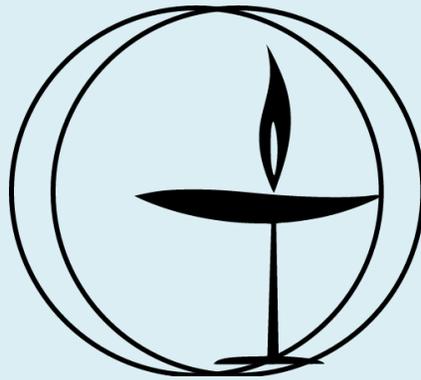


# First Unitarian Church Louisville, Kentucky



## 2015-2016 Annual Report to the Congregation

May 15, 2016

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, Jill Sherman  
Vice President, Devi Pierce  
Treasurer, John Grossman  
Secretary, Kristi Drehmel

At Large: Bill Van Rooy, Kathy Drehmel and Nancy McPherson

The Board started the term by responding to a request from Presentation Academy to rent the parking lot jointly owned by First Unitarian Church and Calvary Episcopal Church. Presentation Academy now rents a portion the lot for faculty, students and visitors.

The Board worked on and updated policies for the church such as the Disruptive Behavior Policy, Politicking Policy, and the Church Weather Closing Policy. The Committee on Ministry has been re-activated and the Bylaws have been updated to reflect this change.

The Board created its Long Range Planning goals and continued to empower the Long Range Planning committee in their work to formulate a workable plan to move the church forward. Work on an updated Welcoming Statement for the church has begun and will be presented at the 2016 Congregational meeting. The Board has been actively involved this year with governance issues, including exploring the concepts of program vs pastoral churches and studied the book "Governance and Ministry".

The Board continued to find ways to use our building to help the community. FORward Radio, a community based low power FM station is now leasing space on the first floor. Spiritual organizations also rent space in our facility, such as Spiritual Israel Church and Christ-Sophia Inclusive Catholic Community of Louisville. We continue to support the CLCM office that operates in space on the second floor. Many other healing and justice oriented groups use our building regularly.

The Board was pleased with the continued contributions to pay off the loan for the capital campaign, which will end in December, 2016. In addition, the board worked closely with the Resources Ministry to ensure that necessary repairs and renovations have been made to the building, such as the remodeling and signage change of the first floor all gender restrooms.

The Board will continue to move forward in 2016/2017 with more focus on fundraising, increasing building rental income, marketing, increasing communications with the Ministry Council and other church committees.

Submitted by Jill Sherman

## *Reports from Elected Bodies/Officers*

### **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, page 24

## ***Staff Reports***

### **Minister's Report**

I have spent much of this year marveling that this is our seventh year together. It was a thrill to be able to preach about our time together in January, and to renew our commitment to one another. I see much growth in my maturity as a minister through these years, and evidence to support the adage that great congregations and great ministers create one another.

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. This year, I have been responsible for 32 Celebrations of Life. Some of these were pulpit supply with local colleagues, and two were led by our intern, Linda Berry, before she was unable to continue. I was involved in professional development or denominational activities for 5 additional Sundays.

In January, we began a new Worship Planning schedule, wherein Worship Ministry, Worship Associates and the Ministry Team meet once a month to plan the next month's services. This has allowed lay and staff members to have more input on each others' services, as well as to create an arc that addresses the monthly ministry theme. These meetings have been well attended and the services that come out of them have gotten very positive feedback.

This Spring, we had a Worship Associates training, with a plan to hold Service Coordinator trainings in the autumn.

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 facilitated one memorial service, and celebrated 4 weddings. We did not have a child dedication this year, though one is planned for Water Sharing Ceremony in 2016.

#### **Pastoral Care**

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

The Minister's Discretionary Fund allows me to give financial support for people in our community who are in need. This year, we gave out approximately \$1000 in assistance that has focused on rent, food, and transportation needs. As of March 31, 2016, the current balance in this account was \$3765.01. \$1340.19 was added as a result of the collection at the Christmas Eve Vespers service.

## ***Staff Reports***

Members of our former congregational care team continues to provide cards, casseroles and support during Memorial Services. The new Congregational Care Team, managed by Nancy Macpherson, has been very successful in keeping in touch with congregants, as well as letting us know who has drifted away.

Supported by Linette Lowe, I convened a new First U Young Adult group and met with them a few times to help get them off their feet. They are meeting over meals and activities and show a lot of enthusiasm for the group. They are also looking at how to stay connected with one YA in particular who is in the military, and I am excited by the creativity and initiative they are showing!

### **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.

Unfortunately, we had no children for our Chalice Lighters program this year. I plan to resume it next year.

We implemented theme-based ministry in a much broader way this year. Not only are themes better integrated in the worship services, but I have started small group ministry program, Chalice Circles, based on the curriculum that is found in the monthly Touchstones Journal. We have two very alive groups going, with new groups being started as the need arises. Leadership of the groups shift each month, and members are added until the group reaches 10 people, so there is a lot of flux to keep the groups lively. Those who participate have reported a very positive experience of spiritual growth.

### **Justice & Witness**

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

This was a very active area of ministry this year. It was our first year with CLOUT and so I participated and supported that new effort. This included speaking for the first time before Metro Council. I spoke at Frankfort at the Planned Parenthood Reproductive Justice rally. I participated in a number of our Black Lives Matter vigils, though I wish I had been able to give more effort to this important cause. I also participated in a rally of local clergy to support refugees, particularly Muslim, who are coming to Louisville.

I led two Adult Religious Exploration classes this year: Revisiting the Welcoming Congregation, where we engaged in a study of how to be more welcoming to people across the diversity of sexual orientation and gender identity spectrums; and Witnessing Whiteness, where, utilizing the book of the same name by Shelly Tochluk we explored what it means to be white in a society where race absolutely impacts a person's experience of the world. Each of these classes had excellent attendance; students were engaged and returned regularly.

I have seen an increase in the number of students who seek me out for interviews – usually they are taking a religions course at Bellarmine or another local university and end up with the homework to learn about a new faith. This has been a fun way to get to spread our faith with others.

## ***Staff Reports***

### **Administration**

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

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

The "Healthy Communications Team" convenes once monthly. This team continues to provide an outlet and process for people who have grievances. Such an outlet is essential for dealing with conflict in a healthy way.

In the beginning of the new long range planning process, the Ministry Team (DRE, Music Director and myself) met to come up with our high-level goals for the year. These goals were so successful that the Board adopted them as the goals to build our Long Range Plan around. This process is ongoing. I participate peripherally and am available as a resource as needed.

Things are running smoothly and efficiently with our staff. I conducted their annual performance reviews in April. It is such a joy and a blessing to have such a capable, stable staff team.

### **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.

In this area, I continue to regularly attend my Heartland UUMA chapter and cluster meetings. I have a regular meeting with young women clergy in the Louisville area that I have found to be a rich resource for my own spiritual sustenance. I also have continued this year as part of a Micah group, which is a "a multiethnic, transdenominational movement of men and women leading the church to address pressing issues of justice."

I find I am still struggling to fill the hole that ending Roller Derby left. I have a few ideas for new hobbies to test out that may be able to meet my need for friendships and personal interaction outside the congregation and am hopeful that I will take steps forward this year.

### **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 was elected to the MidAmerica Regional (MAR) Board and have been participating in monthly meetings (mostly online, but two meetings in person each year). As a part of that engagement, I serve as the Board representative to the Learning Network Covenant Task Force, which is exploring what it means for MAR congregations to be engaged in a Learning Network Covenant.

At the MAR Assembly in April, I will be convening the first Right Relations team. This team exists to listen to and engage with people who have experienced problems of oppression during Regional Assembly and to help get the community back in right relationship with one another.

## ***Staff Reports***

I continue to serve as the Archivist for my Ministerial Study Group. I was a Worship Leader at Southeast UU Summer Institute (SUUSI) in June 2015. I continue to serve as a Teaching Pastor at Meadville seminary and attended their January 2016 Convocation. I am preaching the sermon at a colleague's ordination in early June and I am planning and leading Opening Worship at General Assembly in Columbus, OH later that month.

### **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.

Like the above area, this duty of ministry has been rich this year. I served as chaplain to MidWest Leadership School, where UU lay people get intense training. I led two UUMA Mentoring trainings, including one online. I am the chair of the Heartland UUMA Visioning team, imagining what ministerial collegiality looks like in the future.

I also continue as a teaching pastor at Meadville Seminary. We started the year with our second Meadville intern. Though that relationship didn't work out, the student worked her way into our hearts and is continuing on as a congregant. We look forward to another intern next year – our current music director, Christe Lunsford.

I gained clarity for my passion in this area earlier this year and so applied to, and was accepted at the School of Public and Environmental Affairs (SPEA) at Indiana University at Bloomington. Starting in the fall 2016, I will be pursuing my Masters in Public Administration, with a focus in Nonprofit Management. I believe that congregations have a lot to learn from the nonprofit sector, and am confident that this program will help me to better help First U move into the new religious landscape we find ourselves in.

### **Thoughts for Next Year**

For 2016-17, I see myself having two main foci:

- 1) leadership development of volunteers, perhaps through regular 1-on-1 meetings with volunteer leaders, just like I do with paid staff; and
- 2) implementing/adapting what I learn in my MPA studies for use in the congregation.

## *Staff Reports*

### **Director of Religious Exploration**

As always, it has been a busy and exciting year in RE at First Unitarian, though not quite so busy from my perspective as last year, when Rev. Dawn was on sabbatical for part of the year!

I am so grateful to have the continuing opportunity to do professional development as a DRE. This year I was trained as a K-2 and 4<sup>th</sup>-6<sup>th</sup> grade OWL Facilitator. The training was so helpful in learning more about the curriculum and has enabled me to support it to the fullest. I attended the annual Liberal Religious Educators Association (LREDA) Fall Conference in New Jersey this fall, and learned a great deal this year about Theme-Based Church. I was able to bring that information back to the Ministry Team and the RE Ministry, which has resulted in a greater focus on our monthly themes in worship and RE. Another outcome of the LREDA Fall Con was consideration of the kinds of spiritual “tools” that we are offering our young people in RE, and so we are working on incorporating mindfulness practices in Children’s Celebration and Children’s RE. I am taking an online course on mindfulness and how to teach mindfulness to children that I think will be very helpful. I have continued to meet with the Heartland Southern Cluster of DREs when possible this year; their collegiality and endless fount of ideas and support are so important to the work!

I have continued to work with the MidAmerica region to support those working on Creative Inclusion in their congregations by answering questions that arise, advocating for neurodiversity, and supporting the webinar recorded last year. I was also asked to serve on the UUA Bridging Think Tank led by staff in the national Youth and Young Adults office. We have been meeting virtually and are nearing completion of a Bridging Vision Statement for the UUA that we hope will help congregations address the needs of youth and young adults more fully.

I supported the Heartland LREDA Chapter by again organizing, sponsoring and running the Middle School Youth Retreat at YMCA Camp Piomingo during the last weekend in September. We had 30 youth and adult chaperones attend, and it was a great success! This year, our Music Director Christe Lunsford joined us for a closing drum circle—a great addition to the fun activities, small groups, campfire silliness, and youth-led worship.

Our Religious Exploration programming here at First U has gone well this year. We continue to offer Children’s RE in age-appropriate classes, including The Growing Tree Nursery, Preschool-2<sup>nd</sup> Grade (World of Wonder Curriculum), and 3<sup>rd</sup>-6<sup>th</sup> Grade (Hogwarts Extended Campus). We discontinued Middle and High School RE midyear this year due to a lack of attendance, but we are offering individually tailored opportunities for interested youth, such as working in the nursery, learning to run tech deck, and others. We offer Children’s Celebration most Sundays during the sermon portion of the service for children preschool through upper elementary age, and we have added mindfulness practice to our weekly time together. One Room Schoolhouse meets on second Sundays with Linette and helpers to explore the Ministry Theme for the month with song, a wisdom story, mindfulness practice, and then activity stations. We offered two OWL sessions again this year, both of which were well attended: 4<sup>th</sup>-6<sup>th</sup> grade in the fall and 10<sup>th</sup>-12<sup>th</sup> grade in the spring. Adult RE has offered interesting opportunities this year as well: Rev. Dawn taught a renewal of the Welcoming Congregation class in the fall and is teaching Witnessing Whiteness this spring. Other offerings have included Sacred Journal, UU and You, UU Parenting, Coffee and Social Justice, Wi\$dom Path, the

## ***Staff Reports***

UU Common Read, Fifth Sundays speakers, and a number of special series'. Our programming is vibrant!

We offered several service opportunities again this year: our annual Trick or Treat for UNICEF collected a record amount—over \$350! We also sponsored the annual UUSC Guest at Your Table collection during the winter holidays. The Parenting Class hosted a successful Soup for the Soul competition that raised money for their Blessing Bags for the Homeless Project, and the congregation put together 140 Blessing Bags this spring.

We continue to work on updating our RE space in the church building. It's wonderful to have our beautiful new Nursery up and running in Room 214 at the end of the Preschool hallway upstairs! The larger area, fresh paint, new furnishings, and decorations make it a very welcoming space for our youngest UUs and their families. The attached restroom is a real help for those who are potty training, too. There is a chalice mural underway in the Preschool hallway as well! The RE Ministry is planning another painting party to begin working on the remaining classrooms.

Our staffing, both paid and volunteer, has remained constant this year. Our two Child Care Providers, Na'Queesha Puckett and Elena Meeks, both took maternity leave this spring, but we were able to fill their spots temporarily with wonderful young people within our community, Evvie Cooley and Calvin Barron. It has been great to continue working with Christina Roberts, our Child Care Coordinator and P-2 teacher, and with Kathy Thackeray, the RE Ministry Chair. We have a full complement on the RE Ministry, which is working well to support the work of RE throughout the church. And many of our RE Leaders continue to return year on year, allowing us to provide a stable and loving presence for all involved. We are the envy of many of my DRE colleagues!

I am looking forward to doing more outreach in our community; we have so many wonderful things happening here at First U!

In anticipation of great things to come and with gratitude for all the amazing support this community offers,

Linette Lowe

DRE

## *Staff Reports*

### **Music Director**

This year the choir performed music that tied closely with the theme of each service and the sermon topics. The choir and I worked together to become more fully integrated into the worship team and I noticed how the choir stepped into a more obvious leadership role within the services. During rehearsals, we considered the arc of the service and how the choir's confidence and enthusiasm inspired and energized not only the congregational singing, but also helped set the overall tone of the service. The choir became more and more comfortable and could relax in the knowledge that services were well planned and that their participation added to the overall experience.

As we have noticed that the congregation has begun to make a more joyful noise and that they sing out more easily, we've also noticed a willingness to try new musical styles and arrangements. We have welcomed a few new members to the choir this year and I believe it is because of the enthusiasm that is so contagious.

I've declared every year since I arrived and I continue to believe that the music ministry at First Unitarian is vital to the life of this congregation.

### **Vespers**

This year's Vespers structure was to be similar to the previous year that had seemed to work so well.

In June, I arranged for a solo violinist, Alice Culin-Ellison, to perform the half hour of preludes for this year. As an added treat, Alice's mother Cassandra chose to accompany her on flute for part of the preludes. 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, the processional featured soloist Kristi Dremel chanting Benjamin Britten's *Hodie Christus Natus Est*. The hymns for this service were again carefully chosen making sure each one's copyright status was in the public domain. This made it possible to legally print the lyrics in the order of service. Any lingering photocopied songbooks were destroyed, bringing into compliance with copyright law.

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

### **Solstice Music**

After last December's success with "A Winter Solstice Singing Ritual" the eight women (who are not members of the choir) wished to sing together more often. They challenged me to develop a Summer Solstice Ritual, which we performed on the evening of June 21<sup>st</sup>. There had been plans for using most of the piece as Sunday morning service but at the last minute we had to make a change to the service due to rising tensions in Louisville surrounding Black Lives Matter. The group was able to learn a new song just minutes before the service and we sang to heal the hurt in the world and in our community.

The group also combined with the choir to do some multi-layered mash-ups for service.

## ***Staff Reports***

As a part of my third year of credentialing for the UU Musicians Network, I was required to do a congregational outreach project. The Grants Committee provided the needed funding required to allow the Solstice Sisters to perform the “Winter Solstice Singing Ritual” 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.

The grant money also helped us to promote First Unitarian and the Winter Solstice. We had paid ads on Facebook and WFPL/WFPK/WUOL. Media outreach helped us gain publicity in the *Courier Journal* and we were *Leo’s* Staff pick for the weekend. We also performed 3 songs on WHAS’s *Great Day Live* on the Monday before the event. All of this publicity helped bring in more than 150 people to First Unitarian during Solstice and I have heard many people planning to return next year with friends.

I continue to receive requests for recordings of this group and the music they performed.

### **UU Music Network**

I have completed the UUA’s music credentialing program and am an active participant in the UUMN (UU Music Network). This year I will walk in recognition at the General Assembly Service of the Living Tradition.

### **Orchestra**

This year the First U orchestra has not been active because they were performing 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. However Bernie is no longer available to lead the group. It is my hope to collect these musicians into small ensembles.

### **Children’s Music**

A children’s music program is slowly being integrated into RE. At present either our accompanist (Ethan McCollom) or myself work with the DRE to teach one new song to the children during One Room Schoolhouse each month. Whenever possible we like the children to then lead the congregation in singing this hymn as prelude. Linette Lowe and I have often discussed our belief that UU children don’t have the opportunity to make the heart connection through music that other denominations do. Music can become part of that connection that makes them maintain their ties with the church as young adults.

The Choir for All Ages is a joint effort between RE and Music, however we have learned that it is almost impossible to gather this group for rehearsals. Because are lucky if we get one rehearsal altogether, it has become necessary to teach the song to the children during One Room Schoolhouse the month before. The choir has also rehearsed the piece and are able to join in if they so choose. Because of the limited time we have to teach it, selecting the right music is critical to the success of this group.

Submitted by Christe Lunsford, Music Director

## ***Staff Reports***

### **Office Administrator**

#### **Coordinate office volunteers**

Volunteers are a vital part of the office success, whether working behind the scenes organizing, assisting in mailings, creating reports and bulletins, or answering the phone in order to free me to do these things. I am grateful for Dorothy Grossman, Carol Findling, Pam Middleton, Trish Ramey, Clare Zigner and Gary Drehmel that come each week, as well as others that come occasionally as needed. 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; Assist with Sunday Service, and Perform other Tasks**

Each week I create the printed Order of Service using information supplied by the minister and the Worship Ministry. Communication also includes the slides for the pre-service announcements and regular email updates (Joys and Sorrows, Mid-Week Update, and What's UUp?) which are shared on the website and on Facebook. Another method of sharing information is in the newsletter. This has moved to five times per year (Winter, Spring, Summer, Fall, and Holiday editions). A Highlights edition was introduced with the Spring edition that was popular. It allowed those that wanted to know what was going on to find out, but without the details. The newsletter is available on the First U website. Print copies are also available in the lobby area, or mailed by request.

#### **Building use coordination**

It is my responsibility to schedule building use and keep the online church calendar updated, <http://firstulou.org/calendar>, making sure we don't have conflicts. This includes scheduling church groups as well as rentals from outside groups. The Building Supervisor and I collaborate frequently regarding scheduling and the needs of those using the space. Due to the frequent use by a variety of users, there are occasionally concerns about space allocation, cleaning, and security. As the Resource Ministry has reminded us all, it is important to be respectful of others, and to clean up after you or your group uses space. Turning off lights when you leave and keeping the doors closed and locked is essential. Please report it if you see a group misusing the space, especially propping open a door, which is a security problem. It is First U policy that each group is responsible for letting their own people in the building in order to prevent entry by unauthorized guests. Do not open the door to let someone in unless you are positive they are allowed.

Along with the weekly Celebration of Life and Religious Exploration classes, there are approximately 30 First U groups that meet weekly, twice a month, or once a month. We provide space for church and community groups, social justice and environmental groups, and other meetings. There are 10 Ongoing Renters that are not First U groups, meaning that they meet at First U on a regular basis, either monthly or weekly. Most have been here for multiple years and have proven to be good stewards of the shared space. These include groups such as Kentuckians for the Commonwealth and an AA group.

## ***Staff Reports***

First U has been used for approximately 15-20 one-time events this year, which include workshops, social justice presentations, recitals, banquets, and even a yoga event with live music! Five weddings have occurred at First U, from large to small and three memorial services. Even our neighbors have rented space, including several presentations and graduation ceremonies by Spalding University and Central Presbyterian held their staff retreat here.

In addition, there are four organizations that rent space in the building, bringing in close to \$10,000.00 to the general fund.

The Central Louisville Community Ministry (CLCM) is open four days per week. Many of the volunteers for CLCM are First U members. They help people living in the area with assistance with things such as rent and utilities. First U members contribute non-perishable food items, paper products, cleaning supplies, and personal care items to donate to CLCM clients.

Forward Radio, a community radio station associated with the Fellowship of Reconciliation, has an on-going schedule. In addition to developing on-air materials, they are quite active in community projects, and have which are often held at First U. Visitors to Forward Radio are introduced to First U through their activities. Our Mission and Outreach members have been networking with Forward Radio, especially on community outreach projects, Black Lives Matter, Fresh Foods/New Roots, Gun Violence in conjunction with Sowers of Justice, and social and environmental justice.

Spiritual Israel and Its Army Church meets in our Choir Room on Sunday mornings and has Bible Study on Thursday nights. They've been invited to join us for activities such as the Easter Egg Hunt and Pancake Breakfast, and the All-Church Picnic.

Christ Sophia Inclusive Catholic Community, is led by the Association of Roman Catholic Women Priests, and meets in the sanctuary on the first Sunday evening of each month. They also have study groups that meet 1-2 times per month during the week.

### ***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 staff and the church. While not a member, I still feel a loyalty to the members and programs, and willingly go the extra measure when needed. The Resource and Worship Ministries and I work closely together. I am especially appreciative of the support and guidance from the Building Use Committee.

Submitted by Barbara Creasy, Office Administrator  
[office@firstulou.org](mailto:office@firstulou.org)

## *Staff Reports*

### **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 4 to 6 times a month all year. (This month, the social hall will be changed 8 times and the sanctuary 4 times, but that's unusual.) 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 within the week.
- Worked on dealing with deficiencies listed on last year's Fire Marshall report, gathering certificates as new inspections were done, scheduling work, etc. Monitored and complied with various state codes regulations requiring routine inspections and repairs as needed. (example: Fire system, Sprinklers, Stove hood inspection, elevator, security system) 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. Replaced things, such as faucets, as needed.
- Supervised, and trained as needed, the janitor on routine cleaning such as weekly dust mop and spot mopping, monthly social hall mopping, and cleaning bathrooms. I am in the process of scheduling floor waxing.
- Researched and found best prices for supplies such as paper and cleaning products. I ordered and restocked supplies as needed.
- 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.

Submitted by: Earl Reynolds

## *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:**

Brian Daly (Greeters), Gary Drehmel (Caring Team), Nancy MacPherson (Caring Team), Penny Nader (Newcomers), Trish Ramey (Newcomers), Claudia Runge (New to First U), Jill Sampson (Photo Directory), Maureen Taylor (Coordinator/Connector)

#### **Activities in 2015-2016:**

With the addition of four new members (Brian Daly, Penny Nader, Claudia Runge, and Jill Sampson), the Connections Ministry has made real progress on its goals for the past year:

- Brian Daly has reorganized the Greeters, prepared Guidelines for them, provided a training session, and developed a simpler greeting schedule (the same Sunday every month) with somewhat shorter greeting times. To handle emergency situations, there is now an Intervention Team (aka “the Bouncers”) to respond to a secret code word in case a potentially dangerous situation should arise. Brian Daly and Maureen Taylor both signed up for a UUA Webinar on “Welcoming the Stranger” and learned some new ideas from how other UUA churches approach the greeting task.
- The Congregational Care Team, under the direction of Nancy Macpherson, has made yeoman and yeowoman efforts to contact **everyone** in the congregation by letter, phone, email, and in person, letting them know they have a point person ready to celebrate their successes or to provide a shoulder to lean on.
- We are now using the new Visitor Information card designed by Trish Ramey, and Barb Creasy has been doing a great job of getting the information from these cards into PowerChurch right away. At that point, Penny Nader takes over and sends each new visitor a welcoming note.
- We offered two sessions of the New to First U class (8/16/15 and 2/7/16), which Claudia Runge is now organizing. Claudia took over planning the schedule and ordering materials for the books and brochures presented to new members at the new member ceremonies, following shortly after the classes.
- **Everyone** worked on organizing and presenting the Vespers service and the reception that followed. Those who couldn't attend were not ignored. Ten shut-ins received goodie boxes (delivered by elves) and cards (organized by the Head Elf, Gary Drehmel).

## ***Ministry Reports***

- Finally, we took on a new project this year—the Photo Directory, organized by Jill Sampson. Photographers will be here May 19, 20, and 21 (Thursday through Saturday). Jill has been busy scheduling assistants, and slots for pictures are filling up fast. Soon we should have a colorful new directory as well as a new app for our smart phones!

### **Recommendations for 2015-2016:**

Keep on doing what we are doing.

Put more effort into developing new content for the newly designed Church website.

Tweak the draft revision of the “Connections Ministry” description for the By-Laws and submit it (belatedly) to the Board.

Submitted by Maureen Taylor

## **Mission and Outreach Ministry**

### **Purpose**

To aid our community in carrying out our mission statement: A church of reason and spirit that witnesses for progressive faith, nurtures our community and transforms our world.

Quarter++ to date

Upon taking on the M&O chair, my immediate goal was to establish an easy, rapid means of communication with interested members of the First U Lou community about needs and events in our community that align with our mission statement. Thus was born the broadside e-mail list. On an as discovered and have time basis, e-mail notices are sent out about

### **CLOUT,**

First U Lou, PPINK, Sowers of Justice Network or other organizational events and meetings. To be placed on this e-mail list, just e-mail me, del.ramey@ieee.org. Forensic budget analysis was done to derive the 2015-2016 M&O budget. While doing so, an underpayment to CLCM was brought to my attention by Linette Lowe. This was corrected. To fit within the available funds and the non-alignment of the CLCM and First U Lou fiscal years, installment payments have been started. CLOUT We are nearing the end of our first year of membership in CLOUT, during which we have added our voices and energy to a wider community effort. CLOUT, Citizens of Louisville Organized and United Together, is an association of faith groups united to influence local government and agencies. Each year CLOUT selects a small number of specific issues to address with the backing of all its congregational members. The past year’s topics have been: • Regulating payday lending, to prevent people being trapped in a cycle of usurious loans; • Implementing restorative practices, RP, in JCPS. RP is a research based system of combining discipline with community building that reduces student expulsions and improves overall educational achievements; • TARC transportation resources optimized for people without cars to reach jobs in Louisville on a 24/7 basis; • Funding for Affordable Housing, to provide housing that low income people can afford. An adjusted pledge to CLOUT has been made, to also be paid in installments.

## ***Ministry Reports***

### **Legislature**

Two trips to Frankfort in Feb-2016 for events at the Capitol were made, to advocate for sensible gun laws and reproductive rights.

### **New Roots**

M&O is sponsoring the New Roots/Fresh Stop produce market, which will bring high quality fresh produce to downtown Louisville's food desert.

### **Black Community Matters**

While M&O does not sponsor Books and Breakfast, I am taking a very active interest in it. This monthly event has often occurred at First U Lou, although now that it has organizational momentum it is moving to different sites in order to reach a larger audience. It provides books to youth and adults, a simple pancake breakfast and a safe environment for heartfelt discussions about being black in Louisville. I have been attending and photographing regularly since late 2015. As an old white guy, I have found the attendees welcoming and the discussions honest and informative.

### **Forward Radio**

Forward Radio rents studio space at First U Lou and brings in organizations and events such as Books and Breakfast and New Roots. The Forward Radio web page is a source of information on community events that I draw from. While M&O does not sponsor Forward Radio, a project of Fellowship of Reconciliation, I am supportive of their work and attend events as possible.

### **Gun Sense**

In addition to publicizing and attending events to advocate gun violence reduction efforts, First U Lou was a cosponsor of a showing at Thomas Jefferson U of the movie Making a Killing about the gun industry opposition to any gun control laws. A further showing is to be held at First U Lou on Friday, 13-May-2016. John Yarmuth is planned to make comments before the showing.

### **M&O Membership?**

At the moment, there is no formal list of members for M&O. Rather there are people pursuing interests who communicate. I will be discussing a low meeting membership in M&O with some of these folks. This group includes the following people:

- Kathy Gapsis - Black Lives Matter banner and vigil
- Pam Middleton - Refugee family
- Rita Sasse and Millie Peters - Reproductive Justice and clinic escort support
- Jane Buckley - CLOUT First U Lou board member, organizer
- Lois Allen - CLCM contact
- Trish Ramey
- New Roots volunteer and First U Lou contact
- Joe Kremer - Solar Panels
- Kathy Kremer - Homeless and gun violence reduction advocate
- John Babb - Protecting the environment actions
- Gary Drehmel - CLOUT organizer
- Mary Ballard - Coleridge Taylor student support

## ***Ministry Reports***

- Lisa Mascio-Thompson and Stacy Hagman - Soup for the Soul/Blessing Bags- CLOUT organizer and fighting gun violence
- Barbara Justice
- Van Rooy family – Navigators
- Women’s Alliance - Support for Black Lives Matter banner, solar panels, Scholar House fund raising, etc.

### **Next year?**

To further improve communication, use of the First U Lou web page is desirable. I just need to spend time muttering at computers about how web page creation and editing works on this site. Track the progress of the Fresh Stop produce distribution to start in Jun-2016. Continue broadside notices of community events. A coalition of groups is responding to the NRA national convention in Louisville this May-2016. M&O is involved and ready to sponsor any related events. We just received information about adopting a block for the Hands Across Louisville event on 21-May. Sowers of Justice Network and other groups are planning Louisville’s Arms of Compassion, a rapid community response to violence in Louisville. Following a violent event, people will gather at Jefferson Square within 48 hours to say their name, offer support to family and stand in solidarity against violence. I have requested e-mail notification and will relay this via the broadside list. I plan to discuss including First U Lou as a sponsor for this event.

Report submitted by Delvan A. Ramey, PhD

## **The Religious Exploration Ministry (REM)**

### **Purpose:**

The Religious Exploration Ministry works closely with the Director of Religious Exploration (DRE) to provide a excellent Unitarian Universalist program of Faith Development for infants, children, youth and adults.

### **Members of the Religious Exploration Ministry:**

Members usually serve a three year term, and will accept a leadership position at some time during their term. Kathy Thackeray (chair) (4<sup>th</sup> year), Lisa Mascio-Thompson (vice chair)(4<sup>th</sup> year), Lori Martin (3<sup>rd</sup> year), Bill van Rooy (3<sup>rd</sup> year), Lois Allen (3<sup>rd</sup> year), James Jeffries (2<sup>nd</sup> year) and Christina Roberts(2<sup>nd</sup> year), Linette Lowe, DRE, ex officio member.

### **Goals of Religious Exploration Ministry – 2015 – 2016:**

1. Continue our plan to update the classrooms and other RE Spaces on the second floor. At the end of the year organize a “clean out “ so we would be ready to start the next church year. We completed painting the Halls of the second floor. We moved the Nursery upstairs to room 214, painting and decorating and adding some new furniture and assembled a hand me down crib. Linette Lowe placed child oriented stencils on the walls. With the help of Linette Lowe we created a very warm and inviting area for our youngest UU’s. We thank John Peabody for

## ***Ministry Reports***

painting the Nursery. Kris Phillip designed a mural for the hallway between the Nursery and the Preschool room. The 3<sup>rd</sup> through 6<sup>th</sup> grade class painted parts of the mural.

2. Continue the momentum and support for Adult Religious Exploration as an important and varied Church program. Continue looking for possibilities for innovation when scheduling Adult Religious Exploration.

Living the Welcoming Congregation, Unitarian Universalism and You, UU Parenting, Coffee and Social Justice, Sacred Journal, Witnessing Whiteness, Wi\$dom Path and the UU Common Read, “Just Mercy” by Bryan Stevenson.

3 Fifth Sunday programs: Taylor Little “Black History is American History”, Trish Ramey and George Schuhmann “Money in Politics”.

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

The Senior High RE class is a very small group of four members. It was difficult to have a class since when one person was unable to attend they are really missed. Linette Lowe tried endlessly to encourage discuss and agree to some options that could work for the youth as well as their parents and the RE Leaders. The result is that a TJ/First U Youth Group is now meeting occasionally. Senior High OWL is meeting with Thomas Jefferson Youth. A few of the Youth have found other ways to be a part of First U.

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

After an informal survey of the parents and grandparents of children and youth attending First U RE indicated they didn’t wish any extra program. Many parents attend UU Parenting.

5. RE Ministry will sponsor two all church multigenerational events during the 2015-2016 church year.

The RE Ministry sponsored and worked with the Leaders of the Soup for the Soul/Blessing Bags events ,lead by Lisa Mascio-Thompson and Stacy Hagman. These were all church social action events, soup and desert tasting with a \$5.00 admission, contributing items for the blessing bags and then filling the blessing bags. The RE ministry will host and sponsor the All Church Picnic on May 22, 2016 in the Social Hall and Courtyard.

Every week we supplied the classes and supported their teachers and provided a nutritious snack (veggie or fruit and pretzels and water to drink), greeted people as they entered the second floor. We recruited and helped with One Room School House once a month. We provided Children’s Celebration so the younger children had a place to go during the sermon. Made ornaments for each child for Chalica. Helped Linette Lowe with the two RE Celebrations of Life. We made the social action projects work well. We enjoyed contributing our time and talent to provide Religious Exploration for the infants,children, youth and adults of First Unitarian.

It is an honor to serve as a member of the RE Ministry of First Unitarian.

Kathy Thackeray, Chair of the RE Ministry.

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### **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 and Roger Ohlman  
Churchyard Friends team leader – Kathy Gapsis  
Aesthetics team leaders – Kathy Thackeray and Bev Daly  
Kitchen Wizards team – Claudia Runge, Lois Allen, Jill Sampson, Kathy Thackeray  
Archives team – Kathy Kremer and John Findling  
Solar Array Project team leader – Joe Kremer

#### **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 2015-2016 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 collaborated with our 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:**

The Aesthetics team members are Carol Tobe, Laurie Clark, Kris Philipp, and co-chairs Bev Daly and Kathy Thackeray. They work closely with the House and Grounds team and other members of the congregation.

Projects and activities of the Aesthetics team this year have included the following: cared for all indoor plants; decorated for the holidays in early December, and for Vespers, with the help of Christe Lunsford, the House and Grounds team, and Lee Wells of Worship Ministry; organized the sale of poinsettias to help with the cost of Vespers; ordered the changing table for the family restroom; chose paint colors for family restroom and for former nursery, now home of Forward Radio - John Peabody painted the rooms; chose new signage for first floor restrooms; moved a portrait from the library to first landing of Heywood House stairs – Roger Ohlman and Joe Kremer hung the portrait; Bev Daly

## ***Ministry Reports***

and Carol Tobe introduced some important women of First Unitarian to room 101 (the parlor) – their portraits are on the table with a short biography; Aesthetic team members have taken responsibility for areas of the first floor, to keep the areas uncluttered and attractive: Bev Daly – parlor; Kris Phillip volunteer area and Library Lane lobby; Kathy Thackeray – Social Hall and Library (room 103).

### **Archives team:**

John Findling and Kathy Kremer continue sorting and filing the many boxes of archival material and periodically posting pictures and other historical material on the bulletin board in the Social Hall. This year they conferred by phone with John Leeker, archivist at the Meadville Lombard Theological School, on policies and procedures for preserving archival material. They provided materials to music director Christe Lunsford for her research on women during the American Civil War, and to Rev. Dawn Cooley's December 13, 2015 Celebration of Life marking the 30<sup>th</sup> anniversary of the fire. They applied for and were awarded a grant for equipment and training from the Kentucky Oral History Commission to conduct oral interviews of some of our long-time members and friends. Their goals this year are to complete the oral history interviews and plan ways to share them with the church and community. They also hope to make progress in working with the church on collecting and preserving recent church materials.

### **Churchyard Friends:**

The Churchyard Friends have met informally over the year to beautify church grounds, concentrating on the Courtyard, the butterfly garden and daylily hill on Library Lane, and on the north (York Street) side of the church. Most of the new plantings and mulch were donated by generous members/friends. Plantings of daffodils and zinnias were also made by our children in the RE program. This group's tasks include weeding, transplanting, planting, tree and shrub pruning, watering, and raking. The annual plant sale in April, 2016 netted \$160, which will be used to purchase garden supplies for the year. Any church member and friend can join in on any work date, no experience necessary – just an enjoyment of being outside and caring for our church home. Our grounds receive many compliments from visitors, and contribute to the spiritual life of our congregation.

### **House and Grounds Team:**

The House and Grounds team consists of Bob Ballard, Roger Ohlman, David Runge, Kathy Gapsis, Uwe Eickmann, Pete Weber, Joe and Kathy Kremer, Carol Findling, John Peabody, and Kyle Ellison. Routine and ongoing maintenance included replacing plastic caps on the chair legs in Social Hall; cleaning and straightening the storage room; repairing and strengthening dozens of Sanctuary chair legs; changing fluorescent bulbs and ballasts; converting some bulbs to LEDs; replacing stolen gutters; changing HVAC filters; cutting grass; checking thermostats monthly; maintaining plastic on windows as needed.

Additional projects: added coat rack in nursery; installed TV monitor in Sanctuary; implemented conversion of first floor restrooms; hired stone mason Juan Bacilio to repair damage to stone wall at 4<sup>th</sup> Street entrance; installed outdoor lighting for York Street Wayside Pulpit; fulfilled numerous other requests for work projects as ability and time allowed.

Future issues to be addressed include: iron fence repair; York Street steps; down spouts/guttering; stained glass windows; repair work requiring rental of lift.

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### **Kitchen Wizards:**

The mission of the Kitchen Wizards is to clean and straighten the kitchen two or three times per year. This year they have cleaned the kitchen, organized cabinets, and cleaned out the refrigerator and freezer on at least two occasions.

### **Solar Array Project:**

On behalf of First Unitarian Church, SAP accepted a “Most Improved” award in the Worship Facility category in the “Kilowatt Crackdown” competition from the Louisville Energy Alliance, a consortium of Louisville Metro government and private industry. SAP raised \$1329.00 this year. This includes \$171 raised from a scrap metal collection last June, and \$500 from the Women’s Alliance’s fifth annual spaghetti luncheon. They made 39 trips to sell the cans to River Metals, a local scrap metal company. With the House and Grounds team, they continued to monitor all ten of the church’s thermostats in an effort to control energy use and costs. As for the ten solar panels installed in October 2013 and the two installed in May 2015, they generate about 4% of the energy we consume.

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, chancel decoration, and sanctuary layout.

### **2015-16 Lay Members:**

- Jane Martin Buckley, 1<sup>st</sup> year of 2<sup>nd</sup> term, (Ministry Council representative, tech deck representative, service coordinator)
- Linda Berry, 1<sup>st</sup> year, (newly joined as lay member in April)
- Brian Daly (meeting scribe, Chancel decorations coordinator, service coordinator)
- Mike Mayberry, resigned mid-year in his 2<sup>nd</sup> year of service
- Pam Middleton, 1<sup>st</sup> year of 2<sup>nd</sup> term, (Usher task team leader, Sunday service slide production, service coordinator)
- Trish Ramey, 2<sup>nd</sup> year of 2<sup>nd</sup> term (chair, Signs task team leader, Worship Associate coordinator, Service Coordinator coordinator, Chalice Lighters coordinator, Music liaison, back-up Sunday service slide production)
- Lee Wells (Sanctuary task team leader, service coordinator)
- Clare Zigner, 1<sup>st</sup> year

## ***Ministry Reports***

### **Goals:**

- To produce stimulating, moving, and thoughtful lay-led Celebrations of Life approx, 22 Sundays this church year. In addition to the one service each month (plus an additional service for 5-Sunday months), plus the eight Sundays of Rev. Cooley's vacation and study leave that Worship Ministry covers, this year we also provided service coverage for the Sundays that Rev. Dawn is out of town for her responsibilities on the Board of the UUA Mid-American Region.
- 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

### **General Overview at Church Year-end:**

As of this writing, we have successfully completed another year of service creation and support. Trish Ramey, now entering the 3rd year of her second term, is stepping down as chair; Pam Middleton will serve as the new incoming chair, with Trish as her vice-chair. Service Audio and Visual (the Tech Deck) is becoming smoother in its operation although we only have three adult members trained and could use more (thanks to Jim Fry, Mike Mayberry, and Jane Martin Buckley). We also have a 'tween in training (thanks, Lucy Hickerson). A monitor was added to the Tech Deck on the back wall (thanks to Kyle Ellison for the well-made and beautifully crafted monitor support that he built). Tech Deck has also added the capability to live-stream services for the benefit of out-of-town and housebound members and friends.

Recruitment of new members and volunteers is a constant discussion point (we have seven 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, and we have one returning worship associate. Under Rev. Dawn's leadership, we have implemented a new method of worship service planning preparation this spring. We now meet monthly with the service staff (Dawn, Christe, and Linette) and worship associates and brainstorm ministry theme ideas to provide an arc of services on an individual theme. It seems to be working well, allowing for greater depth in investigating all aspects of a particular idea (for instance, mercy, compassion, justice, etc.)

We continue to benefit from training lay speakers with 12 services provided by lay leaders [thank you Jane Buckley, Brian Daly, Mike Mayberry, Pam Middleton, Devi Pierce, Trish Ramey, and Jill Sampson,]. The Worship Ministry retained many of the successes of the last year's Vespers Service, in which we honored three UU religious-source traditions which have celebrations commemorated in December (Christmas, Winter Solstice, and Hanukah). The Christmas Eve Chalice Lighters, a group of seven children who are among our regular year-round chalice lighters, also returned. We are enjoyed an extended Prelude with Alice Ellison on violin with her mother Cassandra Culin on flute. The attempt to provide online services on Sunday evenings proved too much for our limited number of volunteers, so that effort was tabled.

## ***Ministry Reports***

### **Lay-led Services of 2015-2016:**

The Worship Ministry created and coordinated the following Celebrations of Life during Rev. Dawn's regular absences from the pulpit:

07/12/15	Chris Rothbauer	Acting Out Our Passion
07/19/15	Matt Wallace	Shakespeare Changing Lives
26/Jul/15 J	Jane Buckley*	Bridging the Cultural Divide
08/02/15	Mike Mayberry*	Food Justice/Local Food
08/09/15	Bill Sampson*	Liberal Religion in the Public Square
09/13/15	Devi Pierce*	Pay It Forward
09/20/15	Brian Daley*	Violence and Finding Spiritual Wholeness
10/25/15	Trish Ramey,* Brian Daly,* Jane Buckley*	Out of the Flames: Michel Servetus
11/15/15	Vanessa Hurst	Engaging Compassion
11/29/15	Pam Middleton*	Gratitude
01/03/16	Jane Buckley*	Choose Something Like a Star
1/10/16	Fred Fischer	Sufism
01/17/16	Trish Ramey*	Sex, Religion, Abortion, and Justice
02/21/16	Devi Pierce*	The Lotus Flower
03/13/16	Chris Kolb	Justice, Forgiveness, and Our Schools
05/08/16	Larry Muhammad with Brian Daley*	Jockey Jim
05/28/16	Trish Ramey* and Jane Buckley* (with Women's Alliance)	Mother's Day for Peace

\* Indicates First U lay speaker

### **Recommendations for the Next Church Year**

We find ways to extend the Worship Ministry beyond the four walls of our sanctuary (possibilities with Forward Radio to be investigated).

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

Submitted by Trish Ramey

## ***Other Committees***

### **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:**

John Scruton (chair – 3rd year)  
Del Ramey (1st year)  
Jill Sampson (1st year)

#### **Activities:**

The focus of this year has been to orient two new committee members to the work of the committee, 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 will invest loan repayments in the Unitarian Universalist Common Endowment Fund (UUCEF), an alternative fund offered by the UUA for socially responsible investment, gradually but regularly moving funds into more socially-responsible investments.

The Church continued repaying its loan from the endowment.

Submitted by John Scruton

### **Finance Committee**

#### **Purpose and Function**

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

This committee should consist of three members, all of whom are members of the Church. Members this year are Roger Bradshaw (3<sup>rd</sup> year) and Cindy Van Rooy (2<sup>nd</sup> year); Joe Kremer had been the 3<sup>rd</sup> member but stepped down in June 2015. The Board of Trustees is aware of this and has been working on a replacement. 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.

## ***Other Committees***

### **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 2015-16**

- a. Elected Roger Bradshaw to continue as Chair of Finance Committee for 2015-16.
- b. Met with Church's financial consultant, Books-in-Order, to discuss how to transition to the finances in PowerChurch being managed by a new FirstU staff bookkeeper (Michael Purinton). This transition has worked very well.
- c. Met monthly (2<sup>nd</sup> Tuesday) to review monthly finance reports (prepared by FirstU bookkeeper, with assistance from Treasurer and Books-in-Order).
- d. Was involved in discussions / actions to eliminate the deficit in the budget approved at the Annual Meeting in June, 2015 (\$32,941). A portion of this (approximately \$11,000-\$12,000) was pledged in a special fundraising call in October 2015. The remainder was closed at the direction of the Board of Trustees by transferring amounts totaling \$19,583 from other funds to Fund 01 (Operating). These transfers were: \$5,000 from Fund 02 (Program & Mission); \$5,000 from Fund 18 (Mission Grants); \$4,083 (Sibley Youth Travel); \$1,100 (Organ); and \$4,400 (Memorials).
- e. Discussed payments from Endowment Fund (Fund 98) to support operations with the Endowment Committee chair (John Scruton). It is understood that the amount budgeted for 2015-16 (\$29,452) as well as a "catch up" payment of \$4,734, representing the amount of the 2013-14 budget year endowment income shortfall.
- f. Tracked the amount owed by the church to the endowment per the \$250,000 loan for capital improvements taken in April-June, 2013. As of April, 2016, the amount outstanding on the loan is approximately \$93,000 (the precise amount will be determined by Finance Committee and reviewed / approved by the Endowment Committee by the end of June 2016). The funds available to pay the loan (Fund 10 – Capital Campaign Contributions) are \$88,703. As such, Finance Committee anticipates that the loan can be paid off during Summer-Fall, 2016 (it is up to the Board of Trustees to direct when loan payments are made and their amount).
- g. Reviewed income and spending from Fund 01 (Operating) as part of monthly review meetings. As of April, 2016, the Operating expenses are \$194,121 and are projected to be \$232,945 by the end of June, 2016. As of April 2016, the Operating income (excluding payments from Endowment) is \$153,719 and is projected to be \$184,463 by the end of June, 2016. With the payments from Endowment described above (\$29,452 budgeted and \$4,734 catch-up payment) and transfers described above (\$19,583) and the budgeted transfer to the sabbatical fund (\$1,000 to Fund 17), this leads to a projected total of \$237,232. This indicates a year end Operating surplus of \$4,287. Fund 01 began the year with \$27,645 so is projected to stand at \$31,932 by the end of June 2016.

## **Other Committees**

- h. Reviewed income and spending from Fund 02 (Program & Mission) as part of monthly review meetings. The budgeted income for FY 2015-16 is \$17,345, consisting solely of funds budgeted in the Operating (Fund 01) budget. Expenses through April, 2016 have been \$7,206 (\$8,647 year end projection), which represents a projected surplus of \$8,698. Fund 02 began the FY with \$4,624 and is projected to end the year with \$8,271 (after \$5,000 transfer to Fund 01 to reduce budget deficit).
- i. Coordinated with the Board and Stewardship to prepare the FY 2016-17 annual budget. Budget decisions have been / will be discussed at two informational meetings (May 2, May 9). Budget decisions will be presented and finalized at the Annual Meeting on Sunday, May 16.
- j. Corrected past underpayments for retirement fund for Church Administrator.

### **Coordinates with**

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

Submitted by Roger Bradshaw

## **Personnel Committee**

The Personnel Committee is charged with overseeing personnel functions and making recommendations to the Board regarding personnel policies and issues.

**Members of the Personnel Committee** for 2015/16 were

The Personnel Committee for the 2015-16 church year consists of Rose Stevens (Chair), John Scruton, Pat Triplett, and Jill Sherman (Board liaison). The minister is an *ex officio* member.

### **Accomplishments this Year**

The Committee has met monthly throughout the year. Over the course of the past year, the decision was made to change from using an outside vendor to do the bookkeeping work to hiring an employee to do that work.

We needed a new person to fill the custodian position, and with the pregnancy of both of our childcare workers, we needed to hire temporary childcare workers.

The Committee has advertised all three positions, interviewed candidates, and hired new people to fill those positions. All are working out well as of the writing of this report.

In February the Committee arranged and held a staff appreciation lunch.

### **Goals for 2016-2017**

The Committee continues to work on keeping the agreements with staff current and investigating appropriate pay and benefits for staff, within the Church's fiscal limits.

Submitted by John Scruton

## ***Other Committees***

### **Stewardship Committee**

This past 12 months has been a busy and exciting time for Stewardship in the church.

**Team Members** are Kathy Gapsis, Bev Moore, Kailoa Ben-Avraham, and Devi Pierce.

We began the Stewardship Campaign for this current fiscal year with a Fall Stewardship Campaign to help with the budget deficit. With this drive we were able to obtain an additional \$15,000 in pledged money for the fiscal year of 2015-2016.

Our next campaign began in February 2016 and so far has raised \$167,000 in pledged money for the fiscal year of 2016-2017. We anticipate that, by the end of this pledge season, we will have raised \$175,000 to \$180,000 in pledges (which, unfortunately, is less than the previous year). So far 70 units have pledged. We usually have approximately 90 units pledge (a unit being one family).

This year we separated out pledged money into two categories: pledged money for the general operating fund and pledged money for the UUA fair share fund. This seems to have been popular – so far, a little over \$5000 in pledged money has been raised for the UUA fair share fund and seems not to have impacted pledges made toward the GOF.

The on-line pledge form was simplified this year with the assistance of John Cooley. Pledges can now be made on line through the First Unitarian Church web site.

Congregants were made aware of the pledge drives through announcements from the pulpit, paper pledge forms, phone calls, and person to person communication. Every member and friend of the congregation was contacted at least once, in most cases two to three times by these methods.

The Stewardship team has been busy in other areas as well. We studied the book, *“Giving, the Sacred Art – Creating a Lifestyle of Generosity”* by Lauren Tyler Wright.

We worked with Tony Sweazy from TJ to coordinate a joint fundraising event at Forecastle in the summer of 2016.

Devi taught an RE class, The Wi\$dom Path, centered around our values regarding money in our personal, societal, and spiritual lives. Devi also attended all of the New Member classes and discussed stewardship with potential new members.

We thank all of you for the gifts you give from your hearts!

Members and friends of the church can still make a pledge, by contacting: [firstulou.org](http://firstulou.org) or by contacting any member of the team.

Respectfully submitted,  
Devi Pierce, Stewardship Committee

## **Groups**

### **Archives**

#### **Archival Project**

John Findling and Kathy Kremer continue sorting and filing the many boxes of archival material and periodically posting pictures and other historical material on the bulletin board in the Social Hall. This year, we conferred by phone with John Leeker, archivist at the Meadville Lombard Theological School, on policies and procedures for preserving archival materials.

We provided materials to choir director Christe Lunsford for her research on women during the American Civil War, and to Rev. Cooley's December 13, 2015 Celebration of Life marking the 30<sup>th</sup> anniversary of the fire.

We applied for and were awarded a grant for equipment and training from the Kentucky Oral History Commission to conduct oral interviews of some of our long-time church members and friends.

Our goals this year are to complete the oral history interviews and plan ways to share them with the church and community. We also hope to make some progress is working with the church in collecting and preserving recent church materials.

### **Brownbaggers**

For the 2015/2016 season the Brownbaggers were informed, enlightened and entertained by a variety of programs.

- toured historic St. Matthews with John Findling and the **real** Mexico with Kris Phillip (via computer slides);

- shed light on home solar panels with Sam Avery and Roger Ohlman;

- heard the buzz on bee keeping from a local expert;

- learned how to give an elephant a TB test from the veterinarian at the Louisville zoo and

- were dazzled by Joe Kremer's presentation on gems and jewelry making.

We also held a CLOUT "house meeting" as part of First U's involvement in this social justice organization.

The June 2016 meeting will be a brainstorming and planning meeting to consider guests for the fall and spring.

If these offerings seem interesting and you are available on the second Tuesday 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 .

Gary Drehmel

## **Groups**

### **Book Club**

UU Book Club, meets the second Monday of every month in the Parlor. The participants of this book club suggested titles for books and voted on books to read and discuss. Book selections have been made through December 2016. The books alternate between fiction and non fiction.

There were normally between 5 and 10 adults in attendance from July 2015 through April 2016.

Books read and discussed July 2015-June 2016

*Serena* by Ron Rash.

*Being Mortal* by Atul Gawande.

*The Nightingale* by Kristin Hannah.

*The Pope and Mussolini* by David Kertzer.

*Devil in a Blue Dress* by Walter Mosley.

*Holiday Celebration*. We shared holiday short stories, poems, quotes or other creative pieces.

*At the Dark End of the Street* by Danielle L. McGuire.

*All the Light We Cannot See* by Anthony Doerr.

*Witnessing Whiteness: The Need to Talk about Race and How to Do It* by Shelly Tochluk

*Bangkok 8* by John Burdett

*Black Dragon River: A Journey Down the Amur River at the Borderlands of Empires* by Dominic Ziegler

*Station Eleven* by Emily St. John Mandel

### **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.

## ***Groups***

CUUPs turned the Wheel of the Year with public Sabbat Celebrations in 2015-2016. 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 have 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 a Sunday service this year. We celebrated Beltane by dancing the Maypole with the congregation in May 2015.

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. We had a series of classes that focused on Spell work and included healing, prosperity, protection and herb magick. Another series of classes featured a guest speaker on Druidism. We also had lots of fun singing Yule carols, playing "What's your Magickal IQ" game and created a Full Moon ritual together.

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, teaching at Pagan festivals and serving on the National CUUPs Board. Another exciting opportunity presented itself when First UU CUUPs was represented at The Parliament of World's Religions which was held in Salt Lake City. Religions from all over the world came together and celebrated our commonalities.

We are proud to be a part of the First Unitarian Church family.

Blessed Be,  
Debra & Ron

## **ROMEOS**

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

Gary Drehmel

## ***Groups***

### **Solar Array Project**

On behalf of First Unitarian Church, SAP accepted a “Most Improved” award in the Worship Facility category in the “Kilowatt Crackdown” competition from the Louisville Energy Alliance, a consortium of Louisville Metro government and private industry.

SAP raised \$1329.00 this year. This includes \$171 raised from a scrap metal collection last June, and \$500 from the Women’s Alliance’s fifth annual spaghetti luncheon. They made 39 trips to sell the cans to River Metals, a local scrap metal company.

With the House and Grounds team, they continued to monitor all ten of the church’s thermostats in an effort to control energy use and costs. As for the ten solar panels installed in October 2013 and the two installed in May 2015, they generate about 4% of the energy we consume.

Joe Kremer, Chair

### **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**

President – Rita Sasse

Secretary – Linda Parry

Treasurer – Lois Allen (rotating off June 2016)

Historian – Kathy Gapsis

Lori Martin – at large (rotating off June 2016)

Pam Middleton – at large

Kris Philipp – at large

#### **Activities**

The First U Women’s Alliance had a very productive year We had several general meetings and hosted some special events. We hosted representatives from UU Connection last fall and donated \$500 from the Annual Spaghetti Luncheon to Solar Array to complete the cost of a second panel. Also Kathy Gapsis spearheaded our involvement (as a church) through WA in ‘Black Lives Matter’ and Linda Parry graciously hosted the annual Social Tea which benefited Scholar House. One fundraising event this year was the Annual Pie Sale, held the Sunday morning before Thanksgiving, which lead to a very successful sale.

## *Official Records*

### **2015-2016 Transitions**

#### **Births**

Vincent Valentine Meeks, Feb. 19, 2016  
to parents Elena Meeks  
and Wesley Schroeder  
Kashton Anthony McCown, April 7, 2016  
to parents Na'Queesha Puckett  
and Shawn McCown

#### **Deaths**

Don Johnson

#### **Dedications**

none

#### **New Members**

John Babbs  
Abrio Bazomi  
Caitlin Burns  
Martin English  
Debbie Hess  
Barbra Justice  
Dustin Kavich  
Barbara Kelty  
Leanne Love  
Michelle Love  
Misty Trunnell  
Claire Vanlandingham  
Angela Vovies  
Sean Wilson

### **Minutes of the Annual Meeting June 7, 2015 12:30 pm**

#### **Opening**

President Carol Uebelhoer called the meeting to order at 12:40. Carol welcomed everyone and stated that members eligible to vote and non-members would be recognized by the chair to speak during discussions. Carol indicates that votes will be taken by a show of ballots. The voter line was still out the door signing in but the chair asked for a quorum call. Rita Sasse announced that we met the quorum.

Rev. Dawn Cooley offered an opening reading reminding us that our mission drives us and sometimes that means taking risks and being uncomfortable. She also read this year's life transitions as found in the annual report with the correction that Rosa May's last name is Morse.

#### **Old Business:**

Carol recognized Trish Ramey at the microphone to read her motion regarding the endowment that had been tabled for this annual meeting from the 2014 annual meeting.

Trish re-read the background to remind people what the motion was about. The text of the motion was also in the agenda handout. A proposal regarding the Purpose of the Endowment Fund: Current Endowment Committee charge focuses on the 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 the mission of First Unitarian Church.

## *Official Records*

**MOTION: I move to 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.**

Doug Taylor moved to amend the statement to 2016. Linda Parry seconded. The vote passed. Doug also reminded the congregation that the endowment that the endowment fund has its own rules and mandates. The only way to change the way to change the fund works is to change those rules and mandates.

John Findley moved to amend to instruct the study committee to require them to report back at the 2016 annual meeting. Clare Zigner seconded it. Discussion occurred.

Clarified a Yes vote will create a group to do a study over the next year and report back at 2016. The ayes carried easily. The motion passed.

The chair recognized Ann Ulinski to make a motion to delay the changes to the first floor restrooms. John Nader seconded it.

**MOTION: I move that the board proposed change to the restrooms on the first floor be delayed until this congregation has an opportunity to meet as often as necessary and discuss fully the drastic changes and ways to do it.**

Ann began discussion and many congregants joined in the discussion from the microphones.

Point of Information: Is this change ADA approved? He understands it that each occupied level of the building must have men and women and each must be handicapped accessible.

Rev. Dawn Cooley (not a member) speaks to the legality of the change. We have the mandatory number of men's, women's, urinals, accessible stalled bathrooms. Churches do not have the same ADA rules as businesses of the same size.

Point of Information: does the current women's restroom meet the accessibility standard? Carol Uebelhoer (President and Chair) answered that the current restroom is not fully accessible.

Point of Information: would there be a key readily accessible safety?  
Rev. Dawn Cooley answered: Yes.

Discussion raised concerns about the wording of the motion: Motion does not have specifics, dates or outcomes. It takes away the power of the ministry council and the elected officials. The motion was not amended to fix these concerns and the chair called the vote.

Motion defeated. 24 votes for, over 50 votes against.

## **Official Records**

The chair read the slate of officers to be elected to the board of trustees for the 2015 - 2016 church year. Bill VanRoy (3 year at large), Kathy Drehmel (3 year at large), John Grossman (1 year Treasurer), Kristi Drehmel (1 year Secretary) Nominating Committee represented by Rita Sasse endorses the slate and says they have agreed to serve.

Ben Luoma (3 year at large) had not yet resigned, but did so in the annual meeting and Kevin Hable stood to fill out Ben Luoma's term. (appointed 2 years at large)

Carol asked for additional nominations, reminding those gathered that they must have the approval of the nominee before nominating someone from the floor. Carol called for a vote. Claire Zigner moved to elect the slate. Pam Middleton seconded it. The congregation voted to adopt the slate, with no additional nominations from the floor.

Carol asked for the Ministry leaders for 2016 be recognized and affirmed by the congregation.

Carol recognized the Stewardship Chair and board member Devi Pierce to present the budget motions. Devi gave some background. We did have to pause to make copies of everyone who wanted one as the slides did not have the budget information in them and therefore it could not be projected for everyone to see. Also, neither the Treasurer or the Finance team member who prepared the budget were available during the meeting to take questions.

Pledges this year \$186K plus a little rounds up to \$190K. Also get \$30K from the endowment, \$40K for rentals, lots, etc. \$256K total. Expenses and dreams require more of us. A financial task force gathered to discuss budget options.

Devi explains our basic income/disbursements. Endowment is worth \$590K right now. This fund is managed by the endowment board of trustees. The agreement can be amended by a  $\frac{2}{3}$  super majority vote. The assets in the fund are averaged over three years and we use 5% of that in our regular expenses and count it as income. The endowment total does include the outstanding loan we took to fund campus infrastructure and are paying back with interest through the capital campaign funds raised.

Option 1: full dream budget, increase revenue with year round stewardship, more fund raisers, more plate collection. Stop gap with the endowment for this fiscal year only. (could be about \$42K)

Option 2: similar but limits UUA dues to \$100 (\$25K deficit)

Option 3: similar but limits deficit to (\$19K) and no money from endowment

Option 4: barebones budget that only funds basically the same as this year and we would still have an \$11K deficit.

Jill Harmer asks: is the music director fully funded in three budget options

Devi answers: yes

## ***Official Records***

Jim Fry asks: are there grants that the UUA provides if we pay two years of fair share dues?  
Dawn answers: yes, we can apply if the congregation is considered fair share two year in a row  
We were not in 2015, so the next options would be 2016/2017

Jasmine asks: are we still paying back the endowment borrowing for the capital campaign?  
Devi: We have paid \$50K back so far from the capital campaign monies collected so far and are ahead of schedule re-paying

John Nader asks: we still owe \$200 back and it is counted as an asset? Do we have solid ideas on how to raise money?

Dawn Cooley: endowment looked at the loan as an investment and we are paying them back with interest. Reminder: this is not like the fund that was taken from the endowment in the 2004 time range.

Michelle Luoma: can we pass a short term budget that gets us some time to raise funds and see how we do before we pass the others. (no motion)

Devi says we would like to do the four options and then kick it back to the board and have another meeting to vote later in the fiscal year.

Kathy Kremer: Is it okay for non-members to speak from the microphone?

Chair reminds the gathered assembly that at the beginning of the meeting she invited and welcomed non-members to speak

Doug: help us understand what we are looking at.

Devi: explains the columns -- which represents which budget idea

Doug: is there a prior year surplus, no there is a small deficit?

### **MOTION**

**Doug: move that the assembly address the finance committee budget with the \$19k budget Seconded by several.**

Discussion is in order.

**John Findley moves to postpone the discussion until the earliest possible time that the finance committee and treasurer are present. John stipulates June 21st. John amends to earliest practical date.**

Point of Order: can we have a meeting in the next two weeks?

Secretary answers: notice of meeting must be either by first class mail or email 14 days ahead

Discussion: Beverly Moore reminds us that we all need to go look at our budgets in the meantime to know what we can contribute individually. If we want to stay on a role we need to keep our momentum.

Trish Ramey: clarification -- we would postpone to a date that Roger and/or John can be here and we can get all four budgets written down?

## *Official Records*

VOTE: Ayes have it. The 19K finance budget will be considered at a future meeting that will be scheduled as soon as practicable.

Carol recognizes Kathy Gapsis and members of the women's alliance to present a motion

**MOTION: The Women's Alliance will be sponsoring vigils on each of the next 3 Sundays in support of the Black Lives Matter movement. This is to provide public witness to our position as allies with people of color in our community. To extend this racial justice work, to build on First U's heritage of work for civil rights, and to make our intentions as a congregation clear, the Women's Alliance makes a motion for placement of a banner on our church building that proclaims: Black Lives Matter. A team of 4-6 people is recommended to research banner design, cost and installation, and to explore how the banner could broaden community conversation about racial issues.**

Brittany Blau seconds the motion.

Carol reads the text of the motion back to the assembly.

Debate begins.

Jill Harmer moves to amend the motion to be #allivesmatter

John Findley seconds.

Debate on the amendment begins and many people speak. We are no longer attempting to use a timer.

The vote is called and the amendment is defeated

Call for further debate on the original motion, there is none. Carol reads the motion again.

Motion carries.

Carol recognizes Jane Martin Buckley to present a motion for First Unitarian to join the local chapter of CLOUT. (Citizens of Louisville Organized and United Together). Jane introduces CLOUT and reminds the assembly of First Unitarian's long social justice history.

**MOTION: Be it resolved that First Unitarian Church will become a member congregation of CLOUT beginning immediately and will commit to a three year membership:**

- Paying CLOUT dues annually (approx. \$750)
- Approximately 8 person from congregation to attend Nehemiah Action Assembly April 2016
- Nominate one First Unitarian Member to represent us annually in CLOUT
- Commit in good faith to having members of First Unitarian assist CLOUT as reasonably requested to move forward agreed upon Social Action Initiatives

## ***Official Records***

First Unitarian reserves the right to sever its relationship with CLOUT at any time should CLOUT propose initiatives that are in conflict with our mission and values.

NOTE: Jane Martin Buckley (presenter of motion) has agreed to be the First U representative in the first year, 2015 - 2016.

Discussion is open.

Clare Zigner makes a motion to Postpone until we have a budget for 2016: Seconded by Ann Ulinski. Jane begins discussion on the postponement.

Vote: motion to postpone is defeated. Debate resumes on proposal.

Carol calls the vote on the motion is to join CLOUT: Motion passes.

Carol invites Michelle Luoma to make a motion to rescind the polyamory motion from April 2005

Point of Order: can we hear what the 2005 resolution was?  
Jasmine provides motion to Michelle to read, which she does.

**The motion is to rescind the motion as read. Seconded.**

Discussion begins.

John Nader rises to call for a vote to use a written/secret ballot. The motion is seconded. There is no discussion on that motion. Carol calls the vote. Motion fails. Vote will not be secret.

Carol calls for a vote on the original motion. 13 against , 63 for rescinding the 2005 motion.

Carol recognizes Devi Pierce to make a motion on expanding our welcoming statement.

### **MOTION:**

**I move that First Unitarian Church adopt an expanded welcoming statement, to be considered and discussed during the coming year, and voted on at the next annual meeting of the congregation. The proposed statement reads:**

**“Welcoming all to participate fully, openly, and equally, First Unitarian will not discriminate on the basis of sexual or affectional orientation, polyamory, gender identity, gender expression, age, race, ethnicity, neurodiversity, social or economic class, education level, family or relationship structure or abilities. This commitment to equal treatment includes, but is not limited to, access to meeting space, church communications, and other services offered to similarly situated individuals or groups.”**

Clare moved to amend the motion to pass the change to wording now.  
There was not a second to amend the motion.

## ***Official Records***

Jasmine: Question: would the text of the welcoming statement be crafted / edited over the next year?

Answer: next year this welcoming text would be presented for discussion and vote for adoption

Jane MB: Question: is this part of a second welcoming congregation / renewal of the curriculum?

Linette: we do plan to do something with welcoming congregation in the fall

Carol calls the vote and the motion passes.

### **OTHER BUSINESS**

Jill Sherman is recognized to do the presentation of the Above and Beyond Awards.

Trish Ramey, Jo Ann Dale, The Congregation, Claire Zigner were all recognized for their contributions during the 2014 - 2015 church year. Carol Uebelhoer also was recognized for her work as President during the time Rev. Dawn Cooley was on sabbatical.

Jasmine Walston was recognized to present a motion from the floor.

**MOTION: that the board and finance committee present a constitutional amendment at the next annual meeting**

- 1. comprehensive financial statement to include capital budget, endowment, operations**
- 2. budget meetings made available to the congregation prior to the annual meeting**
- 3. Amendments be made at the budget meetings not in the annual meeting**

Discussion:

Jay Dolen is against

Trish Ramey offers an amendment: board must ensure that at least one person from the finance committee is present to present the budget. Ann Ulinski seconds.

Discussion begins.

Point of Order: Jo Ann Dale points out that we can't ourselves propose an amendment like this. Jasmine clarifies she is not herself proposing it. She is proposing that the board be charged with adding these things to the constitution.

Chair does a quorum call. Jane says we have Quorum still.

Chair calls the question for the amendment. Amendment voted to be withdrawn.

Secretary reads the motion. Chair calls for a vote.

The original motion passes.

## *Official Records*

### **CLOSING**

Dawn offers her closing words.  
Moved and seconded to adjourn.

### **Financial**

Budget Report not submitted