

First Unitarian Church Louisville, Kentucky



2013-2014

June 1, 2014

We are a church of reason and spirit, that
Witnesses for progressive faith,
Nurtures our community, and
Transforms our world.

Table of Contents

Reports from Elected Bodies/Officers

Board of Trustees	1
Ministry Council	2
Treasurer	2

Staff Reports

Minister	3
Ministerial Intern	7
Director of Religious Exploration	8
Music Director	11
Office Administrator	12

Ministry Reports

Member Ministry	14
Mission and Outreach Ministry	14
Religious Exploration	14
Resource Ministry	19
Worship Ministry	22

Other Committees

Committee on Ministry	24
Endowment Trust	24
Finance Committee	25
Personnel Committee	26
Sabbatical Team	27
Stewardship Committee	28

Reports from Groups

Archives	29
Brownbaggers	29
Book Club	29
Christian Fellowship	29
CUUPs	30
Interweave	31
ROMEOS	31
Solar Array	32
Women's Alliance	33

Official Records

2013-2014 Transitions	34
Minutes of the 2013 Annual Meeting	34
Financial	38

Reports from Elected Bodies/Officers

Board of Trustees Report

Purpose:

The Board of Trustees is charged with the general administration and fiscal operation of the church. This means monitoring the budget, reviewing policies, and overseeing the operations of the church.

Members: Presidents Claudia Runge (through December 2013) & Carol Uebelhoer (beginning January 2014) Vice President, Carol Uebelhoer (through December 2013) Jill Sherman (beginning January 2014), Treasurer Pat Triplett, Secretary Beverly Daly, Kay Woodworth, Greg Gapsis, Dan Hill (replaced by Devi Pierce in April after Dan's resignation).

Goals:

- Read and discuss *Governance and Ministry: Rethinking Board Leadership* by Dan Hotchkiss.
- Prepare for Dawn's sabbatical.
- Provide strong support for the Capital Campaign
- Continue to improve communications with congregation
- Purge membership list (yearly goal)
- Work with Stewardship and Finance Committees to prepare clear and specific goals for the 2014 Canvass.
- Revise by-laws and constitution.

Major activities:

Much of the Board's focus and energy during the summer and fall of 2013 was concentrated on getting our Capital Campaign off to a successful start. We approved the recommendation of the Capital Campaign leaders to hire Praxis Nonprofit Strategies, Inc. to act as consultants for the campaign. Board members joined other lay leaders in taking active roles in the Capital Campaign. The successful campaign brought in pledges that totaled almost twice as much as the \$250,000 we needed to pay back the loan from our endowment.

Other items of interest:

In August the Board, Ministry Council, and team/committee representatives met for a one-day leadership retreat/planning session.

Carol Uebelhoer served as the Board's liaison to the Sabbatical Committee that is overseeing plans for operation of the church during Dawn's sabbatical.

We read and discussed the Hotchkiss book on governance and ministry (see Goals) and decided that our organizational structure separating governance (the Board) and ministry (the Ministry Council) concurs with the book's suggestions. We agreed that the book offered good guidance for revising our policies to streamline Board work so that we can focus on mission and vision.

We updated the church membership list and submitted 194 members to the UUA for certification of our congregation.

Reports from Elected Bodies/Officers

Two ad hoc committees are currently working to revise church by-laws and revamp church policies.

Claudia Runge, Board President (through December 31, 2013)

Carol Uebelhoer, Board President (January 1, 2013 to present)

Ministry Council

Not submitted

Overall Purpose:

As provided in the Church bylaws, the Ministry Council coordinates the activities of the Worship, Member, Mission & Outreach, Religious Education, and Resources Ministries. The Ministry Council is responsible for periodically reviewing the effectiveness of Church programs and recommending to the Board new programs and activities to serve the needs and interests of the Congregation and to support Church goals. The Ministry Council meets monthly and reaches its decisions by consensus of the Council members.

Treasurer's Report

Not submitted

Staff Reports

Minister's Report

This has been another full and productive year for First Unitarian and me! As we head into my first sabbatical after five years together, I think we can all be proud of what we have achieved. I am also beginning to focus my goals and priorities for my return from sabbatical.

This report is organized around the nine duties of ministry identified in the UUMA report entitled *Fulfilling the Call: A Model for Unitarian Universalist Ministry in the 21st Century* published April 25, 2013 and available from the UUA bookstore. Please don't hesitate to contact me with any questions or concerns you might have.

Worship & Preaching

The first duty of ministry is "leads worship." This includes preaching, planning and leading worship, developing lay worship leaders, and worship theory. I was responsible for 32 Celebrations of Life this year (our Ministerial Intern Chris Rothbauer spoke at 3 of those), 2 of which were canceled/rescheduled, plus an additional service on Christmas Eve. For three additional working Sundays, I was involved in professional development or denominational activities.

My sermon, "*Loving the Hell out of the World,*" won this year's Universalist Heritage Foundation sermon contest.

I continue to have regular Worship Planning meetings six weeks before each service. These meetings typically include the DRE, Music Director, Intern, and a Worship Associate. These meetings have been particularly productive this year and with such great teamwork we have pulled together some truly amazing services.

For the second year in a row, the fall Worship Associates Training was canceled due to lack of interest. However, in our Spring workshop, I trained 6 new Worship Associates.

I continue to regularly attend Worship Ministry meetings, though I have limited the amount of time I am present to the first 45 minutes. I encouraged the ministry to engage in Erika Hewitt's *Shared Pulpit Seminar* this summer to help service leaders be more prepared during my sabbatical. The Worship Ministry has effectively scheduled Celebrations of Life while I am on Sabbatical next year.

Rites of Passage

The second duty of ministry is "officiating rites of passage." This includes planning and performing rituals to mark individual and institutional milestones. In this duty of ministry, I dedicated 6 children, celebrate 4 weddings (0 marriage licenses signed), and performed 3 memorial services. We also honored 2 members who have been Unitarian Universalists for fifty or more years! I am not sure what plans/arrangements are in place for coverage of this duty of ministry during my sabbatical. However, should a participant in our congregation die during my sabbatical, I will consult with the Board President about my availability to provide such a service.

Staff Reports

Pastoral Care

The third duty of ministry is "providing pastoral care and presence." This includes providing direct pastoral care, setting healthy boundaries, developing support systems, and creating lay pastoral care teams. I continue to meet with friends and members of our congregation in a pastoral care relationship to provide support in a time of need.

The Minister's Discretionary Fund allows me to include financial support for people in our community who are in need. This year, I have given out \$520 in assistance that has focused on rent, food, and transportation needs (most often in the form of bus passes). The current balance in this account is \$4402.00. \$1,572.50 was added as a result of the collection at the Christmas Eve Vespers service.

Our congregational care team continues to provide cards, casseroles and support during Memorial Services. Our visitation coordinator resigned from the position. I believe the Sabbatical Planning Team is making arrangements for coverage in this area while I am on sabbatical next year.

Spiritual Development

The fourth duty of ministry is "encouraging spiritual development." This includes providing religious education for all ages, spiritual guidance and religious identity development. The spiritual guidance I give often comes in sermons or in pastoral care. Similarly, religious identity development is a main topic of the worship services I prepare.

I have the largest group of participants in our Chalice Lighters program this year with 10 kids participating! This program is a religious identity development curriculum designed for kids in 3rd grade and up. I love getting to know the children through this program, and it is such a blessing for the congregation to have them participate in worship each week.

Justice & Witness

The fifth duty of ministry is "witnessing to social justice in the public square." This includes leading institutions to participate in social change and building the beloved community.

This fall, I was pleased to be able to attend the 50th anniversary of the March on Washington, DC with 10 other people from First Unitarian Church. It was an inspiring trip (though a terrible bus ride!) that fired many of us up to continue the important work of racial justice.

I was also able to attend the *Life on Fire* conference in Oak Ridge, TN with several other First U folks. In this conference, we talked about and explored how our congregation can better live our particular mission. Combined with the work of our intern, Chris Rothbauer, on connecting with our local neighbors, and the energy generated from the Capital Campaign, I am excited to see this as an area of strength at First U.

I continue to serve as secretary of the board of HELP Ministries of Central Louisville. I will be resigning this position effective June 30, 2014. Linette Lowe will be a staff liaison to the newly renamed Central Louisville Community Ministry while I am on sabbatical.

Staff Reports

Administration

The sixth duty of ministry is "leading administration." This includes mission and strategic planning, managing staff and volunteers, stewardship, and transitions.

I continue to hold weekly staff meetings. In addition, I participate in regular meetings of the Board, Ministry Council, Worship Ministry, Nominating Committee and Personnel Committee. When requested, I participate in other functions and meetings of the church in addition to these regular meetings.

Last year we had major staff turnover, and this year has shown that things are running smoothly and efficiently with our staff. I am in the process of conducting yearly evaluations for many of our staff, but due to the restructuring of supervisory duty, I will only be evaluating 4 staff members this year instead of 7. Thank you!

After last year, I wanted to focus this year on leading rather than managing. I believe I was able to do this in regards to my role with the Capital Campaign. The experience of trusting the congregational managers while I focused on helping to enunciate the vision and speak/inspire people to dream was a very fulfilling experience that I hope to cultivate more regularly.

In regards to strategic planning and visioning, we have no body of the congregation currently engaged in this important work. Towards these ends, I continued to use my Think Tank to help me with developing my understanding of our mission and how we might best live it in the present and near future.

Personal Renewal

The seventh duty of ministry is "pursuing personal renewal and professional development." This includes attending to my spiritual, emotional and physical well-being, and engaging in ongoing discernment. I have fulfilled this duty this year by my participation on the Lombard Mennonite Peace Center's Family Systems Clergy Clinic. This clinic consisted of 3 3-day retreats which I found challenging and stimulating. Due to the intense amount of time for this clinic and involvement in the final two duties of ministry, I found I did not have extra time for renewal. I will be more careful in my balance in upcoming years.

Larger Faith

The eighth duty of ministry is "serving the larger Unitarian Universalist faith." This includes making connections with the larger faith, collaboration, scholarship and accountability. In this duty, I continue to be involved in my Heartland UUMA chapter as Treasurer, and serve as the Archivist for my Ministerial Study Group. I also recommended our DRE, Linette Lowe, as a workshop presenter for a HUUMA retreat. Her workshop on *Creative Inclusion* was very appreciated.

In addition, I wrote several blogs that were well received that reflected upon our larger faith and our Association. I also spoke at two Installations/Ordinations for newly settled ministers.

Staff Reports

Future of our Faith

The ninth duty of ministry is "leading the faith into the future." This includes visioning for the future, mentoring new leaders, cultivating financial stability and changing our ministry to fit our changing times.

In some ways, this is a sad time for me. After three years of working with our intern, Chris Rothbauer, (two of those years in our congregation, and one prior to that!), he is graduating and continuing on to a full-time internship in Calgary. It has been a pleasure to be his teaching pastor and mentor for these years. I hope First Unitarian Church can find the funding to make an internship a regular occurrence.

I applied and was accepted in the Lead Mentor training program from the UUMA. I will be helping to teach other experienced ministers how to more effectively mentor and nurture our new ministers. Towards these ends, I am currently mentoring one minister in preliminary fellowship. stability and changing our ministry to fit our changing times.

In

My experience in our Capital Campaign was truly inspiring, as I found that I love to talk to people about our vision, and then invite them to participate. Based on this experience, I audited a class at Meadville Seminary "Feet for Dreams: Fundraising in the New Age." It was an exciting class and I look forward to sharing my experience and enthusiasm with our Stewardship committee more regularly.

Thoughts for Next Year

For the first part of next year, I will be on sabbatical. Most likely, I will be spending that time reading a whole lot of books about congregations and religious institutions that I have been wanting to read, writing a book that is an expansion of my *Life Lessons from Roller Derby* sermon, and training other ministers as a Lead Mentor. I will also be intentionally reflecting on how I want to minister to First U in my *next* five years!

I am hopeful that the congregation will engage in some reflective work as well: Is First Unitarian a church that has volunteers do the majority of the church work, or is it a congregation that hires staff to do this work? If the former, then I am hopeful that there can be an intense effort to make sure the volunteer positions are filled. If the latter, then I am hoping that the congregation will find ways to fund such necessary staff positions. I am also hopeful that the church will build on its incarnational and maturational growth in such a way that inspires organic growth.

It is hard to say what my goals are when I return from sabbatical, since I will be using that time to reflect on my goals. However, at this point I am leaning towards focusing on expanding our small group ministry model, developing financial leadership in the congregation, and exploring deeper relationships with local UU congregations.

The Rev. Dawn Cooley

Staff Reports

Intern's Report

As I write this, I am completing my final few weeks as intern minister at First Unitarian Church. This is a bittersweet time for me, as I will definitely miss all of you and will be thinking of you during the next stage of my ministerial formation in Calgary, Alberta. It has been an amazing two years and I now feel more confident than ever that I am prepared for the parish ministry.

This year, I wrote and facilitated a monthly adult religious education class on Buddhist theologies. It was extremely well attended and I am told it is the most popular of the four theologies classes. I have been extremely happy with the class and their curiosity and willingness to learn. I hope it will continue in some form after I am gone.

In the fall, I facilitated Wednesday evening small group worship. This was not so much of a success. It was sparsely attended most nights but those that attended really enjoyed it. I hope that First Unitarian can successfully implement programming throughout the week in the future as I feel it is extremely vital to have programming on days other than Sunday.

I was also able to serve as a representative to First Unitarian at the 50th Anniversary of the Civil Rights March on Frankfort and the annual I Love Mountains Day. I was also present for the first Regional Assembly this year in Bloomington, Indiana.

My major project this year has been my leadership project in conjunction with Meadville Lombard. Originally, I had envisioned this as being a project to bring together community leaders for a community summit. I quickly found out this would be more difficult than I thought. There is a distrust of meetings in the leaders of the neighborhood as there seems to have been a number that came together, talked about a bunch of stuff, and did nothing. Instead, I have been building relationships with community leaders that I hope the newly reconstituted Mission and Outreach Ministry will continue.

I will end this report by saying I think the congregation is really tired. We have been through a successful Capital Campaign, are preparing for the first sabbatical in a long time, and hosted a General Assembly last summer. Any one of those things in itself could be enough to fatigue, but all three together mean that we're pretty tired. Yet, with the sabbatical coming next year, there's an exciting opportunity for the congregation to do some renewal, and I hope you will take full advantage of it. Remember, we bought Heywood House when a minister was on sabbatical!

With that, I end my final report. However, my relationship with First Unitarian is not ending. As my sponsoring congregation, I will be continuing to send you updates about my progress in the formation process.

With love and blessings,
Christopher A. Rothbauer, MDiv

Staff Reports

Director of Religious Exploration

2013-14 has been such an exciting year in Religious Exploration! I have had the wonderful support of a dedicated RE Ministry, staff who work together seamlessly, and insightful colleagues, as well as fabulous teachers, parents always ready to help, and participants who are enthusiastic. The year began with the UUA General Assembly here in Louisville, and due to the increased professional development support and work hours (increased from 20 to 30 hours per week) provided by the congregation, I was able to attend all five days. This support also made it possible for me to attend the 50th anniversary of the March on Washington for Jobs and Justice, a Renaissance Module DRE training on the Philosophy of Religious Education, the Liberal Religious Educators Association's (LREDA) Fall Conference, multiple HUUD Southern Cluster DRE meetings, and the LREDA Spring Retreat. Each of these experiences has given me new resources and information, and, perhaps most importantly, a host of new colleagues locally and nationally with whom to collaborate and from whom I am learning much!

Our RE programming for children, youth, and adults has gone very well this year. We have 35 families with children registered in the program, totaling 54 children and youth, and our average attendance on a Sunday is 30 children and youth. Combined children, youth, and adult attendance at RE on Sundays averages 48. For a church our size, this is wonderful! In fact, some of our classes have become so large that we have had to find larger spaces for them! We are drawing many families with young children, and our Preschool, K-2, and 3rd-5th grade classes are all quite full. We had a lot of our Senior High participants graduate in the last two years, so our Middle School and High School classes have combined this year, though we have gained a number of Middle School attendees over the course of the year. We are grateful to the parents who have signed up to help in classes beginning in January this year; the teachers and the children and youth have enjoyed having them in their classrooms. Adult RE has been actively growing as well, with great participation in the Ebb and Flow class, as well as good attendance for the Theologies track, Coffee and Social Justice, and a number of special speakers.

Our Coming of Age program for Middle Schoolers began this past summer with three participants. One participant, Daniel Candee, will complete the program this summer with his mentor, John Scruton. We're very proud of the work Dan and John have done together!

Our Youth Groups have met throughout the year with the wonderfully committed Barbara Schweickart (who will step down after many years of service this June) and Allison and Steve Deckel as Advisors. The groups often worked together this year due to the smaller number of participants, joining in the Hunger Walk, working at Cavalry's Food Pantry, volunteering for the Humane Society, opening the playground at Tingley House, serving at the Stewardship Campaign Party, putting on the annual Easter Breakfast and Egg Hunts, and helping with the All-Church Picnic in May.

RE hosted the many annual events that we look forward to each year: the Youth-Adult Potluck to kick off youth events, Trick or Treat for UNICEF, the Guest at Your Table

Staff Reports

campaign, and our Chalica service in early December with the theme “Fueling the Fire.” This year RE also participated in the Capital Campaign by hosting a chalice-making party and sale, with proceeds benefitting the Campaign, and is hosting an All-Church Picnic after the annual RE Celebration service.

I embarked on a number of new enterprises this year as your DRE. My duties were expanded to include supervising the Child Care Coordinator this year, and so I have worked with Vanessa to ensure that our child care program is running smoothly. This also included helping hire two new Child Care Providers this year.

I have worked on the Safety Team this year to ensure that everyone is safe while participating in our church programs. Several critical issues were addressed: making sure all upstairs RE classrooms have windows in the doors and can be locked from the inside, having a sign-in and sign-out protocol for the nursery, and having our first ever tornado drill at church.

My increased hours made it possible for me to attend weekly worship planning meetings this year with the intention of continuing to make our worship inclusive of all ages. As part of my focus on worship, I have been expanding my understanding of ways to effectively present the Moment for All Ages, including using the Wonder Box technique, extemporaneous storytelling, and the use of multimedia in the service.

I also began a once-monthly all-ages children and youth RE program called One Room Schoolhouse this year. I develop a series of activities incorporating multiple intelligences and learning styles that focus on the monthly ministry theme. Children preschool through high school join me and a number of adult helpers for a short discussion of the theme, and then they can travel among the activities as they choose. Activities might focus on bodily movement, artistic expression, music, language, inter- or intra-personal understanding, or any of the other intelligences. Everyone involved has seemed to really enjoy the experience, and it provides a way for everyone, no matter their age or learning preferences, to engage with our ministry theme and each other. Creating this kind of all-ages community of caring and exploration is so exciting!

The way that One Room Schoolhouse has evolved this year is tied directly to another new enterprise: my work on what I have called Creative Inclusion. The work began as a need to find resources to better serve children and adults in our RE program with special needs. What developed was a focus on neurodiversity that celebrates the variety of kinds of “brain wiring” with which we are all gifted. I offered a Celebration of Life service on Neurodiversity on April 23 which included worship stations modeled on those we use in One Room Schoolhouse.

The Southern Cluster DRE group asked me to do a presentation for them on Creative Inclusion this spring, and I was also asked by the Heartland Chapter of the UU Minister's Association to do a program on Creative Inclusion at their Spring meeting. It went very well, and I've been asked to share the program with the MidAmerica Region in a fall presentation as well as via webinars. Closer to home, a great group of folks have been meeting to discuss Creative Inclusion here at First on a monthly basis since February, and they are working on a

Staff Reports

number of exciting ideas to help us live out our radical welcome. What makes me so passionate about this work is that I see how shifting our lens from a deficit-focused one to one highlighting the gifts inherent in each of us has made a real difference in the lives of children and adults in our own church. Not to be over the top, but this work has changed the way I see the world and the people in it. It is transformational, healing work, and given the response to Creative Inclusion locally and regionally, it is work our congregations are ready and excited to do. I hope to be able to continue to facilitate that work.

I am so grateful to our First U community for your support of Religious Exploration and for your great kindness to me personally. You are a joy to work for and with, and I look forward to coming to work every day! I am excited to see what the next year will bring!

Warmly,
Linette Lowe
DRE

Staff Reports

Music Director

This is my second year at First Unitarian as a member of the music staff. My first year seemed to fly by as I came in late, just enough time to get the choir rehearsed for the fall and winter holidays. My second year I took on the position as Music Director which has allowed me to more fully participate in sculpting services and opened the opportunity to share music as a ministry. I also have completed my first year in the UUA's music credentialing program and am an active participant in the UUMN (UU Music Network).

This year, both the First U choir and the First U orchestra performed works specifically arranged for them. These pieces were carefully chosen and voiced to complement the available musicians as well as to speak to the service topics. The choir consistently performed more than once in each service they were scheduled. The orchestra played every four to six weeks. Both were featured parts of the Music Sunday service in March.

This year I was able, with the DRE, to integrate music into the RE program of One Room Schoolhouse. The children were taught songs as a part of their class programming that they could then present in service. This program is designed to instill UU songs/hymns alongside their growing knowledge of UU principals and other religious explorations.

The "beloved community" choir strengthened its voice with regular hymn sings in the ten minutes leading up to the service hour. On a regular basis these hymn sings were to teach new or unfamiliar hymns to the congregation however they were also to teach old standards, the ones every UU should know, to newcomers and visitors.

In addition to performances by the ensembles of our church (First U Choir, One Room Schoolhouse Children's Choir, First U Orchestra, Choir for All Ages), several members of our congregation have provided music for Sunday morning Celebrations of Life. This year we have welcomed several guests to provide music as well.

Those who provided music in the Celebration of Life (some more than once) were:

Kyle Ellison	Tiffany Taylor
Bernie Schweickert	Ethan McCollum
kRi and Hettie	The Kukes (Ukulele Ensemble)
Jim Fry	Cassandra Culin
Tim Harper	Mark Moss (Crystal Bowls)
Jozi Uebelhoer	Rodney Walston
Dr. Alice Hudnell Cash	Katie Schutt
Dawn Cooley	

Submitted by Christe Lunsford,
Music Director

Staff Reports

Office Administrator

As I complete my first full year in this role, I have a better handle on what to expect and continue to do my part in making life better for those I impact, whether directly or indirectly. This report is derived from the job description and evaluation of my position.

Coordinate office volunteers

Volunteers are a vital part of the office success, whether working behind the scenes organizing records for the church, assisting in mailings and creation of reports and bulletins, or answering the phone in order to free me to do other things. Their most frequent assignment falls in the “other duties as assigned” category, which they do willingly. I am grateful for Dorothy Grossman, Carol Findling, Pam Middleton, Trish Ramey, and Gary Drehmel. My job is more enjoyable thanks to their efforts.

Foster effective communications

One of the more public duties of my role deals with communicating with those involved with and interested in First Unitarian Church by phone or by email. The majority of my communication is email. It is not unusual for me to do this from home when not in the office, so it is truly available as needed. Communication also includes the regular email updates (Joys and Sorrows, Mid-Week Update, and What’s UUp?), the same updates on the webpage, and messages on Facebook. In addition, I assist with mailings from various groups. The most time consuming, and often most challenging, yet enjoyable, communication task is the monthly newsletter, Steepletalk. One of my goals is to make this interesting and easy to read. Those involved in activities are encouraged to share this, including pictures of members participating in activities.

Building use coordinator

In this role, I maintain the online church calendar, updating it with activities and making sure we don’t have conflicts with the use of space. This includes scheduling church groups as well as rentals from outside groups. Related to this, and building use in general, is managing schedules and providing information about the needs of those using the church to the building supervisor and custodian. In addition to their cleaning duties, they are responsible for setting up the rooms for those that use the facilities. Along with the weekly Celebration of Life and Religious Exploration classes, there are approximately 40-45 different groups and activities using the building each month. Some of them are weekly, while others are monthly, so in reality, it is many more times that the building is used. This includes 9 concerts or recitals, 5 weddings or commitment ceremonies, many social justice and environment group sessions, 4 memorial services, 2 days of graduation ceremonies and several banquets. There is an additional day of graduations, a recital, and a wedding scheduled for the month of June.

Assist with Sunday Service and Perform other Tasks

The most obvious connection I have with the Sunday Service is the bulletin. This is done by collaborating with the various staff and lay people involved. In addition, I do the bulletin for the Vespers Service and this Report for the Annual Meeting. Those outside the office do not realize the weeks of preparation it requires for the Vespers Service and Annual Meeting

Staff Reports

Report. Other tasks include working with the Personnel Committee on new employee paperwork, ordering supplies, and distribution of keys. I coordinate closely with the Resource and Worship Ministries.

General Comments

Close to a year ago, the church bought a “new” used copier to replace the one that was literally falling apart. The company had not only quit supporting it, but had no replacement parts when needed. The new copier has the added ability to scan documents. In addition to the copier, the church purchased a software program that allows me to take the scanned documents and translate them into word documents, allowing them to be edited. This has benefited the entire staff. We are now able to scan documents and email them to members or to where needed instead of mailing them or having someone pick it up.

Thank you to all of those that have donated your empty ink cartridges. Lois Allen takes them to Staples where they credit our account with \$2.00 per cartridge. This has saved the church hundreds of dollars. The credits are most often used to buy paper for the copier.

Barbara Creasy, Office Administrator
office@firstulou.org

Ministry Reports

Member Ministry

Not submitted

Mission and Outreach Ministry

Not submitted

Partner Church, a part of Mission and Outreach

Unfortunately, this program was not very active this past year. Here is a list of what was done. There currently is no active committee, just remnants of folks who remain friends with our Transylvanian Church.

We sent Christmas cards signed by members of the Church.

Alice Culin Ellison visited our Partner Church and they gave her gifts to be given to First Unitarian and to Thomas Jefferson. There was an article with pictures in SteepleTalk.

We contacted the Minister of the Lexington, Kentucky Unitarian Church when we heard that their Partner Church minister would be visiting them. We held a dance for the Minister and a member of his Church who accompanied him. This was a wonderful event, held around the time of the UU General Assembly that was in Louisville last summer.

Carol Findling was given an award at the General Assembly for her years of activity with the Partner Church.

Carol Findling

Religious Exploration (RE) Ministry

Purpose:

The Religious Exploration Ministry works closely with the Director of Religious Exploration to provide a well-rounded Unitarian Universalist program of faith development for children, youth and adults.

Members of the RE Ministry Team

Rhonda Green, 3rd (and more) year on the Ministry Team, Specialty, the Youth

Jasmine Walston, 3rd (and more) year on the Ministry Team, Specialty,

Coordinator of Adult Religious Exploration

Lisa Mascio-Thompson, 2nd year on the Ministry Team, Specialty, Ebb and Flow Group

Kathy Thackeray, 2nd year on the Ministry Team, Chair of the RE Ministry Team

Lois Allen, 1st year on the Ministry Team

Lori Martin, 1st year on the Ministry Team

Pam Middleton, 1st year on the Ministry Team

Linette Lowe, Director of Religious Exploration

Ministry Reports

Religious Exploration Ministry Goals for 2013-2014 Church Year

1. Continue momentum and support of Adult Exploration as an integral part of the church program: continue to explore innovations for adult programming and the possibility of programming at times/days other than Sunday Morning 1st Hour.
2. Assess, organize and update the Exploration Hour area of the physical plant in consultation with Resources Ministry as appropriate; and recruit volunteers to contribute to this goal.
3. Fully staff the Religious Exploration Ministry Team
4. Reinvigorate the Youth Programs with attention to specific needs relating to the small group size.
5. Recognize and support parents/guardians as primary religious educators for their children.
6. RE Ministry will sponsor one all-church multigenerational event during the 2013-2014 church year.

Infant & Toddler Care and Childcare: The RE Ministry is more directly related to the direction of the care and the physical set up of the Nursery. Infant & Toddler Care is given each Sunday morning from 9:30 am till 12:15 pm. Also on the first Sunday of the month there is Childcare (for infants, toddlers and children through 5th grade) upstairs in room 212/213 from 12:45 till 3:00 pm. Other times for Childcare can be arranged by reservation and approval of the Board of Trustees, since all Caregivers are members of the Church Staff. Vanessa Richmond is the Childcare Supervisor, Christine Ellis and Na'Queesha Puckett (recently took the opening as Elijah McKenzie resigned for a full time job in his academic field) are the Childcare providers.

Children & Youth Religious Exploration Programming: We are grateful for the talented, kind, knowledgeable people who have dedicated this year to teach our children. Thank you.

Preschool Class: curriculum, *Me and My World*

teachers, **Christina Roberts & Vanessa Richmond**
lesson set up, Kathy Thackeray

Kindergarten, 1st & 2nd Grades : curriculum, *Welcome Home*

teachers, **Susannah Onwood** (first semester), **Greg Gapsis** (second semester)
and **Rae Cobbs** (all year).

Lesson set up, Lisa Mascio-Thompson & Linette Lowe

3rd, 4th & 5th Grades: curriculum, *Windows and Mirrors*

teachers, **Seana Golder and Pam Middleton**
lesson set up, Linette Lowe

Middle School and Senior High: curriculum, *Popcorn Theology Too*

teachers, **Jay Dolen and John Cooley**
lesson set up, Rhonda Green

Teacher Assistants in the Classroom: One of the items in the registration document completed by all parents each year indicates that Religious Exploration is a cooperative venture, thus the Ministry asks parents to volunteer four hours each year. We honor the parents/guardians as primary religious educators and help this process with the opportunity for parents/guardians to be in the classroom with their children or with children of another age. In December we set up a detailed Volunteer Opportunities for parents and the entire congregation to help out in some phase of providing Religious Exploration at First U. This program has been very successful.

Ministry Reports

One Room School House: Once a month Linette Lowe leads a program for all youth and children called One Room School House. The topic is the Monthly All Church Ministry Theme. Linette builds a curriculum around the theme, providing opportunities to engage with the theme using multiple intelligences and learning styles. The children like the One Room School House. Each activity has an adult guide (one of those volunteer opportunities!).

Children's Celebration: About a third of the way through each Celebration Of Life (except Multigenerational Sundays) the children from preschool through third grade are invited to attend Children's Celebration upstairs in room 212/213 usually during the Sermon. We have a circle time which involves introductions and a review of some part of the Celebration of Life and a chance to do some activity in the room. The children return to the Sanctuary during the last hymn.

Social Justice Action: The RE Ministry has supported a number of Social Justice Actions during the year. Each class has some social action written into the curricula.

We supported the Kindergarten, 1st and 2nd grade sale for their Heiffer project. We set up and supported the Hat, Mittens and Socks collection for the Center for Women and Families and St. John's Day Center.

The Ministry supported the Ebb & Flow All Church Soup Tasting Fund Raiser - and the collection of items for the Blessing Bags - and arranging for the speaker from the Coalition for the Homeless, Catherine McGeeney, during the RE 1st hour on the 5th Sunday. More information about this further on in this report.

This spring the RE Ministry sponsored a collection of children's books for the Women's Prison

Healthy Snack for Children's RE classes: This was a new venture this Church year, we charged each family \$10.00 per year so we could have a fruit or veggie snack along with pretzels. We serve only water to drink.

Our Whole Lives also known as OWL Our Whole Lives (OWL) the comprehensive, values based sexuality education program was offered this year. OWL for students in grades 4-6 was facilitated by John Grossman and Carol Uebelhoer. Adult OWL was also offered and facilitated by Brian Daly, Kathy Rogers and Carol Uebelhoer.

Youth Adult Committee (YAC)

Purpose: The Youth Adult Committee (YAC) serves as an advisory body to the Religious Education Committee. The primary function of YAC is to facilitate communication among youth, advisors, parents and congregation as a whole. Due to low numbers of youth in both Middle School and High School, all youth were considered to be YAC representatives and were invited to attend the informal YAC meetings along with their parents/guardians. YAC met four times between September, 2013 and May 2014.

Youth Groups

Youth Advisors: Barbara Schweickart, Allison Deckel and Steve Deckel.

Ministry Reports

Youth Group 2013-14 Year End Report

Date	Activity	Attendance	Pillar(s)
9/15/2013	Hunger Walk \$202	5 youth, 2 adult, 4 guests (TJUJ)	Building Community, Social Action
10/06/2013	Care packages for grads	1 adult, 2 youth	Congregational Involvement
12/08/2013	Shopping for Coleridge-Taylor children	3 adults, 7 youth	Social Action, Building Community, Leadership
1/26/2014	Humane society bandannas/Valentines for shut-ins	2 adults, 7 youth	Social Action, Congregational Involvement
2/2/14	Dead Man Walking	4 adults, 7 youth	Learning, Building Community
2/16/2014	Tingley House (VOA) playroom	2 adults, 7 youth	Social Action
3/16/14	Stewardship Luncheon	2 adults, 9 youth, 1 guest	Congregational Involvement
3/23/14	Bowling at Vernon Lanes	2 adults, 7 youth, 1 guest	Building Community
4/19/14-4/20/14	Easter sleepover and breakfast \$228	6 adults (4 for sleepover) 6 youth overnight, +3 more for breakfast	Leadership, Worship, Congregational Involvement
4/27/14	Central Care Ministries food pantry	1 adult, 5 youth, 1 guest	Social Action, Learning
05/04/14	Tingley House (VOA) playground	2 adults, 6 youth, 1 guest	Social Action
5/18/14	RE cook out and wrap-up	2 adults, 7 youth anticipated	Congregational Involvement, Building Community

Youth groups had a rough start to the 2013-14 year. Participation was low for both groups and some fall events were cancelled. Once parents and the youth re-committed, attendance increased and activities were more productive. MS and HS were combined for the year as numbers for either group were so small.

Thing to consider going forward:

1. Keeping up momentum for both youth and their guardians. Youth group doesn't happen without parent involvement.
2. Consideration of a non-traditional schedule (a week-night?) to foster participation and make Sundays less "long". Any change would of course have its own challenges.
3. The six pillars were each represented, but worship was only addressed through activities during the sleepover.
4. CONS basically did not happen this year for our youth. These can be great opportunities and hopefully as the region builds more effective communication they will be easier to plan for our groups.
5. Opportunities for leadership were limited, partly based on the younger ages of those youth participating. YAC has generally covered this pillar in the past and making it more formalized could assist with increasing the leadership aspect of youth group.

Ministry Reports

2013-2014 Annual Report for Adult Religious Education

Average attendance for all adult Exploration classes: 18

Ebb & Flow, a class for any adults age 18 or over, began the year exploring the dynamics of family living. Mid-year, Ebb & Flow revised its description to exploring the dynamics of our lives. Topic examples include parenting challenges, dealing with conflict with loved ones, and living life as a UU.

Ebb & Flow, as a group, has contributed to the congregation and invited the congregation to join them in their Social Justice projects. During the fall, the Ebb & Flow class joined in a community project sponsored by Youth Build to build a playground, inviting the entire First U congregation to join them. Ebb & Flow cooked Breakfast for the congregation on Sunday, Sept. 29th for a Fifth Sunday Multigenerational Event. Class members' children assisted in serving this wonderful breakfast. In the spring, the class hosted "Soup for the Soul: Competition for a Cause," an All-Church fundraiser in support of their Blessings Bags Service Project for the Homeless. Lisa Mascio-Thompson and Bill Van Rooy served as co-facilitators.

Theology classes rotated weekly.

1. **Christianity** met on first Sundays to explore what Christianity offers for UUs; led by Jasmine Walston.
2. **Paganism** met on second Sundays to discover the cultural and scientific overviews, color, affirmations, & archetypes associated within each of your seven major personal energy centers or chakras; led by Lori Martin.
3. **Buddhism** examined a variety of Buddhist perspectives from different schools, the Buddha's life, and Buddhist connections to other major Asian religions; led by Chris Rothbauer, Intern Minister.
4. **Spectrum** met on fourth Sundays to explore a different theological or religious topic each month, bridging faith traditions, theologies and atheologies, and inviting personal reflection; led by Jo Ann Dale, Lori Martin, and Kris Barski.

Coffee & Social Justice met most Sundays to discuss social justice implications of current events as informed by UUA principles and faith. This class consisted of self-led conversations by those who attended.

Participant Sign Up sessions were offered for members of the church community to select and lead a topic of their choosing. A sign-up sheet was posted in the social hall. Members took advantage of this opportunity on three occasions. In addition, the Religions Exploration Ministry Scheduled a guest speaker during this time on one occasion: **Deborah Jiang-Stein** read from her book, *Prison Baby*, and took questions.

Fifth Sunday Multigenerational Exploration: All ages were invited to join together for Fifth Sunday programming. On Jun. 30, 2013, all ages gathered to make music with drums and percussion instruments. On Sept. 29, the Ebb & Flow class and their children served breakfast to all who came to Exploration Hour. On Dec. 29, Kathy Thackeray led a project to decorate bags and fill them with socks, mittens, and other useful items to give away. On Mar 30, Catherine McGeeney, Director of Development for the Louisville Coalition for the Homeless, spoke on homelessness.

Ministry Reports

Second Floor Physical Plant

The Ministry thanks the crew for Ebb & Flow for painting the main lobby and the hall ways. Great community building and a wonderful result.

There has been some cleaning through out the year in the storage closet and the open classroom, the preschool/childcare rooms and the nursery. Thanks to Jasmine and Rodney Walston, Rhonda Green and Kathy Thackeray.

Authors of this report: Kathy Thackeray, Jasmine Walston, Rhonda Green, Carol Uebelhoer and Barbara Schweickart.

RE Ministry Members leaving the Ministry as their terms are over are Rhonda Green and Jasmine Walston. These RE Ministry Members with such commitment, dedication and with such a breath of knowledge will be greatly missed. They have been mentors for all of us but especially to me. We also thank Barbara Schweickart who has been a Youth Advisor for many years. Thank you for your service to our youth and adults and children of this congregation.

Kathy Thackeray, Chair, Religious Exploration Ministry Team.

Resource Ministry

Purpose:

The charge of the Resource Ministry is to work with the Minister, the Building Supervisor, Church Staff, Team Leaders and Congregants to keep building operations running smoothly, to over see the Aesthetics of the building and grounds, and to be responsible for building maintenance.

Members:

Resource Ministry Leader: Kathy Drehmel
House and Grounds --- Bob Ballard; Team Leader
Churchyard Friends --- Carol Findling; Team Leader
Aesthetics --- Ann Ulinski; Team Leader
Kitchen Wizards -- Kathy Thackeray; Team Leader
Memorial Garden --- Carol Findling and Lee Wells

Goals/ Activities/ Status: Ministry Leader

1. Worked in collaboration with Resource Team Leaders, Custodial Staff, Minister, Office Manager , Board of Trustees, and the Church Treasurer.
2. Maintained and over saw the Ministry budget.
3. Member of Ministry Council.

Ministry Reports

4. Member of Rev. Cooley's Sabbatical Team
5. Member of Building Use Team
6. Member of the Safety Team
7. Member of Capital Project Request Team
8. Member of Endowment Loan Project Team. Helped to guide and assist in completion of Congregational approved projects and items. (e.g. round tables for the social hall, sprayer for the kitchen sink, enclosure of area under the kitchen sink.)
9. Collaborated with R.E. and Worship for an all church Tornado Drill.
10. Worked on issues regarding parking lot sign --- written notice about free parking in the Order of Service and on our web site.
11. Revived Memorial Garden Team -- Planning meetings with Lee Wells and Carol Findling
12. Worked with Claudia Runge; Board President, to program and educate the congregation on how to use the new Thermostats.
13. Made instructional signs for all the Thermostats in the building -- installed.
14. Over saw the selling of 110 folding chairs (not used) and old scaffolding --- Craigs List. All sold for \$650.00.
15. Vespers: Recruited Kathy Gapsis. Talked with CUUPS about the Yule Log.

Resource Ministry Teams:

Churchyard Friends: Carol Findling Team Coordinator:

Maintained the church grounds including the Courtyard
Cared for trees, flowers, plants
Submitted Landscaping ideas
Cared for Butterfly Garden
Established Work parties --- last Saturday of the month
Submitted ideas and reports to Ministry Leader
Wrote articles for Steepletalk on gardening and recycling tips
Successful Plant Sales

1. Spreading composted shreds from last winter's tree trimming and planting ginger, celandine poppies and hellebores in the shady area on the York Street.
2. Reinvigorating the Memorial Garden team. Lee Wells and Carol Findling held a small initial meeting, which led to discovering that there had been an active Memorial Garden Committee since 1983, which became inactive about 2009. Ann Ulinski agreed to join Lee and Carol. Lee and Brian Daly will have a service in June. Carol is working to find a landscape architect to help plan a walking path around the Churchyard.
3. First Unitarian Church received an award from Kentucky Interfaith Power & Light for environmental activities May 22, 2014. One of our projects this year has been developing "Daylily Hill" in a steep area on Library Lane. This garden area may be featured at the meeting, along with the solar panels and other energy conserving accomplishments over the past few years.
4. In April, Carol Findling and Carol Tobe have met to design an area in the Courtyard where recycling, garbage and aluminum can bins may be kept out of sight. It hasn't yet been finalized.

Ministry Reports

5. In May, House & Grounds cut down one Amur Maple tree whose trunks had become dangerously split.
6. Limbwalkers Tree Service will held a pruning class on May 22, which was attended by 6-8 Churchyard Friends.
7. Landscape plans for the Parking Lot side of the Church are currently being prepared.
8. Articles for Steepletalk on gardening and the environment were written by various people.

House and Grounds: Bob Ballard; Team Leader

Church maintenance inside the building -- working with the Building Supervisor

Kept grass mowed

Helped with snow removal

Advised and made recommendations for needed repairs; obtained estimates

Aesthetics Team; Ann Ulinski Chair

Oversaw projects inside the church building -- to make sure all was "Aesthetically" appropriate.

Decorated for Vespers

Made recommendations to the Ministry Leader

Made an inventory of tablecloths -- purchased one set for round tables for special events

Submitted applications for the Endowment Loan projects

Made decisions regarding Art Donations to the church

Kitchen Wizards; Kathy Thackeray Team Leader

Kept the church kitchen area clean, organized, and well maintained.

Goals and Plans for 2014 --2015

To have a "Recycling Team."

To complete projects on church grounds --- which includes an enclosure for trash cans in the Courtyard, landscaping, taking care of trees that need to be cut down, mulching.

The purchase of tablecloths for the round tables (everyday use)

New Members for the Resource Ministry Teams

Work with the Safety Team and RE to establish posted Emergency procedures

Research on "bringing our kitchen up to code" in order to serve meals to the community -- as an option.

Question to be addressed: Does Resource Ministry have the "authority" to sell church property?

Guidelines?

Respectfully submitted,

Kathy Drehmel; Resource Ministry Leader

June, 2014

Ministry Reports

Worship Ministry

Overall Purpose

The purpose of Worship Ministry is twofold. First, our focus is on the Celebrations of Life – to plan and coordinate when Rev. Cooley is out of the pulpit and support Rev. Cooley in the implementation of her services when she is here. Second, we handle the logistics of every worship service, i.e., coordinating ushers, chancel decorations, chalice lighters, and sanctuary layout.

Members:

Jane Martin Buckley (co-chair, Ministry Council representative)

Trish Ramey (co-chair, Signs task team leader, Music Committee liaison, representative to Sabbatical Team)

Pat Allison (Worship Associate Coordinator; Chancel Decoration team leader)

Pam Middleton (Usher task team leader)

Lee Wells (Sanctuary task team leader)

Brian Daly (Scribe, Chalice Lighters team coordinator, and Video-Audio Tech Team Liason)

Goals:

To continue to produce stimulating, moving, and thoughtful Celebrations of Life, both throughout Rev. Cooley's 5-month sabbatical and throughout the rest of the church year.

Status:

Service leaders and topics are currently, at least tentatively, planned through January 2015 (this has been with coordination with Sabbatical Planning Committee). Recruitment of new members is a constant discussion point – but we have been struggling to find new qualified team members. We are hoping to train new task team leader replacements this summer.

Trish Ramey and Jane Martin Buckley have agreed to continue as co-chairs to assure smooth continuity of worship services and committee operation throughout the Sabbatical period and for the coming year . We have all worked well with our new Music Director.

Audio and Visual Equipment was upgraded through the Capital Campaign and this has enhanced services (Jim Fry is our expert on the new equipment, but several First U members are learning how to operate the new equipment).

Activities:

The Worship Associate Team, coordinated by Pat Allison and led by Rev. Cooley, held one training session for new Worship Associates. An 8-session program/book study beginning in May is being planned to assist lay leaders in planning quality homilies and strengthen the lay worship ministry of the church.

Ministry Reports

The Worship Ministry and other First U members also created the following 19 Celebrations of Life:

- July 7 Bowling Green intern Michelle Pederson,
“What does it mean to be spiritual?”
- July 14 First U Member and minister in training, Jo Ann Dale
“Sharing Ministry”
- July 21 Thomas Jefferson intern and First U Member Ben Luoma
“Text and Tradition”
- July 28 First U intern Chris Rothbauer
“Atonement in Universal Unitarianism”
- Aug. 11 John Gage, “Surrendering to Wonder”, a music-based service
Aug. 25 [Emergency fill-in due to Rev. Dawn's unintended absence]
Jane Buckley and Pat Allison, “Emerson”
- Sept. 15 Rev. Kalen Fristad “Universalism: Past, Present, and Powerful”
Sept. 29 Sharon Eckler, Director of Central Louisville Help Office,
“Help! When You Need Somebody”
- Oct. 20 kRi and Hetty, Rus Funk, Menwork, Wendy Katz, Center for Women &
Families, “Finding Our Voices: What We Can Do To End Domestic Violence”
- Nov. 3 Rev. Bob Reed with Trish Ramey and Cassandra Culin,
“Dharma and Karma: Finding our Life's Mission”
- Jan. 5 Contributions by many First U members
“Looking Backward and Forward: On UUA General Assembly”
- Jan. 12 “Our Military, Standing on the Side of Love”
with First U Member Chris Rowzee
- Jan. 19 Trish Ramey, “Bayard Rustin,
The Unsung Hero of the Civil Rights Movement”
- Feb. 23 Brian Daly and Jane Buckley, “Climate Change: Are you sure?”
- Mar. 9 Christe Lunsford, First U Choir “If Music Be the Food of Love”
- Apr. 13 Dr. Emil Roy, Clifton UU member, “On Bereavement”
- May 4 Lee Wells, “Heretics All”
- Scheduled:
- June 8 Joint Service with Thomas Jefferson and Clifton UU churches, “What's up with
organized action on Environmental Justice”
- June 29 Lee Wells and Brian Daly
“In Memoriam: The First U Memorial Garden”

Recommendations for the next church year

We continued the practice of weekly and monthly evaluations of each worship service for things that worked and things that didn't.

Given financial status, we need to staff the pulpit in the second half of the year without paying any honoraria.

We need to bring the committee up to full complement of a minimum of six members (or more) and endeavor to have younger members join the group.

Other Committees

Committee on Ministry

The Committee on Ministry, due to Dawn's upcoming sabbatical, was rolled into the Sabbatical Committee. At the conclusion of Dawn's sabbatical, the Committee on Ministry will be reconvened.

Endowment Trust

Background & Purpose:

The Endowment Trust was established on June 2nd, 2003 by First Unitarian Church to ensure the long term viability of the Church. Three members are elected to staggered three year terms to invest and grow the endowment of the Church. One requirement of the Endowment is to provide an annual disbursement of five percent to the Church in support of its operations. The Endowment Board was also tasked to loan funds to the Church when financially necessary and at a rate that provided a financial return to the fund. An initial \$530,000 was deposited in the Endowment Trust.

Members:

Doug Taylor (chair – 2nd year), Jane Martin-Buckley (3rd year), John Scruton (1st year)

Activities:

The focus of this year has been to follow-up on the loan to the church and to begin a review of the asset allocation being used to manage investments. Allocations to the Church during this fiscal year will total \$29,460 after a second quarter payment.

The condition of the Church's physical assets (roof and HVAC) necessitated a loan to the Church of \$250,000 from the endowment. A quarterly repayment schedule began in January 2014. The current value of the Endowment, including the interest-bearing loan to the Church, is \$593,076.

The Church has started repaying its loan from the endowment with a first quarter 2014 payment of \$50,000.

Future Plans and Activities:

The Endowment Board has also been exploring options for socially responsible investing and will be continuing to evaluate the placement of funds to maximize return over the next year while maintaining a socially responsible investment portfolio. We will invest the payments to the Endowment from Church according to our asset allocation. We expect to invest a substantial portion of loan repayments in an alternative fund offered by the UUA for socially responsible investment.

Submitted by Doug Taylor

Other Committees

Finance Committee

Purpose and Function

The Finance Committee oversees and directs the financial affairs of the Church.

This committee consists of three members, all of whom are members of the Church. Members this year: Uwe Eickmann-2nd year of 2nd term, Roger Bradshaw-1st year term having fulfilled previous term for Bernie Schweickart, John Grossman-3rd year. Members are appointed for staggered three-year terms. Members may serve two consecutive terms. The Treasurer serves as an ex-officio, voting member of the committee. This year Pat Triplett is our Treasurer .

Tasks

- a. Recommend annual budgets to the Board of Trustees and work with the Board in presenting the budget to the Congregation.
- b. Advise the Board concerning church finances.
- c. Conduct and/or arrange an annual review of all Church finances.
- d. Arrange triennial audits of Church finances.
- e. Coordinate collections and offerings from worship services and other meetings.
- f. Coordinate follow-up of annual pledges to ensure collections are accomplished.
- g. Working with Stewardship and the Endowment Committee, promote grants and bequests to the Church.

Committee Work this Year

- a. Prepare and propose an annual budget to the Board
- b. Coordinate 'plate' offering-collection for weekly services.
- c. As voted by the congregation last year the committee contributed fair-share assessments to the UUA, and included \$8000 from General Fund (mostly pledge income) in Council budget.
- d. Finance continued to separate Ministry Council funds including a portion of plate offering from the Operating Fund.
- e. Inform the Congregation on a regular basis as to the financial condition of the Church.
- f. Plan dissemination of information to the congregation about the financial needs and goals of the church and about the financial responsibilities of members, including support of the General Fund, the Capital Fund, the Endowment Fund, and other fund raising efforts.
- a. Review monthly finance reports prepared by Church's financial consultant, Books-in-Order.

Coordinates with

Board, Resource Ministry, Stewardship Committee, Ministry Council, and Minister.

Submitted by John Grossman

Other Committees

Personnel Committee

The Personnel Committee is charged with hiring Church staff (including advertising, interviewing, selecting, conducting background checks), monitoring and maintaining personnel policies on behalf of, and in concert with, the Board of Trustees, conferring with the Minister regarding staff matters, and receiving staff performance evaluations from the appropriate supervisors.

Members of the Personnel Committee for 2013/14 were

Patty Kannapel (3rd year), Lisa Willner (4th year), Suzanne Meeks (2nd year), Rose Stevens (1st year), and Greg Gapsis (Board Liaison). [NOTE: We operated with one additional committee member this year, as Lisa Willner agreed to serve a 4th year.]

Tasks

The Personnel Committee has had a very busy year. Our accomplishments include:

- Agreed on specific responsibilities each committee member would assume for the year.
- Continued the practice instituted last year of assigning each Committee member one or more staff members, to whom we serve as liaisons, touching base with our assigned staff members twice yearly. This is an opportunity for staff members to share their views on their jobs, including what is going well, and how their job situation might be improved. Through this structure, the Committee responded to several issues to address staff member concerns.
- Revised job descriptions for Child Care Coordinator, Music Director, Instrumentalist, and Office Administrator.
- Updated/revised the Personnel Policy Manual.
- Agreed that the Personnel Committee would assume responsibility for developing expertise on employee benefits and sharing this information with new staff members.
- Developed plans for supporting staff members during Dawn's sabbatical from July 1, 2014 through January 1, 2015.
- Hosted a staff appreciation brunch in January.
- Developed and began implementing a New Hire Checklist.
- Discussed the possibility of facilitating a "cleanliness campaign" to change the church culture relative to church members taking responsibility for keeping the facility clean.
- Recommended to the Board the following changes to staffing:
- Extend contract of Instrumentalist from 9-10 months to 12 months.
- Combine positions of Building Supervisor and Custodian into one, 30-hour per week, benefits eligible position.
- Hired a new child care worker, Naqueesha Puckett; and a substitute child care worker, Evan Blum.
- Received annual reviews of relevant staff.

Goals and plans for next year:

The Committee hopes to be able to provide greater support to staff through facilitating the new hire checklist (including that all staff read and sign off on the Personnel Policy Manual), implement regular staff check-ins during the Minister's sabbatical, and host an annual staff appreciation event. The Personnel Committee hopes to initiate conversation among church members and church groups about improving stewardship of our church facility.

Other Committees

Sabbatical Team

Purpose

The Sabbatical Team was formed to prep for Rev. Cooley's sabbatical. It is made up of representative leaders in the congregation. The primary tasks are to plan for the sabbatical, inform the congregation about the sabbatical and make sure the congregation is well cared for during the minister's sabbatical and study leave in 2014-2015.

Members

Mary Ballard, Trish Ramey, Barbara Schweickart, Debra Gilbert, Kathy Drehmel, Carol Uebelhoer, Jill Sampson

Activities

The team feels well prepared for the sabbatical. The Sunday worships we have lined up are a nice mix of inside/outside/professional/lay with music focused Sunday's sprinkled throughout. We have lined up a congregant to act as a triage point for congregational support and care. We produced an informational pamphlet that was emailed out to congregants in March and will be updated and distributed to Sunday attendees throughout the spring. Also, we have worked with the DRE and personnel committee to arrange extra leadership hours for the DRE during the minister's sabbatical. We are well within the expected budget and have allowed some buffer in the case of unexpected expenses. We will also ensure that the minister is welcomed back and re-integrated in January 2015.

Other Committees

Stewardship Committee

The Stewardship Committee is still in the midst of the 2014-15 annual budget campaign, and it appears that having a capital campaign in the same year may be affecting annual pledge decisions. We made the decision early on to forgo the one-to-one steward contacts this year in favor of an all-church Stewardship Sunday when pledge cards would be collected during the service, and the total announced at a party after the Celebration of Life. We designated March 16th as the date the campaign would culminate rather than begin. We also decided to stress all three components of stewardship, rather than creating a campaign that only focused on finance.

Thanks to the Board and Finance Committee, there was a projected budget; and a pledge goal was set at 80% of the projected budget. The UUA defines a financially-healthy church as one whose congregants support 80% of the annual budget through pledges. We wanted to challenge the congregation in becoming a financially-healthy church.

This approach required using different ways to prepare and inform members and friends prior to Stewardship Sunday. There were Stewardship Moments every month beginning in October, 2013, then every Sunday in March leading up to the 16th. There was a mailing that went out on Feb. 28th to approximately 180 households. It included a party invitation, a pledge card and a fact sheet about our proposed budget and our campaign goals. We had volunteers call everyone to make sure packets were received and to encourage people to attend Stewardship Sunday. We put notices on Facebook and the Mid-Week Updates.

After Stewardship Sunday, weekly pledge total updates were emailed to everyone who receives SteepleTalk via email. These emails also included a pledge card form that could be copied, filled in and emailed back to the church. Similar announcements appeared in Sunday's FYI and Mid-Week Updates. Again, volunteers called or emailed people who made pledges for 2013-14 but who had not yet pledged for 2014-15. An appeal written by Rev. Dawn Cooley and accompanied by another pledge sheet was sent out to households on April 22nd. April and May issues of SteepleTalk have also featured articles about the campaign.

Pledges have slowed since March 16th. As of this writing \$178,319 has been pledged or 76% of the \$233,500 goal. 84 households that received mailings and calls have not responded including 26 households that pledged in 2013-14.

Pledges of time and talent were compiled in a spreadsheet by Kennedy Turner during the week of April 28th, and 64 households made pledges to volunteer their time and talents to the congregation for this coming year. The spreadsheet will be shared with members of the Ministry Council and other leaders by May 5th.

We tried to cultivate a celebration of generosity and abundance in this campaign, but this cultivation needs to be ongoing and not just limited to a campaign. As a congregation, we are reluctant to talk to each other about money and the church's need for money; and this reluctance is holding us back from sharing our vision and compassion with the community around us.

Submitted by, Nancy MacPherson, Stewardship Committee

Groups

Archives

John Findling and Kathy Kremer continued to make modest progress sorting through the church archives during the past year. Thanks to a grant from the Capital Funds campaign, we were able to purchase some heavy duty shelf units and 60 archival boxes for documents and photographs for the collection. These will be of great help in our efforts to organize the papers and photos and will make their retrieval much easier.

John Findling

Brownbaggers

Meeting on the second Monday of the month September through June, this group of five to fifteen members and friends of First Church gather in the church library to eat lunch, visit and learn together. Although we have been around for about nineteen years we never fail to come up with interesting programs. This last year we welcomed John Findling to tell us about Stamp and Post card collecting, Dr. Pam Middleton letting us in on over the counter meds that actually work and Tom Owen speaking on “The Stink That will not die” (Louisville’s love affair with pigs) just to name a few. Join us if you can!

Gary Drehmel

Book Club

The Book Club, a part of adult RE, meets in the Parlor on the second Monday of each month at 6:00 p.m.

Everyone is welcome. The books we read alternate between fiction and non-fiction. We pick the books six months in advance by consensus of those attending. In August, we’ll be selecting the books for the next six months. Come share your ideas and vote on what to read and discuss in the future.

UU Christian Fellowship

UU Christian Fellowship held no meetings during the 2013-2014 church year. The group will reconvene when interest in meeting and leading is expressed among First Unitarian members.

The purpose of UU Christian Fellowship is to explore Christianity and Christian Scriptures from a UU perspective. The Association-wide UUCF is a Related Organization of the UUA. UUCF meetings are open to anyone who is interested of any gender identity or sexual orientation: seekers, doubters, skeptics, critical thinkers, former Christians, current Christians, questioning Christians, Christian-curious, believers, agnostics, atheists, and followers of other faith traditions. All are welcome.

Jasmine Walston, Past Chair

Groups

CUUPS

As above, so also below, as the universe, so also the soul...

Purpose: The First Unitarian of Louisville Covenant of Unitarian Universalist Pagans or CUUPS is a free and open community of people who practice earth-based spiritualities. All on a positive path are welcome, from beginners to experts.

CUUPS turned the Wheel of the Year with public Sabbat Celebrations in 2013-2014. These Sabbat Circles were held in the sanctuary and were well attended by the church community and visitors alike. Ritual attendance ranged from 22 to 49. CUUPS has enjoyed many new faces at our classes, circles and other church activities in 2012-2013. Many are not only new to First U Church but are also just beginning to explore Earth based traditions as well.

In addition to public Sabbat Circles and fellowship, we offer classes on the first and third Wednesday during the year. We enjoyed a range of classes that centered on earth based spiritualities.

A series of classes on individual topics allowed for depth of discovery and discussion. Some of our series of classes this past year were Aromatherapy, Altars and Magical Herbs, and Chants. We also did hands on crafts like making talismans and corn dollies for Lammas.

Our classes are free and open to the public. They have been well attended with a mix of participants new and experienced with paganism.

We, individually and as a group have networked with others exploring an earth based path in our community including participating in the local Pagan Pride Day. We are proud to be a part of the First Unitarian Church family.

Blessed Be,
Debra Gilbert
Ron Zorn

Groups

Interweave

First Unitarian Church is a “Welcoming Congregation.” This designation means that, sometime in the past, the congregation engaged in an intensive educational curriculum on gay, lesbian, bisexual, and transgender issues, after which the congregation made an intentional commitment to open its doors to people of all sexual orientations and gender identities.

By voting to become a Welcoming Congregation, First Unitarian Church agreed to the “Commitments” listed in *The Welcoming Congregation Handbook*. Among these commitments is #9: **“A Welcoming Congregation encourages the presence of a chapter of Interweave (Unitarian Universalists for Lesbian, Gay, Bisexual and Transgender concerns).”** Heterosexual allies have always been integral part of Interweave’s membership, leadership, and outreach efforts.

Interweave at First Unitarian is currently inactive. In past years, interweave has been active as a chapter of Interweave Continental, “a membership organization actively working toward ending oppression based on sexual orientation and gender identity, recognizing that we will not be free until all oppression is a thing of the past.”

Relationship with UUA

Interweave Continental is a UUA Related Organization assigned to the Identity Based Ministries staff group.

Future

Interweave’s future depends on the interest that the congregation’s members take in our Welcoming Congregation commitments and the perceived need for a group to bring these commitments into focus.

Submitted by Jasmine Walston, Past Chair

ROMEOS

We Retired Old Men Eating Out continue to meet at the Golden Corral Buffet on Taylorsville Road. So if you are male and are free on the first Wednesday of the month come on by at 1:00 PM - we won't bite (unless you are a pot roast).

Gary Drehmel

Groups

Solar Array (new this year)

This year, when the congregation voted to borrow from the church endowment fund to pay for a new roof and HVAC units, it also approved funding for additional church projects. The members voted to allocate \$15,000 for 10 solar panels on the church roof. (The Project contributed \$4,000 toward the cost of the panels.) The Project recommended and the congregation approved installing foam insulation under the staff offices and the volunteer area on the first floor (\$2,175.00) and replacing the lights in the Social Hall with LED lights (\$5,700.00). The Kentucky chapter of Interfaith Power and Light voted to honor First Unitarian Church for its efforts to reduce energy consumption.

The Solar Array Project raised \$548.00 this year. The Women's Alliance sponsored its third spaghetti luncheon and raised \$280 of that amount. The rest came from church members who continued to donate aluminum cans this year. Joe made 21 trips to sell the cans to River Metals, a local scrap metal company. A scrap collection sale to raise funds for the Project will be held on June 14-15, 2014.

To date, the 10 solar panels have generated 1,490 kilowatt hours of electricity since they were activated in October 2013. This means First U has used 1,326 fewer pounds of coal and, in general, emitted approximately 3,205 fewer pounds of carbon dioxide into the air in the last seven months.

According to the data provided by the panels' Enphase Energy monitoring system, the electricity the panels produced has reduced the amount of carbon dioxide that would have been released into the air from burning coal by 60 percent. We will continue to monitor the panels' output by analyzing the data from Enphase and the church's utility bills.

Groups

Women's Alliance

The First Unitarian Women's Alliance continues to be an organization that fosters fellowship and action to improve our community for women and families.

Purpose

The First Unitarian Church Women's Alliance advocates for issues related to women and their lives. We support meaningful relationships among our members and support each member's pursuit to live a balanced life. Each year we create a schedule of events and projects which support the above, in the categories of: Outreach, Sisterhood, Church Service and Education/Spirituality as well as raising some funds beyond our dues.

The First Women's Alliance had a very productive year.

Three general meetings were held, featuring noted speakers such as Caitlin Willenbrink from the Kentucky Religious Coalition for Reproductive Choice and Gretchen Hunt of Kentucky Association of Sexual Assault Programs.

One outreach event of note provided by the Alliance is our annual breakfast for the Louisville Clinic Escorts. A home-cooked breakfast was provided to these volunteers who give up their Saturday mornings to assist clients in an easier physical access to the E.M.W. Women's Surgical Clinic.

The Women's Alliance sponsors several events a year. One fundraising event this year was the Annual Pie Sale, which was normally held after church service Labor Day weekend. This year the event was moved to the Sunday morning before Thanksgiving, which led to a very successful sale. Another popular fundraiser is the Annual Spaghetti Luncheon. This luncheon is a fundraiser for the First Unitarian Church Solar Array, which funds environmentally friendly improvements on the church building.

One popular event that is well worth mentioning is the Women's Alliance held a two day retreat, which was located at the Passionist Peace and Spirit center. This was well attended and provided a nurturing forum for creativity, relaxation and fellowship.

The Women's Alliance Steering Committee members are: Jill Sherman: President, Jane Buckley, Secretary, Debra Gilbert: Treasurer, Lois Allen: Historian, Lori Martin and Rita Sasse.

Official Records

2013-2014 Transitions

Births

Maxwell Bryant Slazas Blau August 20, 2013
Calvin James Drehmel, October 3, 2013
Samuel Cian Hill, April 8, 2014

Dedications

Cooper Edmund Brim
Jooniper Lee Ledford
Darius Alder Martin
Rowan Ezri Martin
Willow Rose Martin
Christopher James Engelhardt Rowzee

Deaths

No active members or friends died
July 1, 2013 - June 30, 2014

New Members

Mallory Blair
Bill Deatherage
Kevin Hable
Stacy Hagman
Todd Hagman
Helen Jeffries
James Jeffries
Mike Mayberry
Katherine McLean
Paige Medley
Peggy Muller
Ian Mutchnick
Kate Russell
Kate Snyder
Kennedy Turner
Amy Winstead

Minutes of the Annual Meeting

2013 Annual Meeting Minute DRAFT June 2, 2013

President Claudia Runge called the meeting to order and welcomed participants at 1:00 p.m.

Rev. Dawn Cooley gave the invocation and chalice lighting.

Life Transitions

The congregation acknowledged these life transitions:

Deaths: Margaret Moss, Barbra Donnelly, Grayson Tucker, Marjorie Fitzpatrick, and Isobel Silverman.

Births: Marjorie Patricia Luoma, Buster Anthony Morse, Cooper Edmund Brim, and Darius Elder Martin.

Official Records

Dedications: Thomas Edward Dewson, Emma Katherine Dewson, Lucas Gavin Mascio-Thompson, Leena Savannah Mascio-Thompson, Buster Anthony Morse, Marjorie Patricia Luoma, Banyan Bear Russ, Isadora Rosalyn Russ, Curtis Jackson Van Rooy, and Evelyn Roseanne Johnson.

New Members: Ronda Adamic, David Brim, Bob Fox, Irene Fox, Tiffany George, Richelle Johnson, Pam Middleton, Stanley Quaranta, Renata Sancken, Bill Van Rooy, and Cindy Van Rooy

Introductions

The 2012-13 Board of Trustees was introduced by Claudia. Also introduced was Ruth Ryan, professional registered parliamentarian and president of the Kentucky Association of Parliamentarians. Ms. Ryan's services were procured to assist with parliamentary procedures during the meeting.

Quorum was noted and the agenda as prepared by the Board was adopted with the addition of Greg Gapsis as a proposed member of the Board of Trustees.

The congregation approved the slate of officers which included **Board of Trustees** members Jill Sherman (1 year term), Dan Hill (3 year term), Greg Gapsis (3 year term), Beverly Daly (Secretary) and Pat Triplett (Treasurer).

The following **Ministry Leaders** were affirmed: Kathy Drehmel (Resources), Worship (Jane Buckley and Trish Ramey), Jo Ann Dale (Member), and Kathy Thackeray (Religious Exploration). A volunteer leader for Mission and Outreach remains vacant.

The following nominees for **Standing Committees** were elected: John Scruton (Endowment Committee), and Holly Hogue (Nominating Committee). There were no nominees for the Committee on Ministry because, due to Dawn's upcoming sabbatical, the existing committee will be rolled into the Sabbatical Committee. At the conclusion of Dawn's sabbatical, the Committee on Ministry will be reconvened.

The following Standing Committees were affirmed: Rose Stevens (Personnel), John Grossman (Finance), and Jill Sampson (Stewardship Committee).

General Assembly Delegates

Kathy Thackeray, Jane Martin Buckley, Carol Uebelhoer, and Claudia Runge were approved as church delegates for the 2013 General Assembly.

2013-14 Budget

Finance Committee Chair John Grossman presented the proposed budget, copies of which were circulated.

John noted that two budget meetings had been conducted prior to the annual meeting to explain the proposed budget. John explained that the church had been operating on austerity budgets for the past three years. This year progress had been made as evidenced by an end of the year surplus.

Previous yearly budgets had resulted in personnel cuts but the new proposed budget allows the church to address some needs for additional staffing. The DRE position will be increased from

Official Records

one-half to three-quarters FTE. The choir director's position will be upgraded to music director with an accompanying increase in salary, hours, and responsibility. The Board also recommends hiring a janitor to assist the building supervisor.

During the 2012 annual congregational meeting the church voted to include income and expenses for two items that had been funded from the plate collection: the five ministries and UUA dues. Accordingly, these have been added back into the proposed budget as line items.

During discussion Claudia noted that a \$12,613 deficit for 2012-13 had been projected. A surplus of 8,943, plus \$3,000 from reserves will be used to cover deficit.

Jane Martin Buckley noted that Louisville Gas & Electric costs are projected at \$6000 compared to \$7000 last year. John responded that the actual utility bill was \$4402 and the new hvac system should help with utility bills even in the event of a severe winter.

John Findling asked about the music budget which totaled \$12,000 last year when Philip Morgan served as both music director and instrumentalist. Presently, we pay for an instrumentalist and Christie Lunsford who will work additional hours and be promoted to music director.

Dell Ramey inquired about the recent interruption of gas service and whether the church would be responsible for the necessary gas line repairs. John and Claudia responded that the problem had been resolved and if necessary Highland Roofing Company would be responsible for any charges.

With the absence of additional questions, a motion was made and seconded to approve the budget. The motion passed.

Prioritized Capital Project Requests

Michelle Luoma explained this agenda item. At the Nov. 12, 2012 congregational meeting, the church voted to borrow up to \$250,000 from the reserve fund for a new roof and hvac system. In addition, the church voted to submit ideas for other capital improvements that could be paid for with money not used for the roof and hvac system. Approximately \$65,000 of the \$250,000 remains.

Using a common form, individuals, committees, and ministries of the church submitted approximately 40 ideas for projects. All were worthy of consideration by the prioritizing team consisting of Jane Martin Buckley (chair), Jason Thompson, Michelle Luoma, Bill VanRooy, Kathy Drehmel, Kay Woodworth, and Bev Daly.

Forms lacking complete or realistic estimates were set aside by the prioritizing committee for immediate consideration as time did not allow the group to obtain quotes. However, all suggestions were prioritized in the event that funds become available in the future.

The team also tried to determine which projects were appropriate for capital campaign. Some suggestions were moved to the maintenance budget for funding. Costs and benefits were assessed. All projects were reviewed to ensure they were consistent with the mission and life of our church. Using this process and criteria, the group was able to achieve consensus about funding priorities.

Official Records

With a budget of \$65,000 the committee made the following recommendations:

Priority	Short Description
1	Upgrade phone system
2	New audio/visual systems for sanctuary
3	10 solar panels and supporting infrastructure
4	Foam insulation for the Heywood House basement
5	Replace social hall main lights with LEDs
6	New sprayer for kitchen sink
7	Additional storage cabinets in kitchen
8	14 sixty-inch round tables for social hall plus carrier
9	New carpet for sanctuary dais
10	Archival equipment
11	Chair gliders (making it easier to move chairs)
12	Garbage shed in courtyard to eliminate open trash bins
13	Scrape and paint pillars in courtyard
14	Tablecloths for new tables in sanctuary

After several questions the list was voted upon in its entirety. The congregation voted to approve the list as presented.

Capital Campaign Update

Maureen Taylor and Ward Wilson are capital campaign co-chairs. Maureen reported interviewing churches that have conducted capital campaigns in the past five or six years including Thomas Jefferson Unitarian Church in Louisville and churches in Bowling Green, Cincinnati, and Kalamazoo. All churches contacted strongly recommend hiring a consultant. Maureen and Ward are currently interviewing consultants and hope to have one on board by end of summer. The campaign will likely begin in fall of this year.

Linda Parry asked how consultants are paid since much of the work involves advance planning. Claudia responded that she has spoken to some people in the church who are willing to make early donations in order to pay the consultant in advance.

Compassionate Louisville Resolution

Information about the Charter for Compassion was included in the mailed call for meeting notice. The Charter, in part, states that “The principle of compassion lies at the heart of all religious, ethical and spiritual traditions, calling us always to treat all others as we wish to be treated ourselves. Compassion impels us to work tirelessly to alleviate the suffering of our fellow creatures, to dethrone ourselves from the centre of our world and put another there, and to honour the inviolable sanctity of every single human being, treating everybody, without exception, with absolute justice, equity, and respect.”

In November 2011, the city of Louisville adopted the International Charter for Compassion and declared Louisville as a participant in a 10-year Compassionate City Campaign.

Official Records

Greg Gapsis authored the resolution affirming First Unitarian Church's endorsement and support of Louisville's efforts. The resolution was affirmed by the congregation.

Other Business

JoAnn Dale suggested that the church develop guidelines about purchasing goods and services in a manner consistent with our UU values and principles. JoAnn made a motion to require the Board of Trustees to create a group charged with investigating policies and procedures from other UU churches about and developing a written policy for the November 2013 congregational meeting. Claire Zigner seconded the motion.

During the discussion Claudia noted that the Board is currently looking at developing such a policy for purchases over \$5,000. Brian Daly said that some of the purchases from the capital campaign priority list need to be purchased quickly as recent price quotes will expire. After additional discussion, Claire amended the motion to read that expenditures proceed on a provisional basis. Linda Parry seconded. JoAnn agreed that she did not intend for her motion to tie the hands of the Board. Claire clarified that she interpreted the word "provisional" to mean proceeding with caution and considering circumstances while moving ahead. Certain projects may need to move ahead quickly, others can be delayed. The amendment passed. The original motion with the amendment was voted upon and passed.

In other business Claudia announced that an updated member/friend directory was available on the church website.

Rev. Dawn Cooley provided the closing words and the meeting adjourned at 2:20 pm.

Respectfully submitted,

Beverly Daly
Secretary

Financial

report not submitted