

First Unitarian Church Louisville, Kentucky



We are a church of reason and spirit, that
witnesses for progressive faith,
nurtures our community, and
transforms our world.

2012-2013 Annual Report

Presented at the Annual Congregational Meeting
June 2, 2013

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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.

Members: President Claudia Runge, Vice President Carol Uebelhoer, Treasurer Pat Triplett, Secretary Beverly Daly, Ministry Council Chair John Scruton, Roger Bradshaw, and Kay Woodworth. Geneva Fry stepped down from her position on the Board in April and Jill Sherman was tapped by the Board to fill Geneva's position.

Goals: In July the Board adopted four goals for the year:

1. Improve communication with congregation, and make board actions more transparent.
2. Purge membership list to reflect accurate membership count.
3. In collaboration with congregation and Finance Committee, prepare and present budget goals prior to annual canvass.
4. Initiate and support a capital campaign.

Major Activities:

1. The Board kicked off the year by participating in a joint leadership planning retreat with the Ministry Council in August.
2. We called a Special Congregational Meeting on November 19. The congregation voted to borrow up to \$250,000 to replace the roof and eight of the HVAC units on the roof. They also approved a Capital Campaign to begin in 2013. Maureen Taylor and Ward Wilson have agreed to lead the Capital Campaign.
3. The Board formed a committee to obtain roof and HVAC estimates and to interview potential contractors. The committee, composed of John Grossman, Roger Bradshaw, Bob Ballard, Maureen Taylor, Joe Kremer, Carol Uebelhoer, and Claudia Runge, chose Highland Roofing and Project HVAC. The new roof will include thicker insulation; the HVAC units will be more efficient and will include programmable thermostats.
4. We revised church membership numbers by moving approximately 30 names from active to inactive membership. Based on this change, we reported 192 active members to the UUA when we applied to be a credentialed congregation for 2013.
5. In conjunction with the Stewardship Committee, the Board hosted a goal setting meeting focused on our mission statement to ascertain participants' visions of the future of First Unitarian.
6. This spring we established a committee to prioritize capital requests. Jane Buckley, Kathy Drehmel, Jason Thompson, Michelle Luoma, Bill VanRooy, Kay Woodworth, and Bev Daly agreed to serve on the prioritizing committee. All congregants, committees, and ministries were invited to submit requests for capital campaign projects.

Other activities of interest:

1. Approved a new Church Collections Policy
2. Approved several staff changes
3. Followed congregation's directive to use as much money as prudent from reserves to pay toward UUA Fair Share

Reports from Elected Bodies/Officers

4. Officially sponsored Chris Rothbauer as ministerial intern
5. Authorized purchase and installation of National Register of Historic Places plaques
6. Purchased three new computers for staff
7. Authorized purchase of newly reconditioned copy machine
8. Voted to provide rental space for HELP office

Recommendations for 2013-14:

1. Support the Capital Campaign by engaging in the work and acting as role models for giving.
2. Continue to work toward more transparency regarding board responsibilities and actions.

Submitted by Claudia Runge

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.

Members:

The Ministry Council is made up of the chairs of each of the five Ministries, along with the Minister and a designated Board member, who acts as the chair of the Ministry Council. The members for the 2011-12 Church year are Jane Martin Buckley (Worship), Holly Hogue (Member), Jo Ann Dale (Mission & Outreach), Rhonda Green (Religious Education), Kathy Drehmel (Resource), John Scruton (Board liaison), and Dawn Cooley.

Goals, activities, and status:

The Ministry Council identified the following goals for the year:

1. Prepare a "Financial Plan" to present to the Board, showing how Ministry Council proposes to handle finances under next year's budget regime
2. Implement and assess Sunday Morning Exploration Hour
3. Create and maintain content of the new website.

The most notable activity has been in implementing changes in the structure of Sunday morning activities. The Church began using a new model for "religious exploration" involving RE activities for children, youth, and adults during the first hour, an interim period, and a Church service intended for all but the younger children in the 11-12:00 hour. The plan was to use the new model for at least two years to allow the congregation to adjust to it and to evaluate it during that time. At the Ministry Council's request, the Committee on Ministry collected information about the new program and schedule by survey of the congregation. The Ministry

Reports from Elected Bodies/Officers

Council has discussed the results and will be making minor changes to the program in response while continuing with the new model.

The Ministry Council has also been in communication with the Board concerning finances for the 2013-14 year, and will be back in the regular church budget after a period of operating solely from plate collections. As always, the Ministry Council has acted as a sounding board for the various Ministries and has provided them with support and advice.

Recommendations for the next Church year:

The Ministry Council will need to continue to assess the new Sunday morning structure and make changes as necessary, as well as continuing to deal with the ongoing challenges of serving the church. Appropriate staffing of the various ministries and task teams will continue to require attention.

Treasurer's Report

Not submitted

Staff Reports

Minister's Report

It is hard to believe that we are wrapping up our fourth year together. We have done so much good work in these four years! I am excited about what the next four will bring.

As I write this report, the congregation is looking forward to General Assembly occurring in Louisville at the end of June. I am particularly excited because I will officially receive Final Fellowship as a Unitarian Universalist Minister at the Service of the Living Tradition on Saturday evening (no registration required to attend). I hope to see many of you there!

This report is divided into seven categories. I hope these categories help to capture the diverse tasks that are inherent in ministry. Please don't hesitate to contact me with any questions or concerns you might have.

Administrative/Organizational

1. I continue to hold weekly staff meetings. In addition, I participate in regular meetings of the Board, Ministry Council, Worship Ministry, Personnel Committee, Committee on Ministry, Congregational Care Team, and Covenant Group Leaders. When requested, I participate in other functions and meetings of the church in addition to these regular meetings.
2. In addition to consulting with the Nominating Committee, I have been asked to make volunteer recommendations for open positions in the church leadership. It is my hope that this year will see clarity emerge around this process.
3. This fall saw some major staff turnover. We hired a new choir/music director, new office administrator, new DRE and hired/let-go/hired a custodian to help our Building Supervisor. For each of these positions, I did a 90 day review. I also conduct yearly evaluations for many of our staff. In consultation with Personnel, the staff supervisory structure will be changing so that I no longer directly supervise the vast majority of the staff. As of July 1, I will only directly supervise the DRE, Office Administrator, Music Director and Ministerial Intern. This should make me a more effective supervisor.
4. This year, I found myself being caught up in *managing* the congregation rather than *leading* it. Leaders have vision and managers have plans. Both are important: A vision that has no plan will never be realized, and a plan w/o a vision just maintains the status quo. However, First U has plenty of managers who are capable of implementing plans. You called me to be your leader – to have a vision of where we are going and to enunciate that vision. I have spent time discerning what managerial tasks I can delegate and what leadership tasks I need to pick up. Towards these ends, I created a “Think Tank” that I meet with regularly that is reading the same material I am reading and is helping me to process my learning.

Staff Reports

Worship

1. I was responsible for 33 Celebrations of Life this year (our Ministerial Intern Chris Rothbauer spoke at 3 of those), plus an additional service on Christmas Eve. For three additional working Sundays, I was involved in professional development or denominational activities. I officiated at 3 weddings, 4 memorial services, and dedicated 10 children.
2. Our Sunday morning schedule changed this year to include an Exploration Hour before our Celebration of Life. Our Celebrations of Life have become multi-generational, with children from 4th grade on up staying in the service (children preschool – third grade leave halfway through to attend “Children’s Celebration.”) This shift has been warmly received and will continue (with some minor schedule tweaking, to be determined) for at least another year before it is assessed. I am impressed with how engaged the children are in the service, though we have missed the senior high youth’s participation.
3. Worship planning meetings continue. In addition, at least one service per month has been tied to our Thematic Ministry program.

Denominational Activities

You may be aware that General Assembly is coming to Louisville! This is a once-in-a-lifetime opportunity. Though no Public Witness event was originally planned for this GA, the Kentucky and West Virginia Ministers joined together and petitioned the GA Planning Committee and others to put in a focus on the devastating effects of Coal and how they play out in the region through mountaintop removal to coal ash. Our petition was warmly embraced, which has been affirming. However, none of us anticipated the amount of work that would be involved in the planning. I have been in regular meetings with UUA staff and volunteers in preparation for the Thursday worship and public witness, program selection and preparation, and so much more. As exhausted as I am from this work, I am energized and excited as well!

Prophetic Outreach

Another opportunity that has arisen around General Assembly planning has been the formation of several local partnerships with environmental organizations. I am in touch with representatives of many local organizations and am continuing to learn about Louisville.

I continue to serve as secretary of the board of HELP Ministries of Central Louisville, which this spring relocated into our building. I have been excited by First U’s supportive response to our new tenants.

This spring, the KY legislature passed a bill, HB279, called the “Religious Freedom” bill. I advocated against this bill and got some media attention when I expressed that I would start signing marriage licenses for gay and lesbian couples as an expression of my religious freedom. After a consultation with lawyers and other advocates, I have put this plan on hold until the US Supreme Court returns their rulings on California Prop 8 and DOMA, expected in late June.

Teaching

I continue to teach in the New UU courses and through Worship Associates training. In addition, I brought 3 children through our Chalice Lighter program and conducted a 9 month UU Bible Study course during Exploration Hour. This year, we had 4 covenant groups with 30 participants that met monthly and were tied to the Thematic Ministry program (for which I prepare readings and reflection questions each month.)

Staff Reports

Counseling & Pastoral Care

Pastoral care has taken a backseat to other ministerial functions this year. Whenever someone has reached out and asked for an appointment or visit, I have made the time. However, due to time constraints I have not been able to *initiate* visits. This is a constant struggle in a congregation the size of First U. The congregational care team is helping with visitations but needs more volunteers.

The Minister's Discretionary Fund has grown substantially over the past few years and I have been able to utilize it to help several members of our community in substantial ways.

Personal & Professional Growth

This has been another year full of personal and professional growth. Having an intern minister, in particular, has enabled me to reflect on various aspects of ministry that I normally would not have had the opportunity to reflect upon. My understanding of ministry in general, and my own ministry in particular, has deepened. In addition, I wrote a paper on *Astrobiology and Cosmology* for my study group, attended the Living Legacy Civil Rights Pilgrimage, and participated in the 2013 Institute for Excellence in Ministry.

Thoughts for Next Year

Our fifth year together promises to be just as interesting and enlivening as the previous four. Together, we will embark upon a capital campaign – the first for the congregation in almost 30 years and my first as a minister. Our ministerial intern will be moving into a leadership role and will be challenging us in exciting ways. We will be continuing Exploration Hour with some minor schedule changes. And we continue to improve on the number of volunteers participating in the necessary work of running the church (though we are still running at a severe deficit). On top of all of this, I will be preparing for my first Sabbatical, which is planned for July 1, 2014 through January 1, 2015.

Intern's Report

My first year at First Unitarian Church has been a very active and productive one. I have taken the year to immerse myself into the different facets of church life here and, as a result, feel I have come a long way towards achieving my goal of becoming a minister. I have felt welcomed here at First Unitarian but simultaneously challenged to grow my ability to be a ministerial presence to others.

It has been interesting to observe the congregation's evolving reaction to my presence. As the year has progressed, I have noticed more and more members increasingly feeling more comfortable with approaching me with pastoral concerns, praise, and criticism. To me, this shows that I am being increasingly recognized not merely as a seminary intern within the church, but as a member of the ministerial team of First Unitarian. I have been worried about how the church would react to an introverted intern considering how extroverted the senior minister is, but the adaptation has been much better than anticipated. I intend to follow up on this next year with new initiatives where members, friends, and visitors will have more opportunities to interact with me, both one on one and in groups.

Staff Reports

It has been an interesting time to be a part of this church congregation. I believe this community is currently struggling to redefine itself in a changing church world. I see struggles to recruit volunteers, struggles over finances, and struggles over theological and social identity manifesting themselves in the various meetings I have been a part of. I am optimistic, though. After meeting some of the new members of the church, I believe there is the potential to powerfully redefine ourselves as a liberal church that serves all within our community and the world. The economic and political diversity within our congregation attest to the fact that we are an attractive church within the wider community. I encourage the church to continue its welcoming stance and look for ways it can be even more welcoming within the Kentuckiana area.

Through my interactions with members both individually and in group settings, I see a community that wants to make a difference, both within and outside its walls. I have been struck by the kindness, compassion, and awareness exhibited by so many of our members. For example, the outpouring of support towards victims of the market fire in Burundi was moving and inspiring. Without hesitation, an appeal from the local Unitarians was readily answered and our members gave what they could.

In addition, First Unitarian is definitely a destination church—very few of its members actually live in or around the urban neighborhood it is located in and many commute far distances to reach the church every week. It is my hope that the relationship with HELP Ministries will help this congregation to develop more of a presence with those who live in this community.

Behind the scenes, I have been working with members to create new spaces for dialogue within our community. I am working with several members who have expressed interest in forming a chapter of the UU Buddhist Fellowship at our church. We are tentatively planning on launching the group in August. I am also in the planning stages of creating an adult RE curriculum for the fall that will center around Buddhist theology, and have a second one possibly in mind on myths around the world.

But the big thing in the works for next year will be my leadership project, which tentatively is being planned around our church history and some of the forgotten aspects of racial, gender, and sexual oppression within our walls. For example, while writing a paper on W.H.G. Carter, an African-American minister in Cincinnati who was attempting to secure funding for a primarily African-American and lower class Unitarian church in town, I discovered it was a minister of this church who wrote the report which was ultimately used to deny Carter funding. While this may sound like a pessimistic project, I hope it can be used to bring us together in a common vision of how we have progressed and how we can continue to progress into the future. It is my belief that, in order to learn from the mistakes of the past, we must study them. Only then can we hope to not repeat them in the future.

As I end my first year with you and prepare for a summer that is sure to be busy and packed, I want to thank each and every one of you for welcoming me into our community this year. I look forward to my second year with you.

Respectfully Submitted,
Christopher A. Rothbauer
Intern Minister

Staff Reports

Linette Lowe, Director of Religious Exploration

I began as the DRE in late September of 2012 after our former DRE, Edward Adamson, stepped down. Thanks to an amazing group of RE teachers and volunteers, my first year in the position has been exciting, fun, and always a learning experience. This was our first year with a dedicated Religious Exploration hour on Sunday mornings from 9:15-10:30, and it has been a huge success. Our average attendance during Sunday morning RE has been 54 children, youth and adults, and we have 46 children and youth registered in the program. There have been a number of Adult RE offerings on Sunday mornings, including Round Table, Sunday Morning Books, Theologies (with Pagan, Agnostic, Non-Theistic, and Bible Study tracks), Coffee and Current Events, Creative Arts, and UU Parenting. The children and youth have been enjoying their curricula as well, with the Preschool working with *Celebrating Me and My World*, the Kindergarten through Second Grade class using the *Creating Home* curriculum, the Third through Fifth Grade class working through *Toolbox of Faith*, the Middle School using *You the Creator*, and the High School doing current events and then *A Chorus of Faiths*. Since the children are now in the Celebration of Life service on a weekly basis, a new program called Children's Celebration was offered this year that allowed children Preschool through Third Grade to go upstairs midway through the service for some age-appropriate centering and play time.

Highlights of the year included youth group participation in the AIDS walk and Trick-or-Treating for UNICEF in October, an RE teacher appreciation snack and chat and Guest at Your Table in November, and a wonderful Chalica service presented by the RE classes, who each presented one of our Seven Principles, and the Choir for All Ages, led by Lisa Willner in December. As the new year began, the Parenting class worked on painting the upstairs RE hallways, we held another RE teacher appreciation snack and chat, and on the last day of March we had a wonderful Easter celebration that included a pancake breakfast made by the Senior High Youth Group and Easter Egg hunts hosted by the Middle School Youth Group. In April we participated in an exciting multi-generational worship service for Earth Day, with Daniel Candee (MS youth) and myself as two of the readers and several students from the K-2 class as helpers. May was a busy month, with a fire drill during first hour RE, the Senior High service, and the Bridging and Honoring service. We are so very grateful to everyone who helps make RE happen on a weekly basis!

On Fifth Sundays and a few others Sundays, we held a special all-ages RE hour in the Open Classroom or Social Hall where we worked on thank-you/holiday cards for our RE teachers, made Valentines, had a drum circle, created donation bags and collected donations for the Humane Society, learned how to knit or crochet and sent squares to the Knit-a-Square project in South Africa, and made thank-you gifts for our RE teachers.

Other ongoing activities included monthly Youth-Adult Committee (YAC) meetings, OWL classes for K-1 in the fall and Middle School in the spring, and Senior High and Middle School Youth Group meetings and Cons. Our Coming of Age cohort will be starting up this summer to run through next year.

I was able to attend the Heartland District Assembly this April, and I came back with many new ideas and a support network of other area DREs. I look forward to attending General Assembly in Louisville this summer as your DRE as well. I feel incredibly grateful and privileged to be your DRE, and I look forward to another exciting and joyful year!

Linette Lowe

Staff Reports

Office Administrator

After over four years in the position, Rebecca Dimon left to accept a position elsewhere in September. Since then, I've enjoyed my work here at First U. I've continued some practices and procedures, but adjusted others and added a few of my own. There are occasionally other tasks, such as mass mailings and special services, but one of my primary tasks each week is to produce the order of service. While the format is set by others, I sometimes tweak it a bit in an effort to make it as easy to use and attractive as possible. Each month I create the church newsletter, Steepletalk, which is primarily a compilation and arrangement of things turned in by members of the church. I've been known to seek out materials and information as well. In my opinion, the newsletter is a reflection of the church, a type of advertisement for what is important. Therefore, I try to make it as appealing as possible. Each time a large group rents space, I've noticed that several copies of the newsletter are taken, so this serves as a bridge between the church and the community.

The other area I focus on is maintaining the church calendar. This includes keeping up with the needs of the various church groups and ministries, as well as the rental of the church. This year has seen the church rented for 1 wedding (with 2 future weddings booked), 3 days of graduations (from two schools) with multiple services each day, 8 recitals and concerts, and approximately 25 private rentals that include banquets and potlucks, meetings of large and small groups, one improv group that practiced here for a month, and some meetings during GA. These rentals have brought in just over \$4,000.00. In addition, there have been several community and social justice events held at the church for free or a low fee. The church is also used once a week by one group, and 3-4 times per week each by two others at no cost. Now that the HELP Office is located here, they have added an additional \$1500.00 paid in rent, for a total over \$5,500 this year paid by people to use the church facilities. The Board of Trustees is in the process of reinstating a Building Use Committee that will look into the best ways to utilize the space.

Slowly, I've begun to know quite a few members of the congregation that are in the building on a regular basis throughout the week. There are some I "know" only through e-mail contact, but others I see in person. One of the more enjoyable aspects of the job is working with the great staff and the office volunteers. I appreciate Dorothy Grossman, Carol Findling, Dennis Thompson, Eugenia Willner, Trish Ramey, and Gary Drehmel for their work in the office. Each has his or her own strengths, and all have been very welcoming to me. As always, I remain a short e-mail or phone call away if anyone has any suggestions or comments. The email address is office@firstulou.org.

Submitted by Barbara Creasy

Music Director

Not submitted

Ministry Reports

4. Dec. 30 *Expressing Gratitude*; facilitated by Debra Gilbert
Valentines for Veterans Service Project
5. Jan. 20 *Understanding the Real Martin Luther King Jr.* Speaker: Phil Candee
6. Feb. 3 *The New Jim Crow*; Speaker: Jo Ann Dale
7. Mar 10 *The Power and Tragedy of our Gun Culture: A UU Perspective*
Speakers: Kate and Erik Snyder
8. Apr 14 *This I Believe: UU Credo*; Coordinator: Brian Daly
Speakers: various First U members

Recommendations for the next church year

We continued the practice of weekly and monthly evaluations of each worship service for things that worked and things that didn't. A recurring concern was the poor sound system and the difficulty in projecting videos and slides. We heartily recommend an upgrade for the sound system and projection equipment.

Member Ministry

Purpose

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

Member Ministry Members

Member Ministry Leader: Holly Hogue until April 2013

Member Ministry Co-leader: Dan Hill

Sunday Morning Greeter Coordinators: Holly Hogue and Laurie Clark

New to First U Class Facilitators: Bev Daly, Holly Hogue and Dan Hill

Receptions and Memorial Services: Lois Allen and Jane Martin Buckley

First Sunday Luncheons: Tiffany Taylor and occasionally other cooks

Pastoral Care: Devi Pierce coordinating with Dawn Cooley

Goals/Activities and Status:

1. Two New to First U Classes were held and twelve people joined the Church during the fiscal year. One person re-joined the Church in March. As new members joined, the online directory was updated.
2. In September 2012, the member/friend list was reviewed. Several "inactive" members received letters or phone calls from Board members concerning membership. The online directory was updated as the status changed.
3. Dan Hill agreed to represent Member Ministry for Dawn's Sabbatical Team.
4. First Sunday luncheons continued on a regular basis. Beginning in September 2012, free lunch passes were given by the greeters to new visitors on the first Sunday of the month and during any other all-church luncheons (unless they were fund-raisers).
5. Claudia Runge updated the UUA web site with our current membership.

Ministry Reports

6. Due to an abundance of tasks, and shortage of volunteers, in September 2012 Member Ministry reduced the tasks most needed to be done as follows; New to First U Classes and New Member Sundays; Name Tags; Updating PowerChurch with visitors and providing the online directory; Providing the Member Sign In sheets during Congregational meetings (and assisting the Members during the sign in); Coordinating the Greeters; and Devi Pierce will be working with Dawn for Congregational Care.
7. The Ministry participated in Vespers preparations/participation especially concerning greeters and reception responsibilities. Rita Sasse provided excellent notes for future years concerning the ministry's tasks.
8. Data entry of all visitors, friends and members updates have been ongoing throughout the year.
9. A listening device was purchased to be hooked up to speakers for the greeters to be able to hear the Celebration of Life while greeting. More people were willing to greet due to this purchase.

Recommendations for the next Church year:

The Ministry still struggles with being grossly understaffed and has been for the past 3 years. The religious exploration changes will continue to impact Member Ministry, especially concerning greeters and coffee servers.

Respectfully submitted,
Holly Hogue

Resource Ministry

Purpose

The over-all charge of the Resource Ministry is to keep building operations running as smoothly as possible. The Ministry Leader is in regular contact with Ministry Team Leaders, as well as working closely with Earl Reynolds; Building Supervisor, Linette Lowe; Director of Religious Education, and Rev. Dawn Cooley; First U Minister.

Members

Resource Ministry Teams:

House and Grounds - Bob Ballard Chair

Aesthetics Team - Ann Ulinski; Team Leader

Churchyard Friends - Carol Findling; Team Coordinator

Kitchen Team - Kathy Thackeray

Michelle Pierce was Resource Ministry Co-Leader from June, 2012 - January 2013.

Minister Leader Tasks for the 2012 -- 2013 Church Year

1. Maintained and over saw a church maintenance budget
2. Submitted Funding Requests for Teams and Building Supervisor
3. Attended an all day workshop at Southeast Christian Church on "Safety Planning for Congregations."

Ministry Reports

4. Numerous planning meetings, phone calls, e-mails with Team Leaders and Building Supervisor
5. Participated in Vespers -- 2012
6. Attended Council Meetings
7. Wrote articles for Steepletalk
8. Worked with Team Leaders in submitting Applications for the Capital Project Request Team
9. Served on the Capital Project Request Team
10. Worked in collaboration with Linette Lowe; DRE for a First Hour Fire Drill on May 5, 2013
11. Placement of room and directional signs inside the building.
12. Worked with Aesthetics to provide a comfortable meeting place in the Social Hall for 1st Hour
13. Met with Linette Lowe; DRE -- beginning stages of a church wide Safety Preparedness Team
14. Formed and recruited members for a new team dealing with kitchen organization.

Resource Ministry Teams:

Kathy Drehmel; Resource Ministry Leader

Churchyard Friends: Carol Findling, Team Coordinator

Maintained church grounds including the courtyard.

Cared for trees, flowers, plants

Planned landscaping

Worked in Collaboration with House and Grounds

Held all church "work parties" the last Saturday of the month

Submitted ideas and reports to Ministry Leader

Maintained a Churchyard Friends Contact List

Wrote articles for Steepletalk on gardening and recycling tips

House and Grounds: Bob Ballard; Team Leader

Church Maintenance inside the building -- electrical work, painting projects, refinished and painted outside doors, replaced lights, hung signs, anchored outside railing, repaired chairs, mounted our historical marker, repaired the water fountain, fixed troublesome windows, mowed the grass, and removed the snow.

Aesthetics: Ann Ulinski; Team Leader

Over saw the Unisex bathroom on the 2nd floor

Worked to keep the building organized and clutter free

Participated in Vespers; 2012

Ann Ulinski donated the window glass Chalice now hanging in the Social Hall

Worked with Ministry Leader to obtain furniture for the Social Hall

Submitted Applications for the Capital Fund Project; researched submitted projects

Reported to and in contact with Ministry Leader

Advised on placement and care of objects that are important to the church.

Respectfully submitted,

Kathy Drehmel; Resource Ministry Leader

June, 2013

Ministry Reports

Churchyard Friends, a part of Resource Ministry

1. Churchyard Friends is fortunate to have many volunteers, some of whom just adopt projects on their own. We continue to meet on the 4th Saturday of most months, with between 2 and 6 coming. We have trimmed several trees and shrubs, especially in the courtyard, and we got several trees near the parking lot and along the edge of the Courtyard professionally trimmed.
2. We thank House & Grounds for their wonderful help with heavier work, such as tree and shrub removal, and for lots of mowing and trash pickup as well.
3. There is always sweeping and picking up trash.
4. We have one volunteer who has cared for our roses near 4th Street for years, another who donated several Lenten roses, and others who have planted several grasses, irises, amsonia and various annuals. This year we have begun a project of planting day lilies, daffodils and monkey grass on the hillside along Library Lane. The Butterfly garden has an attractive hodgepodge of a butterfly bush, lamb's ears, white salvia, daffodils, sedum, asters and more.
5. We have planted some spring flowering bulbs, as well as several woody plants around the dogwoods on the York Street side, and we have pulled much groundcover to make space for our new woodland garden. We have also put in a small garden at the corner of the church, with a Forest Pansy Redbud tree and a selection of blooming flowers.
6. In the coming years, we hope to do more regular mulching and planned planting in the Courtyard. We'd also love to get professional landscaping plans done for areas around the church with an objective of attracting members to explore and enjoy our grounds more.

Carol Findling

Religious Education (RE) Ministry

Purpose:

The Religious Education Ministry is to provide high quality religious education programming for all members/friends of First Unitarian Church.

Members, 2012-13:

At the close of the church year, Religious Education Ministry Team Leader was Rhonda Green, Linette Lowe, Director of Religious Education(DRE), and members were Jasmine Walston, Kathy Thackeray, and Bill Power. Five positions, as well as one youth position, were vacant.

The Ministry began the church year with Steve Deckel as Ministry Team Leader, Edward Adamson, DRE, and the following returning members: Lisa Mascio-Thompson, Michele Richeson, danielle rogers-candee, and Jasmine Walston. Kathy Thackeray, Bill Power and Rhonda Green joined as first year Ministry Team members. Schedule conflicts, along with other responsibilities, resulted in several Ministry Team member resignations.

Ministry Reports

Group Goals, 2012-13:

Following, were the goals for the 2012-13 RE Ministry Team and a brief update:

1. Achieve enough support, participants and leaders, for Sunday Morning Exploration Hour to be successful. (See DRE and RE Ministry Reports: Adult Programming) Assemble and maintain an enthusiastic ministry team as well as increase the number of available leaders/teachers for exploration hour/classes.
2. The RE Ministry Team will be actively seeking to fill available vacancies before the new church year begins. We have been discussing ways to make meetings more accessible to members/friends with child care issues and those with work conflicts during the week.
3. Recruiting volunteers has been a challenge for the Ministry this year.
4. Reinvigorate the Youth/Adult Committee. (See Youth/Adult Committee Report)
5. Increase recognition that religious exploration for adults is an integral part of the comprehensive church program. Programming for Adult Religious Exploration has been varied and well received. See RE Ministry Report: Adult Programming, submitted by Jasmine Walston.
6. Improve communication/interaction between the RE Ministry and other leadership groups such as Ministry Council, Staff and Board of Trustees.
7. Linette Lowe, Director of Religious Education, attends staff meetings regularly and submits a written report to the Religious Education Ministry and Board of Trustees on a monthly basis. Rhonda Green, Religious Education Ministry Team Leader, attends monthly Ministry Council meetings.

Recommendations for the next Church year:

1. The Religious Education Ministry Team fully supports any plan that includes increasing the Director of Religious Education's (DRE) work hours so that she would be able to more fully develop the congregation's new, expanded Lifespan Religious Education Program and to serve the religious exploration needs of the increasing population of families with young children that are attending First Unitarian Church.
2. The Ministry Team needs to be staffed with at least six active members so that the DRE has the support to achieve her goals, and for the Team to do the work of the Ministry. The Ministry Team is working on defining tasks/roles to be filled in order to help with recruitment efforts.

It has been a pleasure serving the First Unitarian Church community this year. The Religious Education Ministry Team is thankful for the many volunteers who came together to make this year successful: RE Teachers, ARE Leaders, Youth Group Advisers, Children's Celebration Leaders, OWL Teachers, Coming of Age Advisory Committee, RE Fairy, Bulletin Board Decorator, Painting Crew, and those willing to fill in at the last minute, our Substitute Teachers.

Submitted by RE Ministry Team Leader Rhonda Green

Ministry Reports

Adult Programming, a part of RE Ministry

Expanded programming for adults during Exploration Hour has been a tremendous success this year. Over 150 different individuals attended one or more adult programs over the course of the year.

1. Round Table hosted a three-session discussion of this year's UUA common read, *The New Jim Crow: Racism in the Age of Colorblindness*, drawing 10 to 16 people concerned about this topic.
2. People of all ages attended two Fifth Sunday Multi-generational Events in the Social Hall. The film, "*Anne Braden: Southern Patriot*" drew a large attendance in September.
3. Despite busy holiday schedules, December's drum circle drew a respectable turn-out. More Drum Circles were requested, and they will be offered occasionally during Summer Explorations.
4. Planning for fall adult programming is well-underway.

Adult programs, leaders, and their attendance ranges were:

Program track	Leaders / Hosts	Attendance
Paganism	Lori Martin	5 to 12
Bible Study	Dawn Cooley	4 to 12
Agnosticism	Jo Ann Dale	5 to 9
Non-Theism	Jo Ann Dale	6 to 13
Round Table	Kris Barski; guest Mark Steiner	3 to 19
Sunday Morning Books	Jill Sampson; Kathy Rogers	3 to 9
UU Parenting	Carol Uebelhoer; Lisa Mascio Thompson	5 to 14
Creative Arts	Stefan Gearhart	3 to 6
Coffee & Current Events	Jay Dolen; Gary Drehmel; Blue Aeolian; Rodney Walston; Jasmine Walston	0 to 10
Fifth Sunday Multigen Event (Sept) Anne Braden film	Dawn Cooley	44
Fifth Sunday Multigen Event (Dec) Drum Circle	Rodney Walston	11

Submitted by Jasmine Walston, Adult Religious Education Coordinator

Children's Celebration, a part of RE Ministry

Children's Celebration was formed this church year as we transitioned to the First Hour Religious Exploration for All Ages, from 9:15 am to 10:30 am on Sundays. After the Moment for All Ages or the Offertory component of the Celebration of Life, the congregation sang as children in preschool through third grade left the sanctuary. They carried the Religious Education chalice and proceeded upstairs to the preschool/child care room where they participated in a short circle time, including some large movement activities. The children were then free to choose an activity to work with by themselves or with a friend. Just before noon,

Ministry Reports

we extinguished the chalice and proceeded to the library where the children met up with their parents.

The leaders of Children's Celebration for the 2012-2013 church year were Kathy Thackeray and Vanessa Richmond. The Children's Celebration was held all Sundays that were not Multi-generational Services, from September through the first Sunday in June. Our average attendance was 12 children. We would like to thank the Women's Alliance for some new, more challenging activities and for providing some new artwork for our walls.

Submitted by Kathy Thackeray, Children's Celebration Leader

Youth Adult Committee (YAC), a part of RE Ministry

Purpose:

The Youth Adult Committee (YAC) serves as an advisory body to the Religious Education Committee. The primary function of the YAC is to facilitate communication among youth, advisers, parents, and the congregation as a whole. The YAC met monthly in the DRE's office Library from November through April. YAC meetings were open to any youth and/or adults wishing to attend.

YAC Members:

YAC members for 2012-2013 were:

Linette Lowe (DRE);

Patty Kannapel (at-large adult representative and chair)

Barbara Schweikart and Doug Taylor (senior high advisers)

Zoe Schaver (senior high youth representatives)

danielle rodgers-candee and Seana Golder (middle school advisers)

Ben Bradshaw and Evelyn Cooley (middle school youth representatives).

Youth Groups

Senior High and Middle School Youth Group meetings are intended to provide opportunities around the UU Six Pillars of a Balanced Youth Ministry: building community, worship, leadership, learning, social action, and congregational involvement. Senior high met, on average, twice per month throughout the year. Middle school met less frequently due to the inability to recruit middle school advisers other than parents of current middle school youth.

Attendance at both groups was relatively small. Low attendance for senior high was partly attributed to this being a transition year in which RE is now offered during first hour before the Worship service, youth are invited to attend the workshop service, and youth group is held after the service.

Few senior high youth chose to attend first hour RE (leading to discontinuing senior high RE during first hour), and reported that they did not believe most worship services were geared to their interests. Middle school advisers were frustrated at the lack of volunteers to serve as advisers to the program, leaving two busy parents to manage the program.

A youth-adult luncheon was held on January 6, 2013 to gather ideas from parents and youth about directions for youth programming as well as youth RE programming. Later in the year, the YAC discussed combining the two youth groups next year, given that six senior high

Ministry Reports

youth will graduate, leaving very small numbers in both groups. It was tentatively decided to combine the groups for some activities, but branch off for others.

One major fund-raiser was held for the Youth Travel Program: Parents volunteered to drive media shuttles for Brantley Services during Derby Week; some youth may have also worked parking lots at Churchill Downs.

The YAC discussed youth involvement in the UU General Assembly, to be held in Louisville in June 2013. No structured activities were planned. Discussion was also held on the implications of the upcoming merger of the Heartland, Central Midwest, and Prairie Star UU districts, which may mean that planning of youth cons may become more adult-centric. Youth-planned regional cons may also continue.

The two youth groups engaged in numerous activities throughout the year, as shown in Table 1 below.

Table 1: Youth Group Activities, 2012-2013

	Middle School	Senior High
Building community	Skating (fall) Movie & ice cream (Mar.)	Central Park outing (fall) Sleepover (Dec.) Bowling (Feb.) Easter Sleepover (Mar.)
Social Action	Hunger Walk (Sept)	Hunger Walk (Sept) AIDS Walk (Oct.) Made fleece hats for homeless (Nov., Dec.) Host PosSOUPbilities (Jan.) Organize HELP Food Pantry (Feb./Mar.) Co-hosted (w/Manual HS) "Jamnesty" benefit concert for Amnesty International (April) Volunteers of America Playroom (April????) Planning for service trip to Appalachia (summer 2013)
Worship	Participated in Chalica Service (Dec.)	Participated in Chalica Service (Dec.) Planned youth service (May)
Leadership	MS Con, Dayton (Jan.)	<i>CONtagious</i> , Indianapolis (Nov) Justice Con, W. Lafayette (Feb.)
Learning	MS Con, Dayton (Jan.)	<i>CONtagious</i> , Indianapolis (Nov) Justice Con, W. Lafayette (Feb.)
Congregational Involvement	Trick or Treating for children in MS room (Oct.) Prepare cookies for Vespers (Dec.) Filled Easter Eggs, sponsored hunt (Mar.)	Spoke to UU Parent class about growing up UU (Feb.) Assisted MS w/Easter Egg Hunt (Mar.) Easter Pancake Breakfast (Mar.) Assisted Parenting Class in painting RE areas (Mar.)

Submitted by Patty Kannapel, YAC Chair

Ministry Reports

Mission and Outreach Ministry

The purpose and goals

Initiate and encourage action on important concerns outside the walls of our church. It is charged with providing leadership and guidance in multiple areas of social justice and outreach. Each of M&O's five primary components formulated goals for the church year. Through lobbying, marching, fund-raising, social witness and other means, we were able to meet most of these goals:

1. Denominational Affairs assisted the Board in identifying delegates to the Heartland
2. Annual meeting and the 2013 UUA General Assembly, participated in the Louisville three church UU Social Justice Network and created and implemented a "home hospitality" exchange for General Assembly;
3. Interfaith Relations participated in the 2012 Festival of Faiths and staffed a First Unitarian table at Sullivan University's Religious Diversity Festival;
4. Partner Church maintained contact with Nagyenyed, successfully hosted a jewelry sale, and at the end of June will host an ethnic dance and service presented by a visiting Transylvanian minister;
5. Publicity arranged for co-sponsorship of several Cultivating Connections and Kentucky Interfaith Power and Light programs, and arranged for an ad to appear in the Community Letter for the next twelve months;
6. Social Justice provided volunteers for Help Ministries of Central Louisville, and coordinated with a number of individual congregants, and community and international organizations to complete projects in immigration justice, reproductive justice, environmental justice, prison ministry, gun violence response, disaster response, "Fifth Sunday" service projects, AIDS/HIV response, BGLTQ justice, and other social action areas.

For the 2013-2014 church year, the Ministry expects to revisit the specifics of our Partner Church program, with the possibility of shifting some energy to parts of the world currently more in need of our attention than central Europe. The Ministry will continue supporting the areas proposed by congregant passion, and hopes to be able to move the Church toward the ultimate goal of using all of each Sunday's offering for our outreach efforts.

Members

"Official" 2012-2013 members of the Ministry included Jo Ann Dale and Kathy Gapsis (co-chairs), Carol Findling, Kathy Rogers, and Jill Sampson. Coordinating with the Ministry on particular projects were Richelle Johnson, Jasmine Walston, Carol Uebelhoer, the Youth Groups, and a whole host of other energetic and involved congregants. The Mission and Outreach Ministry is grateful to all – named or unnamed – who made this such a successful year for living our First U mission in the community and the world.

JoAnn Dale

Ministry Reports

Partner Church Report, a part of Mission and Outreach

1. Again this year we sent Christmas and Easter greetings signed by many congregants to our partners and received greetings from them. We also receive emails from our minister, Boti, translated to English by his son, Elod. These are published in SteepleTalk.
2. We had a successful jewelry and scarf sale, making about \$400. We have planned a service in our church in June involving a visiting Transylvanian minister to the Lexington, Kentucky church. This service will be combined with a Hungarian lunch followed by dancing led by ethnic dancers and a young Transylvanian woman who is accompanying her minister on this trip.
3. Partner Church has participated with Mission & Outreach when they have set up a table giving our congregation opportunities to learn and to volunteer. There has been some interest in making a trip to our partner church which would be a wonderful way for us to learn about each other.

Carol Findling

Other Committees

Finance Committee

Purpose and Function

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

Members

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

Tasks

1. Recommend annual budgets to the Board of Trustees and work with the Board in presenting the budget to the Congregation.
2. Advise the Board concerning church finances.
3. Conduct and/or arrange an annual review of all Church finances.
4. Arrange triennial audits of Church finances.
5. Coordinate collections and offerings from worship services and other meetings.
6. Coordinate follow-up of annual pledges to ensure collections are accomplished.
7. Working with Stewardship and the Endowment Committee, promote grants and bequests to the Church.

Committee Work this year

1. Prepare and propose an annual budget to the Board
2. Coordinate 'plate' offering-collection for weekly services. This year the 'plate offering' continued funding the Ministry Council and outreach. This separation made up for shortage of General Fund accounts in the annual budget and for a clearer picture of church use of funds.
3. Inform the Congregation on a regular basis as to the financial condition of the Church by posting of consolidated financial reports in the Social Hall.
4. Plan dissemination of information to the congregation about the financial needs and goals of the church and about the financial responsibilities of members, including support of the General Fund, the Capital Fund, the Endowment Fund, and other fund raising efforts.
5. Review monthly finance reports prepared by Church's financial consultant, Books-in-Order.
6. Revise church accounts or names to more clearly describe use of church funds.

Coordinates with

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

Submitted by John Grossman

Other Committees

Personnel Committee

Purpose:

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

Members of the Personnel Committee

Patty Kannapel, Lisa Willner, Suzanne Meeks, and Carol Uebelhoer (Board Liaison).

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

1. Hired a new choir director (twice). First Amy Travis, and then Christe Lunsford, who remains and has been promoted to Music Director.
2. Hired a new accompanist, John Combs.
3. Hired a new office manager, Barbara Creasy.
4. Hired a new custodian (twice). First Van Jones, and, after she left, Doug Manier, who remains our custodian. In hiring a custodian, we re-distributed the Building Supervisor's work so that our current Building Supervisor, Earl Reynolds, would retain his supervisory role but a part-time custodian would assist him with weekly cleaning and heavier duties.
5. Hired a new Director of Religious Education, Linette Lowe. Linette was first appointed as an interim DRE, but is now a permanent employee in that position.
6. Hired a new child-care worker, and, as of this writing, are in the process of hiring a replacement for another who is leaving.
7. Recommended reorganizing the supervisory structure of the Church staff. As of July 1, child care workers are supervised by the Child Care Coordinator, who will report to the DRE; the custodian is supervised by the Building Supervisor, who will report to the Office Administrator; and the Accompanist will report to the Music Director.
8. Received 90-day reviews of all new staff.
9. Received annual reviews of relevant staff.
10. Created Personnel Committee liaisons with each staff member and completed interviews of all staff for the purposes of hearing their views of their jobs and the supervisory structure of the church, and/or any other issues they wished to raise with us.
11. Implemented the decision to have all staff wear nametags and also to have biographies posted in Steepletalk, and to have staff photos on the bulletin board in the social hall, so that the congregation could get to know them all better.

Goals and plans for next year:

1. The Committee needs to be staffed with a 2-year rotation; at present all members but Suzanne will rotate off at the same time. The Personnel Committee will be working on this. The Committee will be reviewing the Personnel Manual for updates.
2. We will finalize a hiring/orientation checklist. Otherwise we hope that our current staff will be staying with us for a while and that our duties next year will be receiving routine reviews

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 dispersion 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:

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

Activities:

The focus of this year has been to transfer full responsibilities of the fund to the current Board of the Endowment Trust. Responsible Board members were added to the account and previous Board members were relieved of their fiduciary responsibility in January-March 2013.

Allocations were provided to the Church for a total of \$29,242 in fiscal year 2012-13. (\$28,915 in 2012 and \$29,468 in 2013).

The condition of the Church's physical assets (roof and HVAC) necessitated a loan to the Church of \$191,000 from the endowment out of an approved total of \$250,000 effective on March 1, 2013. Monthly repayment is scheduled to begin in January 2014. The current value of the Endowment, including the interest bearing loan to the Church is \$687,619.

Future Plans and Activities:

The Endowment Board will be re-evaluating the placement of funds to maximize its return over the next year while maintaining a socially responsible investment portfolio. An emphasis will be placed on encouraging bequests in the wills of congregants to ensure long term growth of the Endowment.

Submitted by Brian Daly

Committee on Ministry

not submitted

Stewardship Committee

not submitted

Reports from Groups

Women's Alliance

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

Members:

All women of First Unitarian are invited to become members of the Women's Alliance.

Projects:

The following are projects and events the Alliance engaged in this program year:

Outreach

1. Outreach Breakfast
2. Collecting calendars for Help Office
3. Social Action Shower (benefiting Rape Crisis Center for Center for Women and Families)

Church Service

1. Dec. 30, 2012, Expressing Gratitude

Fundraisers

1. Red, White and Blue Pie Sale
2. Snacks at Travelers Dream concert

Groups/Events/Programs under the Women's Alliance Umbrella:

Spaghetti Luncheon (benefit Solar Array)

Women's Alliance Grant Recipients

1. Open Door Youth Services – New furniture for lounge area for kids
2. First Unitarian Preschool Room – New Toys
3. Safe Passage – Benefit families in extreme poverty in Guatemala
4. Education Partners Team- Books for primary school children in Sierra Leone
5. First Book – Providing quality, age appropriate books for children in the U.S.

General Membership Meetings

1. Summer meeting and luncheon
2. Muffin and Yogurt Brunch – Beverly Moore, League of Women's Voters
3. January 19th – Sr. Dorothy Jackson, Nuns on the Bus project
4. Women's Alliance Tea – Gretchen Hunt

I wish to thank the members WA Steering Committee and Alliance members in general for all the hard work and enthusiasm making the Women's Alliance a successful organization. It has been a pleasure to serve the members of the Alliance, and work with the members of the

Reports from Groups

Steering Committee. Members of the Steering Committee this session are: Jane Martin Buckley (Secretary), Nancy Macpherson (Treasurer), Jill Sampson (Historian), Bev Daly, Debra Gilbert and Lois Allen. The Women's Alliance currently has 35 members.

Respectfully submitted,
Jill Sherman, President

Brownbaggers

Meeting on the second Monday of the month September through June, this group of ten to fourteen members and friends of First Church gather in the church library to eat lunch, visit and learn together. Although we have been around for about eighteen years we never fail to come up with interesting programs. This last year we welcomed – Suzie Onwood to tell us about her years in the Louisville orchestra, Uwe and Kathy Eickmann presenting on their trip to Germany and a free meal and fellowship at Treyton Oak Towers just to name a few. Join us if you can!

Gary Drehmel

ROMEOS

We Retired Old Men Eating Out continue to meet at the Golden Corral Buffet on Taylorsville Road. We take advantage of the 1:00 pm price reduction for seniors (who says old dogs can't learn new tricks). So if you are male and are free on the first Wednesday of the month come on by - we won't bite (unless you are a pot roast).

Gary Drehmel

UU Christian Fellowship

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

One meeting of UUCF was scheduled in September 2012, which only the Chair attended. No additional meetings were scheduled. At this time, no meetings are planned for next year. The group will reconvene when interest in meeting is expressed among First Unitarian members.

Jasmine Walston, Chair

Reports from Groups

FULCUUPs

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

Purpose:

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

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

In addition to public Sabbat Circles and fellowship, we offer classes on the first and third Wednesday during the year. We enjoyed a range of classes that centered on earth based spiritualities and are currently following a Pagan Curriculum that starts with history and ends with Magickal techniques. Our classes are free and open to the public. They have been well attended with a mix of participants new and experienced with paganism.

FULCUUPs hosted the annual Breads and Spreads luncheon in August at Lammas, as part of the First Unitarian Church community.

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

Blessed Be,
Debra Gilbert

Archives

John Findling and Kathy Kremer continued to make modest progress sorting through the church archives during the past year, especially after their move to room 211. A high point of the year was the donation of long-time member Olga Tafel's personal papers to the Filson Club. They had been given to the church after her death in the 1980s, but most of the papers dealt with her activities outside the church, and the Filson club archives was clearly a better home for them.

John Findling

Interweave

not submitted

Official Records

2012-2013 Transitions

Births

Marjorie Patricia Luoma, June 9, 2012
Buster Anthony Morse, October 15, 2012
Cooper Edmund Brim, December 25, 2012
Darius Alder Martin, January 22, 2013

Dedications

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

New Members

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

Deaths

Margaret Moss, August 16, 2012
Barbra Donnelly, October 24, 2012
Grayson Tucker, January 11, 2013
Marjorie Fitzpatrick January 18, 2013
Isabel Silverman, February 27,

Minutes of the Annual Meeting

First Unitarian Church June 17, 2012

Church President Doug Taylor called the meeting to order and welcomed participants at 1:00 pm on June 17, 2012.

Rev. Dawn Cooley gave the invocation and chalice lighting:

Heather K. Janules

From the power of our memory and history,
With high hopes for the days that lie ahead,
We gather to craft the destiny we share with one another.
We gather with faith in the practice of democracy.
We gather with hearts and minds open
To the wisdom in every voice among us.
In our gathering,
May we dream and design a bold future.
May we bring our best selves to this service,
And may we dream these dreams
And do this work
With love.
May it be so.

Official Records

The Congregation acknowledged these life transitions:

Deaths: Dolores White-Baker

Births: Charles Xavier Pierce, born August 16, 2011 to Michelle Smith Pierce and Duane Pierce and Marjorie Patricia Luoma, born June 9, 2012 to Michelle and Ben Luoma

New members: Del and Trish Ramey, Kristen Drehmel, Theresa Durham, Gail Helinger, Michelle Smith Pierce, Theresa Singleton, Bridget Dewson, Laurie Clark, and Devid Pierce

There was a moment of silence to honor those transitions.

Geneva Fry and Holly Hogue confirmed that a quorum was present.

Doug called attention to the agenda and requested any additions to the agenda. There were no requests for additions. Motion to accept the agenda made, seconded, passed.

Doug gave remarks on polity, how the church is run, and process. Our Constitution requires use of Robert's Rules of Order for such meetings. Doug will try to give all an opportunity to speak and to move on when appropriate. This meeting is an opportunity to pass a budget and to bring up any additional business.

The Minutes of last annual meeting were approved by the Board in July 2011.

Issues remaining from last meeting: we are still working on Roger's motion regarding fair share to UUA.

Mission Statement: There was a discussion of the "finding the future" initiative and the process of creating a new mission statement. A motion was made, seconded, and passed to approve the new mission statement as follows:

**A church of reason and spirit that witnesses for progressive faith,
nurtures our community, and transforms our world.**

It was suggested that the words "witnesses", "nurtures," and "transforms" be capitalized in the mission statement.

Board: Claudia Runge and Carol Uebelhoer were nominated for the two open positions on the Board; Pat Triplett agreed to continue as Treasurer; and Beverly Daly was nominated to serve as Secretary. In each case, there was a call for additional nominations, and, none being heard, the nominees were accepted.

Debbie Silverman requested that in the future, the nominations be published in advance.

Endowment – there is an open spot, no nominations currently to fill that slot, none heard from the floor.

Nominating -- Rita Sasse – no other nominations, accepted by acclamation.

Stewardship – George Schuhmann and Nancy McPherson have agreed to serve on the Stewardship Committee.

Official Records

Ministries: The following Ministry leaders were nominated:

Worship – Trish Ramey and Jane Martin Buckley

Member – Holly Hogue and Dan Hill

Mission and Outreach – Jo Ann Dale and Cathy Gapsis

Religious Education – Steve Deckel and Rhonda Green

Resource – Kathy Drehmel and Michelle Smith Pierce

George Schuhmann moved that they be approved by acclamation, which was seconded and passed.

Sunday Morning Exploration

A presentation was made to the Congregation concerning the history and processes of the UUEvolve task team, the Sunday Morning Exploration Hour Implementation Team, and their work on changes to the Sunday morning experience

Budget

Pat Triplett and Roger Bradshaw presented the proposed budget, copies of which were circulated.

George Schuhmann: the current pledging number is 168,237 which compares favorably to the \$163,980, which is net of the fall supplemental pledge drive. Some additional pledging is anticipated. George and Nancy McPherson have graciously agreed to resurrect the Stewardship Committee.

There was a discussion of changes to the budget as compared with the prior year budget, including a modest increase to Edward's salary, increased childcare salaries, and a fee of \$500 to go to the cloud version of PowerChurch to allow easy remote access to the accountant and church members needing access. Sabbatical and Capital Assets funds are new and intended to begin setting aside money for predictable cost items. The budget went from deficit to a slight surplus, and shows as a balanced budget.

The budget also includes items for program and mission, money for which has come from the plate in recent years. This item is what the Ministry Council has agreed to for fiscal year 2012-13 and it is included to put the budget before the Congregation so that it will know that it is what it has agreed to with regard to the plate offering.

There was substantial discussion of budget issues by members of the Congregation.

Debbie Silverman brought the following motion:

That action be made towards making mission and programming part of the operating budget for 2013-14, so that the Ministry Council would receive money from the operating budget.

The motion generated substantial discussion; among other things concerning the importance of goal-setting before pledging; the desire to get back to "fair share" with the UUA; and reservations about the current method of budgeting for program and mission.

Official Records

Whereupon Roger Bradshaw proposed the following amendment to the motion:

For the budget for FY 2013-14, leave fund 02 in existence, remove “programming” from the title of fund 02, rename it something like “mission and outreach,” and bring programming back into the operating budget.

The motion was passed as amended.

Cassandra Culin brought the following motion:

That the church pay its fair share to UUA and Heartland for the current budget.

Beverly Moore brought the following motion:

That the Board devote as much money as possible from the current 2012-13 budget to pay toward UU and Heartland this year from any surplus funds, and the UUA and Heartland become a budget line item at fair share for 2013-2014.

The motion passed 21-15.

A motion was brought to approve the budget as presented. The motion was passed as amended by the above amendments.

New Business

Clare Zigner brought a motion: moved that the Board publish a quarterly financial statement to the congregation. Pat Triplett agreed to send a statement with quarterly pledge statements and to provide quarterly paper statements to the church. With that agreement, the motion was withdrawn.

Rev. Dawn Cooley delivered the closing benediction:

Harold E. Babcock

And now may we go forth
And now may we go forth in the certainty of faith,
in the knowledge of love, and in the vision of hope.
And in our going, may we be blessed with all good things on this day
and forevermore. Amen.

Financial

report not submitted