Ordered a \$500 environmental study on viola Property
Apr. 26	Location Team mtg: soil borings, Decorah edge, wetlands, stormwater , predevelopment updates, site waiver form, site recommendation for the Board, Locus architecture activity
Apr. 27	BOFBO Team recommends to the Board that the Viola site as the top choice with a couple of cautions (potential Decorah edge restrictions, etc)
Apr. 28	Pre-development form completed and submitted
May 2	BOFBO meeting update from the Board and team updates
May 3	Forum: Property Options
	Jotform app created by Jean Murray for individual site visits to Viola Property
May 3-7	Congregational vote to accept the Viola Property
May 4	Pre-development meeting for Viola property with Rochester Community Development
May 7	Congregational vote results to approve the purchase of the Viola property: 275 total votes cast (68% of eligible voters) 99.6% voted to approve purchase of Viola site
May 11	Viola property closing Location Team meeting recap of pre-development meeting, easements on Walden Lane property, process timeline draft, property closing details Consultation with Constance from Locus Architecture on design timeline
May 16	BOFBO Meeting: follow-up property tasks, timeline for developing a building program statement
May 21	BOFBO Creativity team meeting to discuss org chart and Locus questions "Green" team added as 3 rd Creativity core team
May 23	BOFBO zoom mtg with Rachel Maxwell
May 25	Location team mtg- Locus questions, 1727 Walden sale prep, etc
May 30	BOFBO Meeting: continue working on Rachel Maxwell to-do list

Congregational Timeline for 2023 – 2025 (subject to change):

2023 – 2024:

June 4	Annual meeting
Summer 2023	Property tours and events at Viola site
June 7	online survey on church website / eNews
June 12-14	listening sessions with 6 Shared Ministry and various support teams
June 18	Sunday 'office hours' from 11am – 12:00 noon for casual conversation / Q&A
June 25	Sunday forum with Locus
June 30	Locus begins Conceptual design
July 9	Sunday listening session
July 10-14	listening sessions with Youth at Chalice Camp
July 12	listening sessions with parents and caregivers after dinner at Chalice Camp
July 13-16	BOF synthesize Congregational input with assistance from Locus draft Building Program Statement (format TBD)
July 26	DRAFT of Building Program Statement posted for review by members and friends
July 30	Sunday 'office hours' from 11am – 12:00 noon for casual conversation / Q&A

Sept. 1	Distribute invitations to participate in the Capital Campaign feasibility study as conducted by Rachel Maxwell and the Generosity Team
Sept. 10	Sunday forum where Locus will present physical model
Sept. 25-	Locus Schematic Design pricing complete with owner review conducted over three week period (ends Oct. 16)
Oct. 6-12	Rachel Maxwell visits Rochester and conducts feasibility study for possible Capital Campaign
Oct. 16	Locus Schematic Design pricing completes Locus begins Design Development
Nov.	Rachel Maxwell Capital Campaign feasibility report
Winter	Board to conduct Congregational vote to hold Capital Campaign

2024 – 2025:

Jan. 15	Locus Design Development pricing complete with owner review conducted over three week period
Feb.-Mar.	Capital Campaign
Feb. 5	Locus construction drawings started
May 27	Locus construction drawings 90% complete
June 24	Locus construction drawings 100% complete
Sept.	Groundbreaking, estimated 12 month build

2025 – 2026:

Sept.	Move in and dedication of new church
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Building Our Future: Gratitude Team

Submitted by Walt Rothwell

Team Members

Walt Rothwell, Kim Edson, Beth Atkinson, Julie Larson Keller, Jeff Larson Keller, Sue Wheeler, members of the History and Memorial Garden Committees.

Purpose of the Team

We are focused on appreciating and honoring our history through special events, community projects, rituals of leaving, and curating what comes with us.

Highlights from the year

We have met with the Memorial Garden Committee, twice with the History Committee, and drafted a preliminary tally of key items in our church that will need thoughtful consideration. Beth's book "A Collection of Treasures" has been an excellent starting point and has been provided to Locus Architects for design consideration. We have concepts for many events and concerts, and plan to meet with Rev. Luke in the coming weeks to initiate planning with staff and other teams.

Goals for the next fiscal year

Celebrate our church heritage and homes throughout the coming year, leveraging worship themes, music, stories, events, and memorabilia. Continue the discernment process to catalog our historic mementos and determine their potential place in the new church. Early consideration of the location of a new memorial garden area that can be protected during the staging of construction and future expansion. Continue working with the architects and design team to assure that our stained glass is suitably relocated, and that sufficient archival storage is available in the new church.

Pledge Team 2023 – Tending the Flame

Submitted by Barb Foss

Team Members

Jodi Edmonson, Margo Stich, Susan Carlsen, Barb Foss, Heather Hanson, Marie Davidiak

Purpose of the Team

The Pledge Team operates as a sub-group of the Financial Stewardship Committee and seeks to engage members and friends to support the church's upcoming budget goals for fiscal year beginning June 1 through the practice of annual pledging.

Highlights from the year

The pledge drive began officially on Sunday, March 5 following a celebratory Saturday evening reception and concert featuring Peter Mayer with approximately 125 in attendance. Through the month of March church leadership and the pledge team engaged with members and friends through Sunday messaging, eNews, the church web site, and lobby presence to inform and assist with the pledging process.

Membership: just over 400

Pledging units: 301

Results of the pledge drive through March 31st: 172 pledges (57%) for \$440K (76% of goal).

While the pledge drive runs for 1 month and concluded its formal presence on March 31, actions continued by finance team and leadership to reach out to all members and friends. Results of the pledge drive as of May 30, 2023, are: 246 pledges (81% participation) for \$547,987 (93% of goal).

Last year (2022) we had 247 pledges (84% participation) for \$518K (98% of the budget goal), so while overall participation is slightly down, financial generosity remains very strong.

Program Budget: \$500, expenditures: \$400.13.

We are very appreciative of everyone's contributions which allow us to meet many of the financial goals for the new fiscal year which begins June 1, 2023. And while the pledge drive is an annual practice that occurs in the springtime, know that you can complete or update your pledge at any time.

Goals for the next fiscal year

Promote and encourage the next annual pledge drive which will be in support of the 2024 budget year, and coordinating with the Building our Future Beyond Ourselves capital campaign.

OTHER GROUP REPORTS

Bylaws Revision Group

Submitted by Kim Reid

Team Members:

Allen Bishop, Kathy Brutinel, Ann Hutton, Kim Reid, Kathy Schwartz and Greg Turosak

Purpose:

This group was tasked with identifying any bylaws revisions necessary to align our bylaws with our

Shared Ministry Governance Model. In addition, the group could make additional recommendations for any bylaws revisions they felt the congregation should consider.

Highlights from the current fiscal year:

Work began in Fall 2022 to revise our bylaws so that the bylaws would reflect our current Shared Ministry governance model. The work on revising the bylaws began by researching the Unitarian Universalist Association's Guide to Writing Congregational Bylaws. Through that research we found that our bylaws included the necessary components of good congregational bylaws. However, we also discovered that our bylaws included language about the roles and responsibilities of committees that the UUA recommends be put in policy, not into bylaws. The board recommends that the 2023 bylaws amendments follow the UUA recommendations regarding what belongs in policy and what belongs in bylaws.

Input regarding potential bylaws changes was gathered from governance groups, small teams and individuals. In all, over thirty people provided input to the bylaws writing team. Using that information, the bylaws team worked over several weeks to develop a final set of recommended bylaws amendments. Finally, a forum was held so that members could review the proposed bylaws amendments, ask questions and provide input.

The Board reviewed the suggested bylaws amendments and voted to bring them forward for Congregational approval at the June 4th Congregational Meeting. Because removing some committees (Finance, Endowment and Personnel committees) from the Bylaws has been recommended, the Board worked to ensure that the substantive language that is in our current bylaws in regards to these committees was preserved in Board-approved church policies.

Goals for the next fiscal year:

The Bylaws revision group has completed its task as assigned by the Board. At this time the group does not plan to continue work next year.

Clara Barton Guild Submitted by Linda Thompson

Team Members:

Currently there are about 40 UU's on our email distribution list. Most members are retired and over the age of 65, but the group has always been open to anyone interested. Historically, it started as a women's group in the church.

Purpose:

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

Highlights from the current fiscal year:

- We met every other month (in person) Sept., Nov., Jan., March and May.

- We welcomed speakers from Planned Parenthood of Minnesota, Art Abilities (art program thru Possibilities) and Bolder Options (mentoring program for ages 10-14 in Rochester and Twin Cities).
- The group supported offering a focused rummage sale for children's items (toys, books, games, clothing (infant- size 14), play/sports equipment. Thanks to the planning group who organized this event for First UU (M. Brandl, R. Donovan, K. Eberman, J. Gilkinson, A. Lien, S. MacLaughlin, M. McHardy, J. Payne, L. Thompson. We held this on Earth Day- 4/22 and raised about \$1570.
- The Walden Hill Youth offered baked goods during the sale to raise funds for their Boston trip.
- This was the only income generating event since 2019, due to the pandemic.
- In May we joyfully returned to the City View Room at Charter House for our annual luncheon (first since 2019) and we filled the room, along with guests: Rev. Luke and George, & Terry Thompson and son, Darrel, who shared information on Bolder Options. Thanks to Phyllis Beery for making the arrangements with Charter House.
- In service to our church community and local non-profits which support women, children/youth, we voted to give donations of \$1000 each to: Hawthorne Helps, Walden Hill Youth (Boston Trip), Art Abilities program at Possibilities, and Bolder Options.

Financial status:

- Mary Amundsen has offered to take over as our treasurer this summer.
- C. Barton's checking account will be about \$3100 (after expected luncheon/staff gift expenses of about \$150) & our donations to non-profits
- we hold a \$10,000 CD, latest value ~\$10,587; next renewal date 3/2024

Goals for the next fiscal year:

- After some hesitation on whether this group would continue post-pandemic, attendance has been good through this year of returning to in-person gatherings & there is strong interest in meeting together to maintain social connections and move forward as best we can.
- Members agreed we would meet every other month, encouraging rotating facilitators beginning in Sept. 2023, on the 2nd Tue. of the month at 1:30 pm in Sept. , Nov., Jan., March, May.
- Linda Thompson can continue as communication lead and will facilitate the Sept. meeting.
- We will try to offer a blend of social & informational sessions, as well as offer reflections and input on the plans for our potential new building.

Disability Inclusion Group

Submitted by Shelly McFadyen Rohe

Team Members:

Shelly McFadyen Rohe, co-chair, Ann Lien, co-chair, Paula Horner, Gail Bishop, Myatt Helmers, Jade Joyce, Ronice Donovan, Kim Reid, Lyn Smith, Steve Smith, Jay Smith

Purpose:

The Disability Inclusion group empowers our congregation to actively support and advocate for themselves, their families, and other disabled people in our community.

Highlights from the current fiscal year:

We began meeting again regularly in February and have been working on naming the group and updating

the website. We were once known as the AIM Team and have now renamed our group the Disability Inclusion Group.

Website changes include:

- 1) Adding a menu item Accessibility & Accommodations. This had previously been a page under a drop-down menu for what to expect on Sunday.
- 2) Updating the name under the Social Justice drop-down
- 3) Adding a more detailed AIM page
- 4) Updating our description

We have been working with the RE Director of updating our book list.

We have been creating and sharing our wish list with the Building Our Future team.

We have been planning a movie night to show Crip Camp.

Goals for the next fiscal year:

- 1) Continue to work with the Building Our Future team on accessibility for the new building.
- 2) Continue to update the website.
- 3) Work with the RE Director on disability related topics for youth and adults including a book list.
- 4) Plan and create educational opportunities for our congregation to include worship services, film viewings, workshops, and/or forums

Family Promise

Submitted by Julie Gilkinson

Team Members:

Julie Gilkinson is the coordinator with assistance from Kay Eberman, who stepped up after Lynn Kirklin had to step away. We interface with the Family Promise staff as well as our volunteers and the Social Justice Team. Linda Thompson and Sandy MacLaughlin took the lead in coordinating a team to supply the meals in March. Our volunteer list is about half what it was before the pandemic, just 25, but we have recruited 9 new volunteers.

Purpose:

Help low-income families achieve sustainable independence by providing 1. food for the selected housed families 2. financial support and 3. volunteers for various tasks and fundraising events.

Highlights from the current fiscal year:

The pandemic saw Family Promise shift to a static model. The families being helped are no longer housed in various churches on a rotating basis. Family Promise purchased a big house at 913 1st St. NW. It currently houses the organization's offices as well as the selected families. Dinners are requested for Monday, Wednesday, and Friday along with breakfast for Saturday morning. Our UU group supplied the meals for 2 weeks, one in November and one this March. Some of our volunteers also supplied meals independently throughout the year. Promise Fest, a carnival event, was held on August 27. Our group again hosted a game. Some of us attended an educational program on poverty held April 30th.

The December offering was collected for Family Promise and raised \$3,006.00.

Goals for the next fiscal year:

Select another couple of weeks for our UU volunteers to provide the meals for the families and try to get our volunteers with children to help plan & host a Friday Fun Night. Keep our congregation informed about other ways they can help out Family Promise as the organization moves on to grow the program in Rochester.

First UU Book Club
Submitted by Linda Thompson

Team Members:

We have about 30 members on our email list and we can have 12-20 who can attend.

Purpose:

To share recommended reading, make our selections, review and discuss books of interest, enjoying the fellowship and discussion.

Highlights from the current fiscal year:

- This long standing book club at First UU met in person on the third Tuesday evening September through May, but also provided a zoom connection for a few who were interested in joining from home or afar. The group did not resume starting with a potluck as we did pre-pandemic, but we did bring some snacks and refreshments for the last few sessions in 2023.
- Members make reading recommendations in late summer and the group votes and decides on our book selections at our first gathering in Sept. Members volunteer to review and lead discussion on the books selected.

This year's reading list & reviewers included:

Tue. Oct. 18: Ordinary Grace (Krueger): Marty Hartz

Tue. Nov. 15: The Diamond Eye (Quinn) : Kay Eberman

Tue. Dec. 13: The Rosie Project (Simsion): Cynthia Daube

Tue. Jan. 17: The Book of Lost Friends (Wingate): Beth Thompson

Tue. Feb. 21: The Invisible Life of Addie LaRue (Schwab):Julie Gilkinson

Tue. March 21: Braiding Sweetgrass: Maggie Nolte

Tue. April 18: A Woman's War, Too: Women at Work During WWII (Virginia Wright Peterson, local author will join us): Linda Thompson, facilitator

Tue. May 16: The Exiles (Kline): Jessie Finch

Goals for the next fiscal year:

We plan to continue meeting on the third Tuesday of each month September through May/June 2024. Please contact Linda Thompson if interested in being added to our email list!

Hawthorne Helps
Submitted by Sandy MacLaughlin

Team Members:

Sandy MacLaughlin: Program Coordinator

HH Advisory Board: Paula Horner, Laura Lukes & Linda Thompson

HH Volunteers: UU children, youth and adults (ages 3 to 80 plus) are welcomed as volunteers and fill a variety of needs including donations, shopping, staffing distribution, tallying Blue Barrel, card making, packing items & knitting winter scarves/hats for students. Donations of arts and crafts are sought for 125 Live & the UU Handcrafted Bazaar fundraisers.

Purpose:

HH is a partnership between Rochester Public School's Hawthorne Education Center & 1st UU Church with support from local faith, service & business groups. Mission: offers support that affirms personal dignity, welcomes newcomers to our community & encourages all students' educational success.

Highlights from the current fiscal year:

- In the 2022-23 school year thus far, HH has service 2600 student shoppers and given out 8200 essential items.
- Distribution of school supplies to adult students beginning in September and throughout the school year to all enrolling students is now in place. 480 bags have been given out to date.
- Fall 2022, 400 winter hats/scarves were collected & distributed.
- Since December 2022, a partnership with Friends of the Rochester Public Library has resulted in the distribution of hundreds of books to HEC students.
- In 2022-2023 Hawthorne Helps partnered with Hawthorne Education Center and Channel One to provide volunteer staffing on site for the Mobile Food Unit.
- In May 2023, UUs donated 270 garden plants to students.

Goals for the next fiscal year:

1. Sustain financial base with February 2024 Share The Plate as anchor.
2. Expand our current faith, business, supporting friends & community partnerships.
3. Encourage UUs to donate fresh produce on 1st & 3rd Tuesdays as Channel One cannot meet the HEC need.

UU Group Supporting Afghan Family

Submitted by Julie Gilkinson

Team Members:

Julie Gilkinson continued to lead a portion of the original group: Linda & Bill Thompson, Ann Sigford, Ann Lien, Paula Horner, Tammy Watson-Schram, Andy Schram, and Sue & Phil Wheeler.

Purpose:

To continue to help the family adjust to their new life in the US.

Highlights from the current fiscal year:

On June 11th, we held a very fun picnic gathering at 3Links Park at Silver Lake with the family and original team.

Helped the family with school related issues: Got Early Childhood screening for the 5 yr. old and registration for kindergarten in Newcomers at Riverside. "Meet the Teacher" day and school conferences for the father and kids. Assisted with the school switch from Riverside to Elton Hills.

Assisted father in applying for and getting started at a 2nd shift welder job. Also helped to explain and choose health insurance and retirement account.

Assisted the mother through her pregnancy, labor, and delivery of a girl on October 27. We assisted with getting equipment and clothes for the baby and helped with medical appointments for the baby and immunizations for all. Assisted with getting WIC for mom and baby. Tammy organized a successful diaper drive at church for the family.

Helped to get dental appointments and interpreters for mother and the children, who all needed extensive work.

Helped the father with the steps to get a MN driver's license as well as purchase a car and insurance. Worked with the parents to learn English. Paula is helping the older children who can speak more English but a big gap exists in their reading and writing.

It has been an important learning experience for us. They are a delightful family and very appreciative of the support. We requested congregants write their legislators to encourage passage of the Afghan Adjustment Act so the family is allowed to stay in the US.

Goals for the next fiscal year:

Goals for the next fiscal year- Remain in touch with the family as they continue to settle in and move ahead.

UU Group Supporting Nicaraguan Asylum Seekers

Submitted by Sue Wheeler

During the 2022-23 church year, the First UU congregation continued to support an extended family of 7 Nicaraguan asylum seekers. During the year through individual donations, share-the-plate donations, gifts from other faith communities, and the fall church auction, the Immigrant Justice Fund grew to approximately \$25,000. Because those seeking asylum will jeopardize their chances of getting asylum if they work without authorization, the church supported the family by paying rent and utilities for two apartments, lawyer fees for the 5 adults and 2 children, and other necessities. Congregants also donated furniture, bedding, kitchen supplies, and clothing—the things that people need to establish a household. In addition, a group of about 12 church members helped with transportation, enrollment in schools, medical appointments, health insurance, translation, and opportunities within the community for affordable clothing and food. In May 2023 two of the adults received work authorization with their social security numbers arriving soon, enabling them to earn a living, open bank accounts, get drivers' licenses, etc. This has been a huge investment in time, energy, and money by our congregation and a learning opportunity for those directly involved with the family. We hope the family's future in the United States will be all that they have hoped for and their lives will be safe and happy.

Wide Welcoming Team

Submitted by Lynn Degerstrom

Team Members:

Lynn Degerstrom, Marie Davidiak, Anne Black-Sinak, Trish Braga, Jade Joyce, Kit Jester, Shelly Rohe

Purpose: Our mission is to extend radical welcoming to each person who enters our door so that a beloved community is created and sustained.

Highlights from the current fiscal year:

Welcoming Congregation annual certification which includes:

- Welcoming Worship Service
- Welcoming Days of Observance
- Welcoming Religious Education
- Support a Welcoming Project (PFund \$823.50)
- We are a vendor at Rochester Pride.

Goals for the next fiscal year:

This next year we want to offer more LGBTQIA+ programs and add Juneteenth to our festival schedule.

Records of the Congregation**Donations to the Memorial and Gift Fund****From June 2022 through May 2023, donations were given in memory of:**

Curt Axen
Kathie Bailey (daughter of Peggy Bailey)
Charles Bischoff (brother of Julie Gilkinson)
John E. Dunlap (brother of Patricia Calvert)
Harriet Goetsch
Jay Jech (son of Jane Foote)
Norman Kittleson (father of Marilyn Deling)
Marie Wynne Miller
Michael O'Neill (brother of Catherine Houghtaling)
Harold Payne (father of Kirk Payne)
Donald Pearson (father of Cathy Meinhardt)
Martin Peterman
Maurice Schlasner (father-in-law of Roxanne Schlasner)
Carol Shreve (mother of Erika Beetcher)
William Siggelkow
Darrel Waters

From June 2022 through May 2023, donations were given in honor of:

Patricia Calvert
Shelly Rohe and Ren McFadyen

Purchases from the Memorial and Gift Fund

Black Walnut Shelves for Sanctuary
Silk Flowers for Chancel

Donors to the Memorial and Gift Fund

Mary Amundsen
Margaret Berrisford
Kathy and Mark Brutinel
Margaret Dalen
Tana Elias
Barbara Foss
Timothy Gerarden

Jean and Don Hanson
Ann and Richard Hutton
Karen Miller
David Pesch and Elizabeth Schmidt
Paul and Maggie Scanlon
Dillman Baker Sorrells
Bill and Linda Thompson
Patty Trnka
Phil and Sue Wheeler

Transitions (2022-2023)

Births/Adoptions to Members: (0)

Child Dedications: (9)

Eloria Caroline Thompson
Elin Nadine Chesterman
Daphne Madeline Chesterman
Kekoa Alexander Charlebois
Isla Mae Charlebois
John Charles Lawrence Care
Isaac James Care
Theia Higano
Waldo Higano

Coming of Age Students: (0)

Weddings of Members (0)

Deaths: (3)

Darrel Waters (10/20/22)
Harriet Goetsch (10/25/22)
Bill* Siggelkow (11/21/22)

New Members: (46)

Shari Mason
Melanie Gentry
Greg Gentry
Jamie Bingner-Care
Lauren Duke
Madeline Wimmer
Erika Fetterman
Chantelle Feddersen
Jill Boettcher
Kay Fetterman
Matt Schuelka
Emily Brandl-Salutz
Steven Grove
Anna Ribikawskis

Matthew Ribikawskis
Bethany Nolt
Travis Nolt
Susan DeBlieck
Zachary DeRoin
Katherine Geiersbach
SonjaMae Langton-Yanowitz
Stephen Sylwestrak
Anne Kaduk
Peter Wruck
Elizabeth Wruck
Craig Wruck
Kerry Chou
Brad Erath
Jody Erath
Kristin Evers
Rob Gloady
Maria Ziegler
Jasper Hanson
Natalie Haugen
Jane Iddings
Ken Normington
Alan Lundstrom
Connie Lundstrom
Ramon Riba
Daria Robertson
Kyla Robertson
Larry Tansky
Gail Eadie
Shirley Deep Song
Sean Moundas
Abby Russi

Reinstated Members: (8)

Abby Lohr
Elise Gallagher
Susan Carlsen
Hilla Ferguson
Carolynne White
Cathryn Manduca
Armando Manduca
Charlotte Peterman

Resigned or Removed from Membership: (12)

Molly McMillen
Shereen Prochnow
Jacob Buchl
Nicole Daniels
Sarina Feddersen

Cathy Manduca
Armando Manduca
Mark Schleusner
Elizabeth Sullivan
Julia Kallmes
Theresa Kallmes
Ann Kearns

Members Moved: (2)

Cassy Roque Rodriguez
Gwen Cameron

Membership:

Membership at the beginning of the year was 370. 46 new members were added, 8 members were reinstated, 3 members died, and 14 members were taken off the rolls. Our membership now stands at 407.