

First Unitarian Church Louisville, Kentucky



2014-2015 Annual Report to the Congregation

June 7, 2015

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

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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.

Board Members:

President, Carol Uebelhoer (18 month term ends June 30)

Vice President and Ministry Council Leader, Jill Sherman

Treasurer John Grossman

Secretary Jill Sampson, Secretary

At large: Claudia Runge (past president), Devi Pierce, Ben Luoma, Jenny Morse

Note: Ben Luoma will resign as his family is moving to Savannah, Georgia. The board wishes the family well. The board will seek a replacement to fill out his two year term.

The board started this term with the minister on sabbatical. That meant working closely with the personnel team, the staff and the sabbatical team to make sure all the necessary things continued to happen, including welcoming new members, providing feedback to staff and other critical operational functions. There were a few surprises, but prep before the sabbatical paid off and the period Rev. Dawn was away went well.

The board hosted a late summer/early fall leadership retreat off site. Staff and Leaders were briefed on church leadership basics, we discussed the “snowflake” model of church, considered long range planning and briefly talked about how to integrate new members with the absence of a leader for member ministry. Linette did a teaching segment on neurodiversity for the leaders that attended.

The board continued to work on policies for the church including reworking the policy about church organizations, text about non-politicking rules, finance policies, and emergency planning procedures. Work continues on the texts around long range planning, a communications team, and the committee on ministry.

The board hosted a communications summit to bring together diverse groups within the church to talk about communications. We talked about the hardware, the software, the social media, the needs of the ministries and the needs of the people visiting our site(s) for information. A small team formed out of that summit to start working on some of the ideas. It could mean that the technical support of office staff and church computer systems gets outsourced, the Sunday morning teams are managed by the worship ministry and a small website team works with ministry leaders on content and presentation.

The board hosted a long range planning brainstorming and formation meeting and from that, the board worked on a charge and text for empowering a team to start the process of long range

Reports from Elected Bodies/Officers

planning. This text is waiting on a team now to form and finalize it based on their previous experiences and hopes for this long range planning process.

The board empowered a new stronger building use team to rewrite and update our building use policies, prices and practices. That team has worked hard to modernize them and implement the changes.

The board continues to find ways to use the building to help our community. One way the board is working on this year is helping a local low power community radio start up get its feet under it by renting low cost space to them for a studio. We continue to support the CLCM (previously HELP Office) through low rent offices in our church.

The board was pleased with the capital campaign results and the continued payment of the loan back to the endowment. In addition, the board worked closely with the Resources ministry to make sure that other necessary repairs to the building got funded. This included work on the retaining wall outside and work on the roof to prevent leaking around the skylights, in addition to more usual maintenance.

The board will continue to move forward in 2015-2016 with changes to the building to be more welcoming. Expect changes in the parking lots, the bathrooms, the nursery, the kitchen and maybe more as we learn and grow in this building together. The board is also encouraging the congregation to update their Welcoming Congregation status in the coming church year.

Submitted by Jill Sampson

Ministry Council

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

See Finance, page28

Staff Reports

Minister's Report

This year started off with 5 months of a very successful sabbatical plus 1 month of vacation. I returned to First U on January 1, 2015, after an inspiring and rejuvenating six months away. I was eager to return.

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. Since returning from sabbatical, I have been responsible for 17 Celebrations of Life this year. I was involved in professional development or denominational activities for 2 Sundays. And for two additional Sundays "off" I consulted heavily with the service or had duties after the service. We also started online services at 7 pm on Sundays, and I was responsible for 4.

I continue to have regular Worship Planning meetings six weeks before each service. These meetings typically include the DRE, Music Director, and a Worship Associate. This Spring, for the first time, we had a successful Worship Associate training and separate Service Coordinator Training. That seems to have worked well as people are interested in different aspects of participation in worship.

I continue to regularly attend Worship Ministry meetings.

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 plan to dedicate at least 1 child at our Flower Communion service on May 31. I have not celebrated any weddings, though I suspect (and hope) this will change based on the Supreme Court decision pending on same-sex marriage. I officiated at one memorial service for a former member.

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.

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The Minister's Discretionary Fund allows me to include financial support for people in our community who are in need. Our DRE, Linette Lowe, managed this fund while I was on sabbatical. This year, we gave out \$1285 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 \$4020.70. \$1,342.03 was added as a result of the collection at the Christmas Eve Vespers service.

Our former congregational care team continues to provide cards, casseroles and support during Memorial Services but has not met since last year and functions only as needed. Thankfully, Connections Ministry (replacing Member Ministry) has a new leader: Maureen Taylor, who has helped Nancy MacPherson create a new Congregational Care Team wherein every congregant has a point person who will check in with them occasionally. I have already seen the benefit of this team, as I have heard about needs I otherwise might not have known about.

Reconnecting with members and friends of First U was my top priority upon my return from sabbatical. In addition to this natural reconnection, though we had a process and procedure in place for pastoral care during the sabbatical, some people just held on to personal and spiritual issues until I returned, so I have seen a large number of people pastorally.

In addition, on the 10th anniversary of a resolution that banned any polyamory group from being affiliated with First U, I spoke about the issue and addressed the “elephant in the room” which has led to a number of conversations about how we are to be with one another.

Combine these factors with the many issues being addressed in Justice and Witness (below), and I have spent a good chunk of my time providing pastoral support and care.

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 had two children in our Chalice Lighters program this year. 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.

I hope to revamp/restart something similar to small group ministry in the fall, as well as help guide the congregation as we engage in a refresher of our Welcoming Congregation status.

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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.

Since returning from sabbatical, this area of ministry has not *seemed* as active. However, I have been supporting congregants as they research and make recommendations for congregational action around joining CLOUT, around participating in #BlackLivesMatter in some capacity, and in making our first floor restrooms accessible to all genders.

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 and Personnel Committee. When requested, I participate in other functions and meetings of the church in addition to these regular meetings. I am hopeful that this next year will see Stewardship and Nominating utilize my skills and capabilities more effectively.

In conjunction with the Board, I created and trained a "Healthy Communications Team" that will help provide an outlet and process for people who have grievances. Such an outlet is essential for dealing with conflict in a healthy way.

Things are running smoothly and efficiently with our staff, who survived my sabbatical intact. I conducted their annual performance reviews in March.

In regards to strategic planning and visioning, we continue to have no body of the congregation currently engaged in this important work, which makes it difficult for me to set my goals in alignment with those of the congregation.

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. The sabbatical was extremely successful and enriching in this area. In addition, I attended the UUMA Institute in February.

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 continued to be involved in my Heartland UUMA chapter as Treasurer, though I will be stepping down as I have been elected to the MidAmerica Regional Board. I continue to

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serve as the Archivist for my Ministerial Study Group. While on sabbatical, I wrote several blogs that were well received that reflected upon our larger faith and our Association.

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.

Much of my sabbatical focused on this area of exploration and I published a number of blogs on the topic. I continue to serve as a Lead Mentor for the UU Minister's Association and look forward to welcoming a new intern at First U this fall.

Thoughts for Next Year

I see a focus on re/starting something similar to small group ministry, where people can get together regularly to explore their faith. I also want to focus on leadership and volunteer development as this is an area in which the congregation is still struggling. I hope to work on developing financial leadership in the congregation, and exploring deeper relationships with local UU congregations. Finally, after 6 years together, I think it is time to establish a process for the congregation to evaluate my performance, and to institute a regular review of my letter of agreement.

Director of Religious Exploration

2014-2015 has been another busy and exciting year in Religious Exploration here at First Unitarian! For me, the church year began with Rev. Dawn's vacation and sabbatical time, during which I took on a number of additional responsibilities, including managing the Minister's Discretionary Fund, making referrals for pastoral care, running staff meetings, and attempting to fill other needs as they arose. I'm so grateful to the RE Ministry, church staff, the Personnel Committee, and the Board for all their support during Dawn's sabbatical! It was a real joy to work with the Worship Ministry throughout that time as well, and to enjoy the wonderful variety of worship experiences that were planned.

I'm grateful for support for my continuing education as your DRE. This year I was able to attend the LREDA Fall Conference again this year, where I connected with DREs from all over the country for several days of learning and collegiality. I attended Matt Meyer's workshop on music and worship as well as his awesome drum circle and was able to bring him to talk to the MS/HS RE class. I continued to attend HUUD Southern Cluster meetings held monthly around IN, OH and KY, as well as webinars on various topics, and I recently attended the Midwest LREDA Chapter spring retreat in Selma, IN. I had hoped to attend an OWL training this year, but was unable to find one nearby. I have plans to attend one being offered this coming August.

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I was invited by the MidAmerica Regional staff to create a webinar on the Creative Inclusion work that I've been doing on neurodiversity, and presented it twice in November. It has been archived on the MidAmerica website. I hope to be able to offer a similar presentation for the church this fall, and I am in ongoing conversation with MidAmerica and EqUual Access about ways to continue the work.

I also took on a new venture last fall at the urging of my Southern Cluster colleagues, and on the last weekend of September, hosted the first annual Middle School Youth Retreat at YMCA Camp Piomingo. We had 28 chaperones and youth attend, and we had a great time doing team-building and lots of fun outdoor activities at camp. I am looking forward to hosting it again this year, and I hope it will become a long-standing Southern Cluster tradition for our Middle Schoolers!

Our long-time Child Care Coordinator, Vanessa Richmond, left us last summer as she pursues her Montessori teaching career, and so, with the help of the Personnel Committee and RE Ministry, we hired Christina Roberts, who has been teaching our Preschool class for several years, as our Coordinator. We also hired two new Child Care providers, Na'Queesha Puckett and Elena Meeks, who contribute a great deal to our RE staff and program.

This year Carol Uebelhoer, our dedicated OWL coordinator, stepped down from that role in order to attend fully to her duties as Board President, and so I have partnered with Lisa Mascio-Thompson to take over coordinating the OWL program. We had a successful K-2 OWL class this fall and the 7th-9th grade program has just concluded this spring.

I have continued offering One Room Schoolhouse on second Sundays during the RE hour for children and youth Preschool through High School, using the monthly ministry themes as the focus for our stations. It is a great opportunity to explore those themes together in hands-on ways and for all our young people to get to know each other and work together. They enjoy getting to choose their activities on the theme, and I enjoy seeing them working in community together!

Our combined MS/HS Youth Group, advised ably by Allison Deckel and danielle rogers-candee, has met over the course of the year to do service work and to have fun together. This spring they hosted a showing of the film *Bidder 70* at the church, and they hope to host other films in the future. The MS/HS RE class presented the Celebration of Life service on June 7 this year with a thoughtful look at the issue of race.

The RE Ministry and I have been considering how best to staff our RE classes with Leaders, and, due to feedback from those attending Adult RE who do not want to miss their classes on an ongoing basis, we have tried having one RE Leader and rotating volunteer assistants in to help the Leader. I am extremely grateful to all those who are RE Leaders and who willingly volunteer to make RE happen each week!

We have undertaken some big projects on the physical plant this year, including a much-needed RE Cleanout last summer, reconfiguring furniture in RE rooms to best meet the needs, and painting the Preschool and Heywood House upstairs hallways. The nursery is in

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the process of being moved upstairs next to the Preschool room, where their needs will be better met. The new nursery is being painted and furnished.

As there is not room to give details about everything that keeps me busy, here's a list of some of the groups and activities that I work with on a regular basis:

- supporting Navigators Inclusive Scouting;
- serving as the Secretary of the Board for Central Louisville Community Ministries (CLCM); serving on the Strategic Planning Committee for CLCM;
- overseeing RE registration;
- providing an RE Family Orientation;
- presenting information on Creative Inclusion at the Church Leadership Retreat;
- having responsibility for several major Celebration of Life Services, including the Water Ceremony and Teacher Commissioning service, the Cornbread and Cider Communion service, Chalica, MCing the Vespers service, the Worship Stations on Forgiveness service, and the spring RE Celebration service;
- singing with the Solstice Sisters' winter and summer solstice rituals;
- coordinating Trick-or-Treat for UNICEF and Guest at Your Table collections;
- participating in the Communications Team discussions and work on the website;
- supporting Soup for the Soul and the Blessing Bags project;
- training RE Leaders and hosting appreciation events;
- updating and improving our safety and emergency plans;
- coordinating Easter Breakfast and Egg Hunts;
- helping the RE Ministry with the All Church Picnic;
- attending Worship Planning meetings weekly;
- attending staff meetings weekly;
- providing Moments for All Ages regularly;
- checking in with RE Leaders weekly to ensure they have needed curricula, supplies, and support;
- attending RE Ministry meetings;
- attending other meetings as requested;
- selecting and procuring curricula;
- recruiting and supporting Lead teachers and volunteer assistants;
- overseeing the physical plant;
- assisting with web site maintenance;
- writing monthly Steepletalk articles;
- submitting monthly reports to the Minister, RE Ministry and Board.

I am so grateful to everyone who makes RE possible here at First Unitarian. Your ongoing support of the program and of me personally, make working for and with you all a great joy!

Warmly,
Linette Lowe
DRE

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Music Director

Sabbatical

In this, my third year at First Unitarian as Music Director, I took a measured approach to this year's music program. Rev. Dawn Cooley was on sabbatical for five months, August through December. Her being on leave opened the door for experimentation. The congregation had been charged to be open to change and growth as a community. I took this as an opportunity to expand the congregation's repertory of UU hymns.

I began a practice of introducing unfamiliar hymns in service until the congregation became more comfortable with *Singing the Journey*, or what we like to call "the teal hymnal." Presentation varied from choral, instrumental, and congregational singing. All in all, we grew as singers and I believe the congregation found some new favorite hymns.

I was careful with the use of the choir and continued to choose music that tied closely with the service topic. I also spoke with the choir about their leadership role within the services, how if they were singing for service, they were part of the worship team for that week. They were leaders and should conduct themselves as such. In rehearsals, we spoke of the arc of service and how their confidence and enthusiasm could be a calming presence for those congregation members who were uneasy with the sabbatical process. I spoke to them about the service topics as if they were in planning meetings so that they could relax in the knowledge that services were well planned and that they had only their own participation to worry about. I believe this approach helped to educate the choir how music is a ministry and how vital it is to the life of this congregation.

Vespers

In June, I put a call out to the instrumental musicians in the congregation to participate in the Vespers service but unfortunately, no one was able to make the commitment. I decided then to ask for funding to hire a soloist and harpist for the 30 minutes of prelude. I began rehearsing three pieces of music with the choir in October; each piece reflecting a major theological theme of the Vespers service. This lengthy rehearsal is very important for this music. The holiday season can be so very chaotic and can pull people in so many directions that there is not energy left to focus on the holiday music. Starting so early helps to ensure the music learning process gets its fair share of attention and that by the time the holidays start to pull attentions away, the music rehearsals are down to refresher rehearsals where only the fine polish needs to be put on each piece.

As to the technical production elements of Vespers, because not every choir member is able to carry a candle, hold their music and walk the full distance of the processional, I decided that we would do away with the long-time tradition this year. In its place, I conscripted soloist Ron Zorn to chant Benjamin Britten's *Hodie Christus Natus Est* for the candle processional instead. The hymns for this service were carefully chosen making sure each ones copyright

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status was that of public domain. This made it possible to legally print the lyrics in the order of service. All previous photocopied songbooks were destroyed.

The Vespers service received praise for the preludes, soloists and choral music selections.

Winter Solstice

Jo Ann Dale asked me early in the year if I would be interested in presenting a piece she knew about for Winter Solstice. After I read the piece and heard the music, I enthusiastically agreed. I decided it was too much additional work for choir members so close to Vespers so I reached out to eight women who are not members of the choir. I believe music can be transformative. During the 12 weeks of rehearsal, I watched as each woman found a deep spiritual connection to the music and to each other. So much so that the group created a lasting bond, and now call themselves “the Solstice sisters.”

“A Winter Solstice Singing Ritual” seemed to take on a life of its own. We performed it three times – at Thomas Jefferson UU on Saturday, (selections for) on Sunday morning for the First UU Celebration of Life, and the full ritual, again at First U, Sunday evening. Each audience showed its appreciation, but none so much as during the Sunday evening worship. Members of the congregation asked that I consider presenting the piece every year and encouraged me to think about opportunities to take it out into the community. And the “solstice sisters” wanted more opportunities to sing together and requested that I look for a summer solstice piece.

UU Music Network

I have completed my second year in the UUA’s music credentialing program and am an active participant in the UUMN (UU Music Network). After last years UUMN conference I returned with new music written by UU composers.

As a part of my third year of credentialing I am required to do a project that is considered congregational outreach. I have also received funds through a grant from the church that will allow us to perform the “Winter Solstice Singing Ritual” again this year. As a part of both my class and the grant, I will be striving to take the Solstice Sisters out into the community to perform a “Winter Solstice Singing Ritual.” Our hope is to perform for the prisoners at the Kentucky Women’s Correctional Institute during the holiday season as an alternative to the Christian and Jewish holiday programs. The Pagan work speaks to the energy that community brings during the winter season no matter the faith tradition and addresses how our joys and concerns can be lifted up by a gathering of people worshipping in song.

Orchestra

This year the First U orchestra performed works specifically arranged for them by Bernie Schweickert. These pieces were carefully chosen and voiced to complement the available musicians as well as to speak to the service topics. For the most part, Bernie directs and rehearses the orchestra, however occasionally it makes better sense for me to direct and him to play keyboard.

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The orchestra members requested to play more than one selection a service and when Bernie felt they were ready we had them do so. Due to a very busy church life it is difficult for the orchestra to find a rehearsal time that works for everyone. I have hopes that they can find a suitable and regular rehearsal time for this next year so that they can play more often.

Children's Music

A children's music program is still elusive for First U, there is just so much offered that there is little available time that wouldn't conflict with some other activity. That being said, Linette and I strive for ways to integrate music into the children's RE program. This year we tried using karaoke tracks of popular music for the children to sing with and used those same tracks to have movement breaks that we call "dance parties." We were able to take both ideas into service as well.

In addition to performances by the ensembles of our church (First U Choir, First U Orchestra, Choir for All Ages), several members of our congregation have provided music for Sunday morning Celebrations of Life.

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

Linette Lowe
Ron Zorn
Matt Meyer (UU drummer)
Brian Daily
Kyle Ellison
Collette Delaney
Fran Delaney
John Gage
Nathaniel Mo
kri and Hettie
Traveler's Dream
Trish Ramey
JoAnn Dale
Tiffany Taylor
Bernie Schweickert
Ethan McCollum
Katie Schutt
Dawn Cooley
Kiya Heartwood (UU folksinger/song writer)
Marty Spiegel
Solstice Sisters (Brittney Blau, Danielle rogers-candee, Kat Joyner, Barb Friedland,
Linnete Lowe, Tiffany Taylor, Lisa Willner, Christe Lunsford- music
director/singer/accompanist, Bernadette Nedley -percussionist)

Submitted by Christe Lunsford, Music Director

Staff Reports

Office Administrator

This report is derived from the job description for the position.

Coordinate office volunteers

Volunteers are a vital part of the office success, whether working behind the scenes organizing records or 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. I also enjoy meeting many of the members that are in the building during the week.

Foster effective communications

Each week I create a bulletin which includes the Order of Service, information about the next week’s Celebration of Life, and FYI. Communication also includes the regular email updates (Joys and Sorrows, Mid-Week Update, and What’s UUp?) which are also shared on the website and on Facebook. Another method of sharing information is in the newsletter. Options are being explored to enhance these modes of communication.

Building use coordination

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. Along with the weekly Celebration of Life and Religious Exploration classes, there are approximately 30-35 different groups and activities using the building each month. Some of them are multiple times per week, some weekly, while others are monthly, so in reality, it is many more times that the building is used. We provide space for church and community groups, social justice and environmental groups, and other meetings. Some are paid, but the majority of social justice groups were granted free space. There have been 4 theatre groups, each meeting 4-6 times per week for about 6 weeks at a time, and 6 outside groups that meet here either weekly or monthly. There have been 4 concerts or recitals, 4 weddings or commitment ceremonies, many social justice and environment group sessions, 5 memorial services, 4 days of multiple graduation ceremonies and several banquets. Some of the groups that pay have rented space in First U for multiple years.

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. 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, as well as staff members.

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General Comments

In addition to the tasks listed in my job description, I see my role as Office Administrator as a part of the support system for the church. While not a member, I still feel a loyalty to the members, the programs, and the staff and willingly go the extra measure when needed.

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

Building Supervisor

Goals:

The Building Supervisor will maintain the physical resources of the Church, assist and coordinate effective building use, and supervise or coordinate needed repairs.

Activities:

- Changed the set-up in the social hall an average of 3 to 4 times a month all year. Each time requires about 2 hours. Changes are determined by the needs by the many groups using the space. A few weeks it was changed two or three times.
- From January through May, approximately three hours a week dealing with deficiencies listed on the six page Fire Marshall list of safety improvements, certificates of inspections and compliances gathered, and new items installed. The House and Grounds team did much of the installation and repairs. I coordinated inspections and repairs by specialists as needed.
- Organized and scheduled repairs and tasks needed within the building such as roof leaks, lock replacements, repairs to windows, and security needs.
- Performed routine cleaning such as weekly dust mop and spot mopping, monthly social hall mopping, cleaning bathrooms, restocking supplies, etc. Completed annual tasks of checking the sprinkler system (3 hours) and cleaning the carpets (6 hours.)
- Researched and found best prices for supplies such as paper products, ice melt, and cleaning products.
- Worked closely with office administrator, house and grounds, and resource ministry

Goals and Concerns for Next Year:

Each user of the building needs to be concerned with the security of the building, taking care to lock up doors when leaving. It is expensive and time consuming to maintain an old structure in a cost effective manner so we need to try to catch problems as soon as possible, before more damage is done. I seek cooperation from the congregation leaving shared space as it was found, especially picking up food in order to keep bugs and mice out of the building. It's a great place to work with many nice people.

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Member Ministry/Connections

While a few people outside the group handled various functions, this ministry was inactive. A leader agreed to take it on in July, but later resigned to return to leadership in another ministry. The name was changed to “Connections” with a new leader. The focus of Connections is still being developed. Since both groups functioned in tasks of the ministry, both reports are included.

Member Ministry

Purpose

The Member Ministry seeks and implements ways to enrich the spiritual involvement of members and friends in the life and activities of our Congregation. It works with the Minister to attract, retain, and develop Church members and friends.

Activities

During Dawn’s five month sabbatical, the Congregational Care team carried out its responsibility for maintaining continuity of pastoral and compassionate care. In addition to our usual work of arranging for cards of remembrance as well as rides and casseroles, we identified an ordained and experienced minister without other connection to the congregation. After Rev. Cooley met with that individual, the Sabbatical Team contracted for the provision of confidential pastoral counseling as needed and introduced the minister at a Celebration of Life.

A member of the Congregational Care team served in a “triage” capacity, fielding requests from congregants and directing them appropriately (Did the congregant need specific services, such as transportation, food, visitation? Did the congregant need compassionate conversation? Did the congregant need confidential pastoral counseling? Did the congregant need financial assistance from the minister’s discretionary fund, administered during sabbatical by DRE Lowe?). Several instances of unexpected medical and bereavement circumstances required immediate response. The Congregational Care team also organized and completed a graveside service, memorial service, and reception for the brother of a long time congregant.

The “Welcome Crew,” a small group of individuals not members of the ministry, welcomed visitors. that completed an Information Form. They were welcomed, given RE information, a nametag was made, and the information was entered in the church database. Participants were Laurie Clark, Linette Lowe, Trish Ramey, Nancy MacPherson, and Barbara Creasy.

The “New UU” aspect of Member Ministry responsibility was fulfilled by the provision of a multi-session “New to First U” program during the period of Rev. Cooley’s sabbatical. Participants included newer congregants who were not yet members, as well as members who wanted to learn more about First U organization and history. This was followed by a New Member ceremony during a Celebration of Life.

Members:

Participating in the functions ordinarily performed by Member Ministry were Lois Allen, Jo Ann Dale, Gary Drehmel, and Kathy Thackeray

Ministry Reports

Connections Ministry

Purpose:

To strengthen the connections among members and friends of First Unitarian Church, enriching their involvement in activities and helping to retain them as long-term participants in the life of the Church.

Members:

Gary Drehmel (Caring Team), Nancy MacPherson (Caring Team), Trish Ramey (Newcomers), Maureen Taylor (Coordinator/Connector), Kathy Thackeray (Greeters)

Activities in 2014-2015:

Fifteen volunteer Greeters have welcomed members, friends, and visitors to the Church, have provided welcome brochures to newcomers, and have invited them to coffee and our first-Sunday lunches (free to newcomers). Visitors who fill out a Visitor Information Card have a nametag (prepared by Trish Ramey) waiting for them when they return.

Visitors have recently been added to the email list in PowerChurch, so they now receive the mid-week updates as well as *SteepleTalk*.

The Caring Team, otherwise known as “Nancy’s Eleven,” has made an excellent start on contacting **everyone** in the directory (more than 140 contacts as of May 20), letting them know they have a “point person” to get in touch with when a personal joy needs celebrating or a sorrow requires understanding and support.

When May 17 turned out to be an inconvenient day for a New to First U class, it was rescheduled for June 21. Speakers will include Rev. Cooley, Ann Ulinski, Devi Pierce, and Linette Lowe; there will be a Q & A session, and a light lunch will be served.

After Christmas, Gary Drehmel’s Goodie Box team delivered boxes of cookies to some of our house-bound members who were unable to come to Vespers. Gary also sends care cards to members and friends who are ill, house-bound, or have moved away.

Recommendations for 2015-2016

1. Decide exactly how the new “Connections Ministry” differs from the old “Member Ministry” and propose a new description in the By-Laws
2. Develop content for the newly designed Church website.
3. Find a replacement for Jo Ann Dale to organize the New to First U classes.
4. Find a replacement for Kathy Thackeray to organize Greeters.

Ministry Reports

Mission and Outreach Ministry

Purpose

The M&O Ministry oversees the church's involvement in the five areas of Denominational Affairs, Interfaith Relations, Partner Church/International Outreach, Publicity, and Social Justice.

Participating

Lois Allen, Jo Ann Dale, Alex Graham, Stacy Hagman, Jill Johnson, and Diana Ott.

Activities

These were some highlights of the Ministry's work during this period:

1. Maintained close connection with Central Louisville Community Ministry, providing representation on its Board as well as providing financial support.
2. Supported participants in the national White Privilege Conference, held in Louisville in 2015.
3. Partnered with Kentucky Interfaith Power and Light and with Cultivating Connections on interfaith events.
4. Initiated the "Black Lives Matter" chancel candle program, and provided action information for each Sunday's order of service.
5. Assisted Ebb and Flow's Blessing Bags project by obtaining Ministry Council funding for supplies.

Report submitted by Jo Ann Dale

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:

Kathy Thackeray (3rd year), Lisa Mascio-Thompson (3rd year), Pam Middleton (2nd year), Lori Martin (2nd year), Bill van Rooy (2nd year), Lois Allen (2nd year), James Jeffries (1st year), Christina Roberts (1st year) and youth member, Richard Jeffries.

Ministry Reports

Goals of Religious Exploration Ministry for 2014 - 2015 Church Year

1. Continue to plan for update and execute plan to update the RE rooms and RE Areas on the Second Floor and the Nursery. Form a Sub Committee of Skilled people to asses and oversee Volunteers. Recruit Volunteers for the various planned updates. Each end of the year organize a "Clean Out". Consult with Aesthetics and especially House and Grounds.

Ongoing cleaning and moving of furniture, to make a more attractive and clean space for Religious Exploration. Great painting party to complete the painting of all the hallways upstairs was held in March. Now with the movement of the Nursery to the second floor we moved the OWL materials to room 204 and are getting ready to paint. The "Clean Out" in June of 2014 was a major success, the "Clean Out" is scheduled for July 19th this summer. We are finally placing a large poster of the 7 principles in each classroom.

2. Continue Momentum and support of Adult Religious Exploration as an integral part of the Church program. Be intentional in coordinating with Mission & Outreach Ministry when looking at possible programs and events. Continue looking at possibilities for innovation when scheduling Adult Exploration.

Addition of Sacred Journal has been a success. As we look at Adult Exploration we wish to appeal and meet the needs of the many ways people learn.

3. Continue to support the Youth Programs with attention to specific needs relating to the small group size.

We thank the RE Leaders and the Youth Group advisors, danielle rogers-candee, Kyle Ellison, Jay Dolen, and Allison Deckel for their work with our youth. This year the participation and variety of activities of the Youth Group was great. We haven't had a Youth Worship Service for a number of years now, but this year the June 7th Celebration of Life was presented by the Youth.

4. Offer one program a year to support parents/guardians as primary religious educators for their children.

After an informal survey, by some members of the RE Ministry, of parents of infants, toddlers, children and youth we found there was no interest in such a program this church year.

5. RE ministry will sponsor two all church multigenerational events during the 2014 -2015 Church year.

We continue to lead the congregation in providing all church events. Ebb & Flow provided the lead for this RE sponsored event, The Soup for the Soul event in November was a great success and great fun as well. Such good soup and deserts! The RE Ministry presented a great time to wrap up the church year with the All Church Picnic on May 31st. Great food, and fun activities.

6. Establish a working Religious Exploration Ministry, with specialties being covered by the members.

The RE Ministry keeps working on this, we get a little closer each year, but we are not where we were in previous years.

Ministry Reports

There are 33 families registered in the First Unitarian Religious Exploration. During this hour there are many volunteers working to make Religious Exploration happen.

Infant and Toddler Care and Childcare

Each Sunday there is Infant and Toddler Care in the Nursery from 9:30 am till 12:15 pm by our dedicated Child Care Staff, Na'Queesha Pucket and Elena Meeks. There was an average of 3 infant/toddlers from July 2014 thru May 17, 2015 attending on Sunday mornings. Christina Roberts is the Childcare Coordinator. Every first Sunday we offer childcare for infants, toddlers and children through 5th grade from 12:45 till 3:00 pm in rooms 212/213. Childcare can be offered at other times as well with enough notice. We are presently making ready room 214 for the Nursery. We expect the move to take place this summer.

Children's and Youth Religious Exploration:

Summer 2014 Children's Religious Exploration: *UU Picture Book*

RE Leaders: Kathy Thackeray, Lori Martin and Christina Roberts

The average attendance on Sunday morning was 13 children in July 2014.

Preschool: *We Are One, We Are Many* in room 212

RE Leaders Fall: Christina Roberts and Bridget Dewson

RE Leaders Spring: Christina Roberts lead teacher and assistants Andrea Scrogam, Heidi Runge. There was an average of 8 children attending this class between mid August 2014 through May 17, 2015.

Kindergarten, 1st & 2nd Grades *Love Surrounds Us* in room 207

RE Leaders Fall: Susannah Onwood and Bev Daly

RE Leaders Spring: Bev Daly lead teacher and assistants James Jeffries, Richard Jeffries, Brian Daly, and Linette Lowe. There was an average of 8 children attending this class from mid August 2014 thru May 17, 2015.

3rd, 4th & 5th Grades *Spirit of Adventure* in room 202

RE Leaders Fall: Seana Golder & Pam Middleton

RE Leaders Spring: Pam Middleton, Elizabeth Fairhead and Steve Hickerson. There was an average of 9 children attending this class from mid August 2014 through May 17, 2015

Middle/High School: *D'Oh God* in room 203 during Fall & *Be the Change* during Spring

RE Leaders: danielle rogers-candee, Kyle Ellison. There was an average of 4 youth attending this class from mid August 2014 till May 17, 2015.

One Room School House with Linette and her helpers:

Second Sunday of the Month in 205.

Linette Lowe lead teacher develops a program of activities around the Ministry of that month. She has a few assistants to help, many repeating their involvement each month, as does Claire van Langingham, Christina Roberts, Seana Golder and Clarol Findling. There were 8 ORSH sessions and the average attendance was 18 children from September 2014 thru May 2015.

Ministry Reports

OWL for Kindergarten, 1st & 2nd grade was held in the late fall 2014. Eleven children participated. Facilitated by Lisa Mascio-Thompson.

Middle/High School Youth Group

Advisors Allison Deckel and danielle rogers-candee, the youth planned and participated in a number and variety of activities this year.

OWL for 7th, 8th, and 9th grade: was held in the spring of 2015 with the youth of Thomas Jefferson Unitarian.

Adult Religious Exploration - 9:45 am till 10:45 am

1st Sunday and 3rd Sunday: *Popcorn Theology* in the Library (room 103), RE Facilitators: Lori Martin and Rodney Walston. An average attendance of 9 adults attended from mid August 2014 through May 17, 2015.

2nd. Sunday: *My Faith Path* in Library (room 103), RE Facilitators: Kathy Thackeray and Deb Gilbert. There were an average of 13 in attendance from September 2014 through May 17, 2015.

3rd Sunday: *Popcorn Theology* in the Library (room 203)

4th Sunday: UU Budd- in the Library (room 203), RE Facilitators, George Schuhmann and Jeff Mathias. There was an average of 7 in attendance from mid August 2014 through April 27, 2015.

Every Sunday:

Ebb & Flow: in room 205, Facilitators, Lisa Mascio-Thompson and StacyHagman. There was an average of 9 in attendance from July 2014 till May 17, 2015.

Coffee and Social Justice in the Social Hall Discussion group no facilitator. There was an average of 6 in attendance from July 2014 through May 17, 2015.

One class was added in January 2015. *Sacred Journal* which is facilitated by Jill Sampson meets on the first Sunday of every month from January 2015 through December 2015. *Sacred Journal* uses the Ministry Theme for each months focus. There was an average of 14 in attendance from January 2015 through May 2015.

5th Sunday Social Action Adult Religious Exploration.

March 29, 2015: Mark Steiner from Cultivating Connections spoke in the Social Hall on *How to Survive Saving the World*, The hard work of creating a sustainable world can leave us burned out, overwhelmed, frazzled, and sometimes downright angry. Maintaining our energy and keeping our heart and mind on the big picture can be a significant challenge. Twenty two adults were in attendance.

May 31, 2015: Members of the Women's Alliance Study Group, Kathy Gapsis, Claudia Runge, Linda Parry, Kathy Thackeray and Jill Johnson, lead a discussion of the "Black Lives Matter" movement and our support of that movement.

Ministry Reports

The Celebration of Life at 11:00 in the Sanctuary and children

Infant and Toddler Care is in the Nursery (near the kitchen on the first floor) during the Celebration of Life and a little after: 9:30 till 12:15. If you choose to have your infant or toddler with you during the Celebration of Life please note that in the library (double doors next to the organ) there is a rocking chair and soft carpet to crawl on or run around on and you can hear the service in the Library.

Children's Celebration: At some point (usually just before the sermon) the children from preschool through upper elementary are invited to attend Children's Celebration in room 212/213. They will return to the sanctuary when notified by the Worship Associate of the Service. An average of 13 children attended Children's Celebration between July 2014 through May 17, 2015.

Multigenerational Celebrations of Life occur about once a month, sometimes more sometimes less. A Multigenerational Service includes all children youth and adults, thus there is no Children's Celebration when there is a Multigenerational Celebrations of Life.

Other Religious Exploration Sponsored Programs

UU Book Club, meets the second Monday of every month in the Parlor. This book club chooses the books they read for six months, they alternate between fiction and non fiction. There is an average of 5 adults in attendance from July 2014 through May 2015.

The Creative Inclusion Group meets monthly, this is an open group so if you have an interest, curiosity or passion about Inclusion please attend. Exact date will be announced in Mid Week Up Date or What's Up Sunday or in the Order of Service FYI section.

The RE Ministry wishes to Thank the Board of Trustees for approving and sponsoring the Navigators Chapter 86 at First Unitarian Church. Bill and Cindy van Rooy are dedicated leaders and we thank them for their incredible work toward making Navigators a reality at First Unitarian Church.

As the chair of the Religious Exploration Ministry I wish to thank all the members of this hard working Ministry and all the volunteers as well as our Staff for their wonderful support and willingness to say yes! Our Director of Religious Exploration, Linette Lowe, is an exceptional leader and we all thank her for her support and leadership.

Kathy Thackeray, chair of Religious Exploration, May 20, 2015.

Ministry Reports

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 oversee the aesthetics of the building and grounds, and to be responsible for building maintenance.

Members:

Resource Ministry Chair – Mary Ballard

House and Grounds team leaders – Joe Kremer, Uwe Eickmann, Roger Ohlman

Churchyard Friends team leader – Carol Findling

Aesthetics team leaders – Kathy Thackeray, Bev Daly

Kitchen Wizards team – Claudia Runge, Lois Allen, Jill Sampson, Kathy Thackeray

Building Use team – Kathy Drehmel, Claudia Runge, Barbara Creasy, Earl Reynolds

Goals and Status:

We are very fortunate as a congregation to have such a beautiful and historic building in which to gather, worship, celebrate, and be in community with each other. Of course we all know that anything that is beautiful, historic (i.e. old) and precious also tends to be high maintenance, and our church is no exception. The goal of the Resource Ministry is to keep our building beautiful and functional, as well as in compliance with all current codes and requirements. Our goal is never fully met, and our status is always “a work in progress.”

Activities:

During the 2014-2015 church year, the teams that make up the Resource Ministry have worked VERY hard to keep our beautiful and historic church building maintained and operating smoothly. In order to facilitate coordination with church staff and other church ministries, the Resource Ministry Chair participated as a member of the Ministry Council and the Sabbatical Committee, and collaborated with church Building Supervisor, Minister, Office Manager, Board of Trustees, and Church Treasurer. Following is a summary of the highlights of the work teams.

Aesthetics team:

- Ongoing projects to beautify our indoor and outdoor space
- Cleaning and updating church parlor
- Cleaning out closets to better utilize storage spaces
- Rearranging and rehangng of portraits in parlor, library, stairwell, and minister’s study
- Organizing, cleaning and decorating the building for seasonal services and festivities, then taking it down and putting it all away again
- Developing a photo montage for the church library
- Researching and finding photos to celebrate women leaders (past and present) in our church
- Researching options to replace the carpet on the sanctuary stage
- Assisting with ongoing restroom renovations (paint colors, signage, changing table for family restroom).

Ministry Reports

Building Use Team

- Met as needed to review building use issues or requests
- Developed policies and procedures for use of our building, both by our own congregants and by outside groups. There are guidelines for internal use, as well as guidelines for outside rental contracts and building use forms. The various forms, contracts, and packages are on the church website.

Churchyard Friends:

- Removal of three dead trees, and arranging contract for stump removal
- Arranging for the design and installation of the “Courtyard Corral” to enclose all garbage, recycling, and storage bins in the Courtyard
- Ongoing work parties to plant, weed, replace and otherwise beautify and maintain our church grounds
- Plant sales to raise funds for more projects
- Coordination of a “Day of Service” in April. Many volunteers from our church and from Central Louisville Community Ministries worked together to spruce up our church grounds.
- NOTE: Carol Findling has led this team for many years, and is now ready to turn over the leadership responsibilities. Kathy Gapsis has agreed to take on this role and will be the new team leader for Churchyard Friends. Thank you to both Carol and Kathy!

House and Grounds team

- Ongoing maintenance of church building and grounds
- Repair of lighting
- Replacement of ceiling tiles
- Patching of plaster walls and wood trim
- Tuck pointing
- Cleaning gutters
- Repair of chairs
- Grounds mowing and trimming
- Snow removal from sidewalks and steps
- Drywall repair and painting throughout the building
- Repair of roof and skylight leaks
- Repair of bulge in retaining wall on York Street side and truck damaged retaining wall on Fourth Street next to the parking lot.
- Worked with the building supervisor, Earl Reynolds
- Advised, obtained estimates, and made recommendations for needed repairs
- Completion of NUMEROUS tasks required to bring us in compliance with the Fire Marshall’s requirements, including installing a panic bar on the southeast churchyard gate
- Replaced elevator light with LED lights to save energy
- Continuing work on renovation of the church restrooms.
- Monitored thermostat settings

Joe Kremer, Team Leader. Members: Bob Ballard, Uwe Eickmann, Roger Ohlman, Pete Webber, Mark Ganchiff, John Peabody, David Runge, Carol Findling, Kathy Kremer

Ministry Reports

Kitchen Wizards:

- Held work parties as needed to maintain, clean and organize the church kitchen
- Periodically cleared refrigerator of outdated or unlabeled food items
- Developed and posted a detailed “Kitchen Use Checklist” to give clear guidance on how to use various appliances, and what steps to follow for safely cleaning and restoring the kitchen to be ready for use by others.

Lots of good works by many busy, talented, and dedicated volunteers!

Respectfully submitted,
Mary Ballard, chair of Resource Ministry

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 to 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 worship associates, ushers, tech deck, chalice lighters, and sanctuary layout.

Members:

- Jane Martin Buckley (co-chair, Ministry Council representative, tech deck, service coordinator)
- Trish Ramey (co-chair, Signs task team leader, Worship Associate coordinator, Service Coordinator coordinator, Chalice Lighters coordinator, Music liaison, representative to Sabbatical Team, back-up Sunday service slide production)
- Pam Middleton (Usher task team leader, Sunday service slide production, service coordinator)
- Lee Wells (Sanctuary task team leader, service coordinator)
- Mike Mayberry (tech deck, service coordinator)
- Brian Daly (scribe, service coordinator)

Goals:

- To continue to produce stimulating, moving, and thoughtful lay-led Celebrations of Life approx, 17-18 Sundays per church year
- To enhance the use of technology for enhancing the Sunday service
- To provide online services
- To continue to support Rev. Dawn in her services with volunteers to create the vessel for making worship open and welcoming to all

Ministry Reports

General Overview at Church Year-end:

We are very pleased to have completed the six months of Rev. Dawn's study leave and sabbatical in very good order (see following section for a listing of services). Thanks to the Sabbatical Team for helping out. We met Rev. Dawn with energy and enthusiasm as she returned from her sabbatical, full of fresh ideas for the Worship Ministry.

Service leaders and topics are currently planned (with two exceptions in July) through September 13, 2015. Trish Ramey, now entering her second year of her second term, has agreed to continue as chair. We continue to work well with our Music Director; Christe adds much to our worship planning. Audio and Visual Equipment (the Tech Deck) continues to be upgraded in its use and functionality, enhancing our services (we now have four-five members trained.). We have instituted a system for insuring each service has Order of Service slides. The Tech Deck has also become competent in projecting videos, as requested, during the service.

Recruitment of new members and volunteers is a constant discussion point (we have six WM members but really need nine) – we have been struggling to find new qualified and willing team members. Rev. Dawn, with the help of WA coordinator, Trish Ramey, trained four new worship associates this spring, but we have also had six worship associates either move away or make a decision to “take a break”. Rev. Dawn and Trish also trained four new service coordinators.

An 8-session program begun last summer, led by Jo Ann Dale, trained eight First U members in the writing of homilies and sermons, strengthening the lay worship ministry of the church. This effort provided three sermons during the sabbatical, and one guest speaker to Clifton UU [thank you Brian Daly, Jill Sampson, Trish Ramey, and Jane Buckley].

The Worship Ministry is particularly proud of the success of the Vespers Service, which was planned by committee, actively coordinated by Trish Ramey (provided the homily) and RE Director Linette Lowe (the “emcee”). It was implemented by countless First U members as we honored three UU religious-source traditions which have celebrations commemorated in December (Christmas, Winter Solstice, and Hannukah).

A new addition to the service were the Christmas Eve Chalice Lighters, a group of eight children who are among our regular year-round chalice lighters. They each took turns lighting an Advent wreath, creating the sacred space, lighting a menorah, and lighting our chalice). Thank you to our music director, Christe Lunsford, for providing the fabric, and to Lois Allen for making their surplice-style robes. We are also grateful to Christe for finding a beautiful soprano and harp duo, to provide an extended Prelude.

Toward the end of the year, Worship Ministry added a new function: online services, an effort started by Rev. Dawn (as a result of a trial run during a storm when Sunday service was canceled), but a function that Rev. Dawn and Worship Ministry has committed to for regular and lay-led services as volunteer efforts will permit.

Ministry Reports

Sabbatical Services of 2014-2015:

The Worship Ministry, in coordination with the Sabbatical Team, created and coordinated the following 27 Celebrations of Life during Rev. Dawn's five-month sabbatical and one-month study leave :

- July 6 Chris Rothbauer, "What We Become: What We Can Learn About Ourselves from The Walking Dead"
- July 13 Ben Luoma, "Still A Faith of the Free: Hearing James Luther Adams Today"
- July 20 Chris Rothbauer, "The Shinto Tradition"
- July 27 Traveler's Dream, "The Care and Feeding of Your Creative Spirit"
- Aug. 3 The Sabbatical Team, "Sharing the Ministry"
- Aug. 10 Rev. Esther Hurlburt, "Creating a Culture of Care"
- Aug. 17 Linette Lowe, "Water Ceremony"
- Aug. 24 Brian Daly, The Healing Power of Music
- Aug. 31 Jean Henry, "Mental Illness Touches Everyone"
- Sept. 7 Mark Steiner, "Peacemaking is Hard Work"
- Sept. 14: Pat Allison, coordinator, "Visual Artists Paths to Spirituality"
- Sept. 21: CUUPS-led by Ron Zorn, "Autumnal Equinox - a Time of Balance"
- Sept. 28: Jill Sampson, "Every Swing is a New Swing"
- Oct. 5 Jo Ann Dale. "Blessings of the Animals"
- Oct. 12 Matt Meyer "Beyond Light Bulbs: Covenant and Collective Action"
- Oct. 19 Rev. Peter Connolly, "Living Religiously: What's the Point?"
- Oct. 26 Rev. Elwood Sturtevant, "Seeing Shadows"
- Nov. 2 Graham Shelby, "Have You Ever Seen the Rain?"
- Nov. 9 Rev. Gretchen Woods, "Wearing your UU T-shirt: Thoughts on the Elevator Speech"
- Nov. 16 John Gage, "A UU Call to be 'Born Again'"
- Nov. 22 Sharon Eckler, "What is enough?" Also, a Cornbread and Cider Communion
- Nov. 29 Rev. Dr. Claudia Ramisch, "A Potent Moment"
- Dec. 7 Linette Lowe, "Chalica"
- Dec. 14 Susanne Binford, "Homeless Not Hopeless"
- Dec. 21 Christe Lunsford & Jo Ann Dale "Winter Solstice Singing Ritual"
- Dec. 24 Worship Ministry, Trish Ramey-homily, "A Living Tradition of Light and Love"
- Dec. 31 Jo Ann Dale "A UU Look at Kwanzaa?"
- Jan. 4, 2015 Sabbatical Team, "Celebrating the Sabbatical Epiphanies--A Video Chronicle"

Ministry Reports

Regular Lay-led Services of first half of 2015:

- Feb. 8 Shannon Fauver and Dawn Elliott, lawyers representing same-sex couples in Kentucky marriage equality lawsuit
- Mar. 8 Women of the Women's Alliance, "Women Leaders: Yesterday and Today"
- Mar. 29 Jo Ann Dale, "Social Justice as Faith Development"
- Apr. 19 Sarah Lynn Cunningham, Director, Louisville Climate Action Network "Earth Day: Talk and Act!"
- May 3 Members of CUUPs, "Maypole -- Celebrating Beltane"
- May 24 Ian Reed "Reflections on Travel in Bangladesh"
- June 7 Youth Group, "The Youth Group Presents..."
- June 21 Solstice Singers, led by Christe Lunsford, "Summer Solstice Singing Ritual"
- June 28 Trish Ramey, coordinator, "GA Service 2014: Seeing through the Eyes of Love"

Recommendations for the Next Church Year

We continue the practice of weekly and monthly evaluations of each worship service for things that worked and things that didn't. We regularly find ways of improving the service by tweaking the format as well as allowing us to integrate the use of technology to enhance the service in meaningful ways.

We trust that the Annual Meeting will see the benefit of fully funding the Worship Ministry's financial request so we and the Music Program can pursue our goals.

Finally, we need to bring the committee up to full complement of nine members and to have younger members join the group. We will endeavor to achieve this result in the next year.

Other Committees

Committee on Ministry

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

See Sabbatical Team report on page 31

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 – 3rd year), John Scruton (2nd year), Kevin Hable (1st year)

Activities:

The focus of this year has been to follow-up on the loan to the church and to continue to review options for maximizing return over the next year while maintaining a socially responsible investment portfolio. We have decided to invest loan repayments in the Unitarian Universalist Common Endowment Fund (UUCEF), an alternative fund offered by the UUA for socially responsible investment, thereby gradually but regularly moving funds into more socially-responsible investments.

The Church continued repaying its loan from the endowment for physical improvements including replacing the roof and HVAC units.

Future Plans and Activities:

The Endowment Board will continue to consider and monitor asset allocation and will monitor the performance of the funds invested in the UUCEF as compared to funds the preexisting investments.

Submitted by John Scruton

Other Committees

Finance Committee

Purpose and Function

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

Members

This committee consists of three members, all of whom are members of the Church. Members this year are Roger Bradshaw (2nd year), Joe Kremer (1st year) and Cindy Van Rooy (1st year, appointed by Board in October). Members are appointed for staggered three-year terms. Members may serve two consecutive terms but we are not entirely certain about when terms end. The Treasurer serves as an ex-officio, voting member of the committee; the Treasurer this year is John Grossman.

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 – FY 2014-15

- a. Elected Roger Bradshaw to serve as Chair of Finance Committee for 2014-15.
- b. Met monthly (2nd Tuesday) to review monthly finance reports prepared by Church's financial consultant, Books-in-Order. Based on May 2014 financial statements, Fund 01 (Operating) for FY 2014-15 will end with a surplus of approximately \$6,900. The balance of Fund 01 began FY at \$34,013 and is projected to end at \$45,679 (includes make-up payment of \$4,734 from Endowment for FY 2013-14).
- c. Coordinated 'plate' offering-collection for weekly services. These split 2/3 to Fund 01 and 1/3 to Fund 02 (for mission and outreach). Note that once the budgeted amount in Fund 01 is reached (\$4,414), all subsequent plate income goes to Fund 02. The total projected plate income for FY 2014-15 is \$9,343, which splits \$4,414 to Fund 01 and \$4,929 to Fund 02.
- d. Reviewed income and spending from Fund 02 (Ministry Council) as part of monthly review meetings. Projected income for FY 2014-15 is \$12,929 (consists of \$8,000 provided from Fund 01 for Ministry Council and \$4,929 from plate for mission and outreach) and projected

Other Committees

spending is \$6,852. After MC transfer of \$8,442 to Fund 01 to cover 2014-15 budget deficit, Fund 02 began the FY with \$2,580 and is projected to end the year with \$8,657.

- e. Coordinated with the Board and Stewardship to prepare the FY 2015-16 annual budget. At present, the finance committee proposed budget has a deficit of \$18,710. The Board budget task force recommends additional spending to cover UUA dues and increases for Ministry Council (Fund 02) – if approved the deficit increases to \$41,955. Budget decisions will be discussed at the annual meeting.
- f. Coordinated with FirstU financial consultant (Books In Order) regarding the capital campaign loan repayment. Setup Fund 06 (Building Major Repair) to reflect the remaining loan amount – it is currently \$179,224 (which is \$250,000 loan minus \$70,776 balance of Fund 06). Interest on loan (5% per year, calculated quarterly, on outstanding balance) is also handled correctly.
- g. Coordinated with Board regarding payments for the loan from Fund 10 (Capital Campaign Fund). Four regular quarterly payments (\$8,481 each, \$33,924 total) were made for FY 2014-15. Fund 10 contains \$106,815 at end of May, 2015 – any portion of this could be used to payoff part of the loan early to reduce interest charges (approx.. \$8,900 / year at current balance). Discussions are ongoing with the Board as to what should be done.
- h. Reviewed status of all other funds as well as who has authority to spend them. The Treasurer has shared this information with the Board for discussion / dissemination.
- i. Corrected fund transfers to cover additional spending for DRE to cover duties while minister was on sabbatical.
- j. Discussed policy regarding immediate liquidation of stocks upon donation to FirstU (and not directed to Endowment) and reviewed who is authorized to make such a sale. Proposed liquidating remaining donated stock assets (in Morgan Stanley Stocks account) to Board; no decision reached and no action taken. Note that this is not related to Endowment (those assets are held by Vanguard and are managed by Endowment Committee).
- k. Discussed providing new checking account for use by Navigators. John Grossman discussed with BB&T and Board; arrangements were made for Navigators to use a new checking account for their activities.
- l. 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.
- m. Joe Kremer has asked to step down from Finance Committee at the end of June, 2015. The Treasurer has discussed the need to find a new member with the Board.

Coordinates with

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

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 2014/15 were

Suzanne Meeks (3rd year), Rose Stevens (2nd year), John Scruton (1st year), and Carol Uebelhoer (Board Liason).

The Personnel Committee's accomplishments this year include:

- Continued the practice wherein each Committee member assumed specific responsibilities 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.
- Finalized the Personnel Policy Manual and distributed copies to employees.
- Shared the acquired expertise and information on employee benefits with new staff members.
- Followed up with plans supporting staff members during Dawn's sabbatical July 1, 2014 through January 1, 2015.
- Hosted a staff appreciation brunch in January, 2015.
- Finalized and implemented a New Employee Search and Hiring Process.
- Developed a form that summarizes First Unitarian Leave Policy and serves as a record of employee leave time taken.
- Advertised for more than one position, interviewed candidates, and hired personnel.

Goals and plans for next year:

Goals for next year are to continue to fill staff vacancies in a timely manner and to continue to support the Church's superb staff members."

Other Committees

Sabbatical Team

Purpose

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

Sabbatical Team Members:

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

Activities

The sabbatical team was formed 12 months in advance of Rev. Dawn Cooley's sabbatical. We used a standard planning format that is published for churches that do ministerial sabbaticals. The team prepared for the sabbatical by doing the following:

- Pastoral Care triage person lined up in our congregation to help direct congregant. Jo Ann Dale did this function for the congregation. During this period, she also conducted a memorial service at the request of the family.
- Pastoral Care Minister contracted for emergencies. Community Minister Rev. Jim Kraus Jackson did this function for the congregation.
- Increasing the DRE's duties and pay for specific requirements like leading staff meetings and managing the minister's discretionary fund
- Preparing a budget and publishing a pamphlet that explained the sabbatical
- Worship team hosted a sermon writing seminar facilitated by Trish Ramey and Jo Ann Dale based on the work of Erica Hewitt.
- Working with the worship ministry to ensure all the Sunday Worship services continued to be excellent during the sabbatical. This meant worship associates and worship coordinators had important and sometimes expanded duties.

Cluster Ministers led services

Lay Leaders participated

Musicians led and participated

We celebrated rituals and holidays (even Vespers!)

We did the first Celebration of Life of the Sabbatical to kick it off. During the sabbatical, the team was visible and present, making sure that at least one familiar face was in the pulpit to do the sabbatical moment each Sunday. This was usually near the part of the COL where we repeat the mission and covenant. It was a blurb meant to let visitors know that the minister was on sabbatical, keep continuity in the pulpit while congregants were seeing lots of new faces, and to

Other Committees

give us the opportunity to say necessary things that might not have been planned into the service so far in advance. We also did the last sermon of the sabbatical to wrap it up. Trish and Jill with technical assistance from Christie Lunsford, produced recap videos for Rev. Dawn's return that are now posted on social media. <http://firstulou.org/node/182>

We welcomed Rev Dawn back with a leadership luncheon that gathered all the ministry leaders, staff and others and allowed us to tell her what we'd done while she was gone and let her tell us about her sabbatical. All was well.

Stewardship Committee

This past 12 months has been a busy and exciting time for Stewardship in the church. Current team members are Jill Sampson, Bridget Dewson and Devi Pierce.

Meetings began last fall and centered on spirituality of stewardship, campaign development and mechanics, and new processes.

Our first task this year was to campaign for UUA Fair Share Dues. The cost to our congregation is \$83.00 per member, roughly \$15,000 for the congregation. Unfortunately, we fell quite short of the goal, collecting only \$2000.

We began the Stewardship Campaign for the 2015 – 2016 fiscal year in February. Stewardship moments were given from the pulpit, and through Steepletalk. Stewardship Sunday was March 1st. Free lunch was provided and prizes were given out to congregants.

One of the exciting developments this year was the On-line pledge form, developed by Bridget. For many, this made pledging easy, for others, not as much. The form had some problems but will be revised in the future in light of the feedback we received this year. Paper pledge forms, phone calls, and person to person communication were also used. Every member and friend of the congregation was contacted at least once, in most cases two to three times by these methods. We appreciate everyone's patience during this new process.

We had 82 pledge units who pledged approximately \$186,000. This is close to the amount pledged for 2014 – 2015. Many people also pledged their time and talent!

We thank all of you for the gifts you give from your hearts! We would also like to thank the following people for their assistance this year: Nancy MacPherson who provided insight and material from the last year's campaign, and Ann Ulinski who helped us to contact several members regarding their pledges.

Members and friends of the church can still make a pledge, by contacting: <http://goo.gl/forms/IuOXELGWWH> or by contacting any member of the team.

Respectfully submitted,
Devi Pierce, Stewardship Committee

Groups

Archives

John Findling and Kathy Kremer continued the slow process of sorting and filing the many boxes of archival material in our second floor church home. In addition, we were involved in several special projects:

- 1) created an activity for Bev Daly's 5-6 year old class that involved creating a time capsule;
- 2) periodically posted pictures and other historical material on the bulletin board in the Social Hall;
- 3) helped the Aesthetics Team collect materials on notable women members of our church for a display in the parlor;
- 4) responded to a request from the granddaughter of former minister Richard C. Seebode (1930-1937) for information about him and his time here;
- 5) searched for information in response to two or three other requests, notably one from a former member who thought she might have been dedicated in our church, but found nothing relevant, due probably to the destruction of so many church records by the fire.

Brownbaggers

In the 2014/2015 season the adventurous Brownbaggers donned their Seven League Boots and traveled to Ireland with the Kremers, biked through France with the Runges, and traveled the road to Morocco with several other brave UUs.

We put our waders on and time traveled to 1937 to view THE FLOOD. We learned about some Louisville neighborhoods from Dr. Tom Owen, all about the Central Louisville Community Ministries (nee HELP) from Sharon Eckler, and of all the varied programs offered by "Paws With a Purpose" from a service dog trainer (with four footed assistant).

Our own Dr. Pam Middleton enlightened us on home and over the counter remedies that work (and those that don't). Finally, ex-officers Mc Daniel, Daly and Runge filled us in on what really goes on in the military from a security officer's point of view

If these offerings seem interesting and you are available on the second Monday of the month from 11:40 AM to 1:00 PM please join us in the church library for pleasant conversations and exploring fascinating topics (please let me know what size Seven League Boots you wear)

Gary Drehmel

Groups

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. T This book club chooses the books they read for six months, they alternate between fiction and non fiction. There is an average of 5 adults in attendance from July 2014 through May 2015.

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 2014-2015. These Sabbat Circles were held in the sanctuary and were well attended by the church community and visitors alike. Ritual attendance ranged from 20 to 35. CUUPs has enjoyed many new faces at our classes, circles and other church activities this year. Many are not only new to First U Church but are also just beginning to explore Earth based traditions as well.

CUUPs took the lead role in two Sunday services this year. We celebrated the Autumnal Equinox in September and brought the celebration of dancing the Maypole to the congregation in May. In addition to public Sabbat Circles and fellowship, CUUPs offers classes on the first and third Wednesday during the year. We have 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 a series of divination including Tarot and Goddess Oracle cards. We studied candle magic, fire rituals and the history of Samhain. We also had lots of fun singing Yule carols, playing “What’s your Magickal IQ” game and making vision boards.

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 & Ron

Groups

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

Solar Array Project

Accepted a “Cool Congregation” certification from Interfaith Power and Light for First Unitarian’s decreasing its energy use by 10 percent.

Raised \$1502.70 this year. This includes \$543.00 raised from a churchwide scrap metal collection last June, and \$161.00 from the Women’s Alliance’s fourth spaghetti luncheon.

Made 35 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 13-14, 2015.)

In the process of planning to add to more solar panels, thanks to an anonymous donor, the Women’s Alliance and scrap metal donations from church members and friends.

With the House and Grounds Committee, continued to monitor all ten of the church’s thermostats in an effort to control energy use and costs. (The church is on track to spend \$15,000 this year on gas and electricity combined, a reduction of 15 percent over the previous year, or a savings of about \$2,000.

Assuming we use the same amount of gas and electricity for the last three months of this year as we did last year, we will use approximately 18 percent less gas, and almost 15 percent less electricity than we did the previous year. As for the 10 solar panels installed in October 2013, they are generating about 4 percent of the electricity we consume.)

Joe Kremer, Chair

Groups

Women's Alliance

Purpose

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

Women's Alliance Steering Committee members

Jill Sherman: President, Debra Gilbert: Treasurer, Lois Allen: Historian, Lori Martin, Linda Parry, Rita Sasse and Pam Middleton.

Activities

The First Women's Alliance had a very productive year. Three general meetings were held, one featuring a noted speaker such as Dr. Pam Middleton.

An 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.

Another popular event is the Alliance's Social Justice Shower, where members collect and donate items to a designated charity. This year paper and hygiene products were donated to the Scholar Family House.

The Alliance was instrumental while planning a Celebration of Life service in March, focusing on women. Several Alliance members did presentations about the important work women have done for First Unitarian Church and our community.

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.



Editor's Note:

The **UU Christian Fellowship** and **Interweave** groups have been dropped from the report. They have been inactive for at least two years but will be returned if their status changes.

Official Records

2013-2014 Transitions

Births

Rosa Mae Morris, March 8, 2015

Dedications

Gabriel Cassady

Jack Cassady

Willow Cassady

Rosa Mae Morris

Deaths

Esther Dannenfelser Higdon

New Members

Jill Johnson

John Peabody

Brittany Slazas Blau

Jennifer Slazas Blau

Minutes of the Annual Meeting June 1, 2014

Noting a quorum at 1:05 pm President Carol Uebelhoer called the meeting to order and welcomed members. Rev. Dawn Cooley provided the opening words.

The congregation acknowledged these life transitions:

Births: Maxwell Bryant Slazas Blau, Calvin James Drehmel, and Samuel Cian Hill

Dedications: Cooper Edmund Brim, Jooniper Lee Ledford, Darius Alder Martin, Rowan Ezri Martin, Willow Rose Martin, and Christopher James Engelhardt Rowzee.

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 Synder, Kennedy Turner, and Amy Winstead.

Deaths: No active members or friends died between July 1, 2013 – June 30, 2014

Carol Uebelhoer presented the slate of proposed new Board members for the 2014-15 year: Ben Luoma, Jenny Morse, Devi Pierce and Jill Sherman. All were elected by a show of hands.

Also elected by a show of hands was John Grossman for Treasurer and Jill Sampson as Secretary.

The congregation affirmed Kevin Hable as a member of the Endowment Committee.

Carol introduced the Ministry Leaders:

Religious Exploration: Kathy Thackeray

Resources: Mary Ballard

Mission and Outreach: Jo Ann Dale and Stacy Hagman

Membership: Vacant position, but Rita Sasse and Kathy Thackeray agreed to coordinate greeters and coffee service as well as the Care Committee and the New UU classes.

Worship: Jane Martin Buckley

Though a vote was not necessary Carol asked the congregation to affirm and appreciate the Ministry Leaders.

Official Records

John Grossman, as Chair of the Finance Committee, and Treasurer Pat Triplett presented the proposed 2014-15 church operating budget. John noted that the congregation did not raise enough money to balance the 2013-2014 budget. Instead, the church used accumulated excess funds to balance the budget and those funds have been exhausted. The new budget reflects what the Board believes we can do financially this year. Though we had a successful capital campaign, the pledge amount is insufficient to fund all operating costs. To make up the difference, the Ministry Council agreed to return all remaining monies in the Ministry accounts, approximately \$8,300, to the church in order to balance the budget.

The proposed budget does not provide for Fair Share payments to the national and regional UUA. Pat suggested that the church apply for a grant from the \$25,000 fund donated for church projects. The grant, if awarded, might provide half of the dues needed. A special collection taken sometime during the church year would make up the other half or remainder of our Fair Share dues of \$83 per member.

Carol asked for comments and discussion about the budget. John Nader asked why there was a reduction in parking lot revenue. Carol and John explained that when a new lease was negotiated the owner explained that revenue from the lot had decreased, therefore our share would be reduced accordingly.

Jasmine Walston made a motion to amend the budget by transferring \$50 from the Ministry Council budget to UUA budget line. Clare Zigner seconded. This would serve as a reminder of our commitment to the UUA.

Dawn suggested transferring \$50 from the plate offering income to the UUA budget line. Claudia Runge spoke in favor. Jasmine accepted Dawn's suggestion to the amendment. Clare Zigner moved to call the question and the motion passed.

The congregation approved by a show of hands Jasmine's amendment to add \$50 to the UUA line in the budget and subtract \$50 from the plate collection income, thus preserving a balanced budget.

Ron Zorn asked if the church could bypass the parking lot management company and collect fees on our own. Carol responded that the Board is looking at options but noted that our lot is shared with Calvary Lutheran.

Claudia Runge noted that staff members have not received a pay increase in five years this must be addressed soon.

Noting no further discussion, Carol made a motion and Claudia seconded, to accept the 2014-15 budget as amended. The motion passed.

Under New Business Carol proposed a Constitutional change for Article VIII, Section 4 to read "Notice of All Special and Annual Meetings shall be given to each active member either electronically or by placing a notice in first class mail at least 10 days before the meeting or in other

Official Records

postal mail at least 18 days before the meeting.” This change would save postage money and would be equally effective in providing notice. The office maintains a current list of members who prefer mail notices rather than electronic mail and those people would continue to receive notices by mail. Clare Zigner seconded the motion and the proposal passed by a show of hands.

Carol remarked that Board policies do not make a church. What matters most are the things we do to create a respectful culture in our community. A sense of renewed individual responsibility is needed so that we remember to do such things as cleaning up after ourselves and making sure the church is securely locked before we leave. We also need to make sure that children are supervised properly for their own safety and that of the elderly and mobility-impaired.

On behalf of the Board, Carol announced that a new Above and Beyond Award was created this year to reward those who consistently go above and beyond their jobs and positions at church. Jim Frye was honored for his work on the sound system and Kathy Thackeray was rewarded for the many things she does at church as well as her role in Religious Exploration. Applause, applause! A plaque will be placed in a prominent place and other names will be added as appropriate.

Nancy Macpherson, on behalf of Trish Ramey who could not attend, read a summary of Trish’s document, “A Proposed regarding the Purpose of the Endowment Fund.” Trish stated that the current Endowment Committee charge focuses on financial management of the funds and does not sufficiently address the purpose of the endowment fund and how it can best be used to serve our church mission. By proxy, Trish moved that the Board create an endowment fund study committee to reconsider the purpose and usage of the endowment fund, that the committee engage the membership in the discussion of the fund’s purpose and usage, and that they report back to the 2015 Annual Meeting with a recommendation. Clare Zigner seconded the proposal and discussion ensued.

Claudia Runge stated her belief that the current committee could accomplish the requested goals. Jasmine Walston noted that one difference is that the endowment committee would be directed to collect congregational input. Several members said it was unfortunate that the full document had not been available before the meeting and that Trish was not present to answer questions. John Scruton, current member of the Endowment Committee, stated that the committee’s role is to manage the endowment in a socially responsible manner, consistent with UU values and that gains from the endowment fund are distributed to the church according to a formula. At that point, money from the endowment is comingled with other church funds. While stating that the Endowment Committee would be happy to help with a larger discussion about the fund, he believed that the issues outlined by Trish should be the concern of the entire church rather than the Endowment Committee only.

Pete Webber moved to table the motion until the next annual meeting. Brian Daly seconded and the tabling motion passed.

Brian Daly had a informational item about the private nonprofit 501 3C associated with our church. Anyone interested in serving on the Board should contact him.

Official Records

There being no more business, Clare moved to adjourn. Dawn provided the following closing words: “And now may we go forth in the certainty of faith, in the knowledge of love, in the vision of hope and in our going may we be blessed with all good things on this day and forevermore.”

Respectfully submitted,
Beverly Daly
Board Secretary

Financial

Budget Report not submitted