

2016-2017 Annual Report



First Unitarian Church of Omaha
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In Memoriam

Jack Bourdess
Shelton Hendricks
Richard Holland
Frank Norris
Jack Perry



Photo by Nellie Chenoweth

Table of Contents

Board of Trustees and Other Elected Positions	4
Meeting Agenda	5
Minutes of May 15, 2016 Meeting	6
Minutes of Special Congregation Meeting on December 4, 2016	8
Drafts of Mission, Vision, and Covenant	11
Slate of Nominees for Election	12
Annual Reports, as Submitted	
Minister	14
Ministry Team Council Report	15
President	16
Director of Religious Education	17
Twenty Years Ago	18
Archives Team	19
Atheists, Humanists, Agnostics (AHA)	19
Black Lives Matter Team	20
Book Club	20
Capital Trust	21
Caring Team	22
Sub-team: Hope in Action	22
Chalice Guild	23
Choir	24
Community Meals	24
Covenant of Unitarian Universalist Pagans (CUUPS)	25
Early Morning Risers	25
Environmental Team (OTOC)	26
Fellowship and Activities Team	26
Finance Team	27
Fundraising Team	28
Holland Lecture Series Committee	29
Hospitality Teams	29
House and Grounds	30
Membership Team	31
Neighborhood Ministry Team	32
Nominating Committee	33
Office Team	34
Partner Church Team	35
Sarah Joslyn Society	36
Sunday Services Live Streaming	37
Women's Alliance	38
Worship Arts Team	39
Young Religious Unitarian Universalists (YRUU)	40
Appendix:	
New Members	44
Weddings and Unions	45
Staff	47
Bequests	48
Budget and Treasurer's Report	49

Board of Trustees

Jackie Anderegg, President
Alan Vovolka, President-elect
Walt Jesteadt, Treasurer
Cy Leise (May 2017)
Sheri Conner (May 2017)
Linda Parker (May 2018)
Kabin Thomas (2017; changed)
Floyd Prine (May 2019)
Joe Schaaf (May 2019)

Elected Trustees of the Capital Trust

Steve Hutchinson (May 2017)
Evelyn Whitehill (May 2018)
Dean Christensen (May 2019)

Nominating Committee

Convener: Jack Round

Kim Callaghan, Nadine Keith (May 2017)
Molly Dewell, Dave Olson (May 2018)
Carol Ramsey, Ben Wallace (May 2019)

Agenda
The One Hundred Forty-Eighth Annual Meeting
First Unitarian Church of Omaha
May 14, 2017

Call to Order	Jackie Anderegg, President
Confirmation of Quorum	Joe Schaaf, Secretary
Appointment of Parliamentarian	G. David Richardson
Approval of Minutes (as printed in meeting book)	147 th Annual Meeting, May 15, 2016
Approval of Minutes (as printed in meeting book)	Congregational Meeting, December 4, 2016
Annual Reports - Questions from the floor regarding any and all annual reports as printed in the meeting book, including those of the Minister, President, Ministry Team Council, Director of Religious Education, Trustees of the Capital Trust Fund, and all team and committee reports.	
Presentation of Proposed Budget	Walt Jesteadt, Treasurer
Adoption of 2017-2018 Budget	
Elections:	
Presentation of the Nominees	Nominating Committee
<i>President-Elect</i>	
<i>Board of Trustees</i>	
<i>Trustee of the Capital Trust</i>	
<i>Nominating Committee</i>	
Recognition of Completion of Terms	Jackie Anderegg
Nominations and Awards	Nominating Committee
Unitarian of the Year	Jackie Anderegg
Approval of covenant statement (as printed in meeting book)	
Approval of vision statement (as printed in meeting book)	
Approval of mission statement (as printed in meeting book)	
Adjourn	Alan Vovolka, President-Elect

First Unitarian Church of Omaha
Minutes of 147th Congregational Meeting
May 15, 2016

Call to Order: President Jack Round called the meeting to order at 12:25.

Confirmation of Quorum: Cy Leise, Secretary, confirmed the presence of a quorum of eligible members (72 were present).

Appointment of Parliamentarian: Jack Round recognized David Richardson as Parliamentarian.

Approval of Minutes of the 146th Annual Meeting, May 17, 2015

(as printed in meeting book)

Barb Ross moved to approve; Kate Godfrey seconded; approval was by consensus.

Annual Reports (printed in the meeting book)

Minister's Report
Ministry Team Council Report
President's Report
Director of Religious Education Report
Trustees of the Capital Fund Report
Committee and Team Reports

Presentation of the Proposed Budget

Walt Jesteadt, Treasurer

Walt provided highlights of the budget and status of the 2016/2017 pledge campaign. The \$260,000 goal of the campaign has been met and there is a surplus from last year of \$9,757. The total budget proposed for 2016/2017 is \$325,875; the sources of income and the expected expenses are listed in the treasurer's report in the meeting book. Total assets in non-budget accounts currently total to \$520,788.

Walt thanked Bill Ross for his extensive accounting work for the church.

Adoption of the Proposed Budget: Jaime Alexander moved to approve; John Wagner seconded; approval was by consensus.

Elections:

Presentation of the Nominees: Louise Jeffrey for the Nominating Committee

President-elect

Alan Vovolka

Board of Trustees

2019—Floyd Prine

2019—Joe Schaaf

Trustee of Capital Trust Fund

2019—Dean Christensen

Nominating Committee

2019—Carol Ramsey

2019—Ben Wallace

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Maria Wallace moved to approve the slate; John Goldner seconded; approval was by consensus.

Recognition of Completion of Terms: Jack Round

Jack Heidel (Board)
Dean Christensen (Board)
Tim Duggan (Capital Trust Fund)
Joe Schaaf (Nominating Committee)

Nominations and Awards: Presented by Nadine Keith

Keeping the Faith Award: Shelton Hendricks
Religious Education Award: Sheri Connor
Religious Heritage Award: Linda Parker
Adult Social Justice: Rene Harper
Unsung UU Award: Walt Jesteadt

Nadine thanked Louise Jeffrey and Molly Dewell for writing the descriptions of the recipients and their contributions.

Unitarian of the Year: Presented by Jack Round to Marie Sedlacek for her 31 years as a member in many roles and especially for the architectural work on our beautiful remodeled foyer.

Marie gave special credit to Dean Christensen and Judith Wright for their financial support of the foyer project and their continual assistance throughout the process.

Adjourned: at 12:55 by President Jackie Anderegg.

First Unitarian Board of Trustees Congregational Meeting December 4, 2016

Board members attending: Jackie Anderegg (vacation), Alan Vovolka (President-Elect), Joe Schaaf (Board Secretary), Rev. Frank Rivas, Kabin Thomas, Linda Parker, Sheri Connor, Cy Leise, Floyd Prine

Start Time - 11:34am

Quorum present: Yes Number - 76

Jackie opened meeting

Issue 1- Single Service

Notes from Discussion:

*Alan Vovolka opened discussion

*Jan Wilson presented RE position & member statements; close vote but in favor of 2 Services

*Molly Dewel presented EMR position; mixed feelings no formal position given

*AlanV gave position of Pat Will, who is in favor of 1 service

*KayLynn Goldner presented Choir's position; generally in favor of 1 service

*Carolyn McNamara presented Hospitality teams position; definitely in favor of 1 service; did express concerns about forums being held before service because it would mean a very early opening for hospitality team

*Denise Allain presented on behalf of Worship Associates; generally in favor of 1 service

*Denise also presented on behalf of Forums; in favor of having earlier forum before service and only having one service

Congregants significant Discussion & Question notes:

Q: if only one service will EMR share w/Choir or will they alternate weeks

A: Alternating weeks will continue

*Variety of services appreciated

*having everyone together in 1 service is nice & creates positive energy

*concerns about single Service creating full seating capacity

Q: to membership team: is this an issue?

A: (question was not addressed by membership team)

*address full house by packing 'em in more efficiently

*story for all ages is a welcome return

*it was noted that recent presidential election created a unique situation that may have skewed the single service experiment, so it's possible the experiment needs more time

*Greeters can help alleviate full house by escorting people to fill empty seats

*forum will be a good source of relief for many guests/visitors as well as members during this difficult political season

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*forum should be before service and coffee hour after service so they are separated

*appreciation that the Board sought advice of committee who took us to 2 services several years ago

*KateW confirmed that Story for All Ages will continue regardless of 1 or 2 services

Motion: Move to express the sentiment of the congregation in favor of retention of one service

Made by: Dave Richardson (parliamentarian)

Second: Louise Jeffrey

Vote: For 68 Against 8

Motion Passes @12:10pm

Additional Discussion post-vote:

*Denise Allain needs help w/Forums and WA's

*Nadine Keith would prefer set times (non-changing) for Forums

*Ryan? Requested help w/teen gaming group

2. Issue 2- New Windows:

Notes from Discussion:

*Kabin Thomas opened discussion

*Dean Christensen & Bob Perrin presented issue & proposed plans to address window situation; history of issue: started in April of 2016; difficult time finding contractors to make new windows vs restoring old, so repair has become prominent solution; Proposal- remove most damaged window & use it as "model" for how to repair OR replace remaining windows (temporary replacement will take it's place); make final plans based on this analysis, including developing final cost estimates; casements around window frames is an additional unknown variable that could necessitate additional costs in order to complete job correctly; \$20,500 is current budget but can/will expand based on need; timeline is unknown but it will take place one window at a time since this is the only way a qualified contractor would agree to take the job;

Congregants significant Discussion & Question notes:

Q: is \$20,000 church funds

A: not church funds and thus isn't included in this vote

Q: what will happen when one window is being fixed

A: temporary replacement will be put in place to protect from elements (transparent or translucent)

Q: will standards of original construction be met or exceeded with respect to quality of materials and workmanship

A: Yes

Motion: Authorize the board to spend more than \$15,000 of church funds to begin project on 1 window to be completed before the next congregational meeting, at which point we will have a better idea of how to proceed with the rest of the windows and can vote on additional funds at that time. (With friendly amendment from Maria Wallace & approved by Jack Round & still seconded by KayLynn Goldner)

Made by: Jack Round

Second: KayLynn Goldner

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Additional Discussion:

*Could a limit be put on the amount of funds to be appropriated in motion

Motion made by Kate Godfrey: put a limit of \$50,000 of church funds on the window project until we vote again during the next Congregational meeting in May

Seconded by Maria Wallace

Discussion on Amendment:

*if amount exceeds \$50k before May this could create an issue that holds up project

*DeanC said that \$50k is NOT enough to get project under way & sustain the project until the next congregational meeting in May

Vote on Call to Question on whether to vote on amendment: For 54 Against 12

Vote on Amendment to cap the \$50,000 amount for the project in the initial motion: For 28 Against 40

Amendment does not pass

Discussion on initial motion:

*having written information on the proposal would be a better process going forward

*need to have 1 window done in order to get

Vote on Initial Motion to complete the project with Friendly amendment noted above:

Motion w with amendments: Authorize the board to spend more than \$15,000 of church funds to begin project on one window to be completed before the next congregational meeting, at which point we will have a better idea of how to proceed with the rest of the windows and can vote on additional funds at that time. (With friendly amendment from Maria Wallace & approved by Jack Round & still seconded by KayLynn Goldner)

Vote: For 57 Against 2

Motion passes with 57 in favor and 2 opposed

3. Thank congregants for participation and adjourn: 12:58pm

Statements that will be voted on during the 2017 Annual Meeting

I agree to support this mission of First Unitarian Church of Omaha:

Fostering the Whole Person, Compassion, and Justice.

I agree to support this vision of First Unitarian Church of Omaha:

An Inclusive Community that Listens, Engages, Inspires, and Acts.

I agree to support and uphold this Covenant of Right Relations
of First Unitarian Church of Omaha:

We covenant to:

Listen to understand and grow
Seek and value all voices
Model respect and kindness
Assume good intentions
Resolve conflicts directly and compassionately
Contribute time, talent, treasure
Respect people's time
Celebrate, support, appreciate

**Slate of Nominees for Election
Annual Congregational Meeting
May 14, 2017**

President-Elect

Wendy Hessler

Board of Trustees

2020 — Donna Tubach-Davis

2020 — Catherine Plumlee

2018 — Maria Wallace

Trustee of Capital Trust Fund

2020 — Daniel Byrd

Nominating Committee

2020 — Kathi Oliver

2019 — Marie Sedlacek

Annual Reports

Minister, Ministry Team Council, President, Director of Religious Education,
and other Team and Committee Reports as Submitted

*(Reports are presented alphabetically by group name.
Unless otherwise noted, reports were submitted
by the Team Leader or Committee Chair.)*



MINISTER'S ANNUAL REPORT

April 2017

We experienced major changes in the 2016-17 church year. We began the year with a single service; greater attendance and greater energy were heartening from the beginning of that experiment. Nonetheless, we found the timing of worship and forum uncomfortable; so we changed the schedule once again, and found the results even better. In the midst of these changes, the nation apparently also felt the need to change, and the election brought us (and other Unitarian Universalist congregations around the country) record attendance. And it's not just attendance that has grown: if I include those who plan to join later in April, almost 30 members will have joined this church year.

The growth is not only in the worship service, but also in Sunday school, where attendance has more than doubled. Participation is also high in service projects (Community Meals, mentoring at Wakonda Elementary School, volunteering at Nathan Hale Middle School) and in classes (the reformatted introductory classes and new Taoism class stand out).

Most impressive is the "Gather Our Spirit, Dream Our Future" workshop that we will have later this month. A large percentage of the congregation has already signed up to clarify the covenant, mission, and direction for our church. What happens at that workshop will set the tone for decades.

A strong church does regular battle with entropy. We always try to improve Sunday worship, and we are moving toward offering the same quality throughout the church year. Ongoing too is the need to refocus on welcoming the newcomer—particularly when the newcomer has political or religious beliefs different from our own. The need to maintain the extraordinary historic structure and the need to play a greater role in our city and state—these aspects too need our ongoing commitment.

It is an honor to be part of this congregation. May our best time be yet to come.

Blessings,
Frank

Ministry Team Council

Members: Rev. Frank Rivas, Diane Withem, Nellie Chenoweth, President-Elect Alan Vovolka.

The Ministry Team is composed of the approximately two dozen individual teams that serve the church. The Ministry Team Council (the Council) provides procedures, direction, support and leadership to the individual teams. The membership of the Council is the President-Elect chosen by the congregation, a Board appointed member for a two-year term, and a member elected by the teams for a two-year term. The Board appointee and the Ministry Team appointee alternate terms. The Council meets once a month and the teams meet once every two months. All members are welcome at both meetings. Our newsletter is *The Candle* (formerly known as Voluntary Servitude) which is emailed to all team leaders each month. The Council does a great deal of decision-making around events in the church, administrative details, problem-solving, and support for the teams.

Events Sponsored by the Ministry Team Council:

- Volunteer Fair

Team Meetings and Agenda Discussions and Decisions:

- Established a calendar for Council meetings, Team meetings and events sponsored by the Council.
- Set Share the Plate recipients for the coming year.
- Decisions about advertising in wedding journal and River City Chorus.
- Decision about video of the service in the Common Room.
- Decision about a video monitor in the Common Room.
- Decisions about discussion groups and other use of facilities.
- Decision about curtains in the Common Room.
- Review and recommend new budget items for next year.
- Decisions about video streaming of church services.
- Facilitating Stewardship Chair positions.
- Reviewing division of responsibility issues between Board and Council.
- Market adjustment to pricing for weddings.
- Parking lot signs and lighting.
- Revised charges for use of the Common Room.

President's Report

Submitted by Jackie Anderegg

Our board has been busy and very engaged in helping us behave like the a big church in preparation for growth in spirit and numbers.

Here is what we have done and what we have started:

- Church-wide leadership retreat led by Cy Wakeman on August 6, 2016.
- Organized congregational meeting and vote on single service.
- Organized congregational vote for permission to begin window replacement in sanctuary.
- Approval of review and revision of board policy on public stands on social issues.
- Approval of fundraising project to purchase Tubach painting to hang in the foyer.
- Approval and planning for all-church workshop to design mission statement, vision statement and covenant, using a UU consultant who is an expert in Appreciative Inquiry to be held in April with the results put to a vote at the Annual Meeting.
- Initiation of process review comments on board meeting.
- Annual review of Rev. Frank's ministry, and health insurance, salary, etc.
- Initiation of review of board by-laws and board policies which will extend into next year.
- Initiation of a board training workshop to be held in June of 2017.
- Review of financial structure of capitol trustees and approval of the trustees setting up an advisory group that will remain constant.
- Initiation of Board Talk Back at Coffee Hour once a month.
- Formulation of guidelines for the MTC to use in discerning meetings, classes and events in our church to respect political diversity, our principles and our mission.
- Review and approval of church budget.

Director of Religious Education

Submitted by Jan Wilson

The Religious Education volunteer staff came together last year at this time to cover my duties while I underwent surgery and recovery. I am pleased to be back.

We continue to increase in attendance in all areas. In January and February of 2017, RE attendance was very close to triple 2014 numbers. We had 31 children at the 2014 Easter Carnival and 61 children in 2017. We are pleased with this growth but not complacent. We are always seeking ways to encourage attendance and participation.

One example of this is our POPs program which provides fellowship for our parents of preschoolers. This has become a vibrant group. We have the privilege of offering consistent professional childcare to parents of young children. Their participation has been up as a result.

The children's vegetable garden is another important program. Jody Petrow, our passionate gardener, has already planted some of the children's plants which they grew from seeds. We look forward to a bountiful harvest of involvement and vegetables.

The Our Whole Lives comprehensive sexuality program has presented a K-1 class and a very inclusive 7-8 class. We are proud to support these programs even as other church and school-based programs decrease.

Last summer, we welcomed two new YRUU youth advisors, Adam Sagert and Carolyn Miller. A combined program from the two UU churches, parents from both congregations developed a new description of best practices for the group.

Youth in Sunday School have spent the year creating their own board game based around making ethical choices. Ryan and Bethany Cook and Geoff Chenoweth have been faithful leaders in this pursuit. Grades K-5 students have studied the world religions and also the issues of critical thinking.

We look forward to a robust involvement in our Harry Potter curriculum this summer, as well as our yearly summer camp, also based on Harry Potter.

Twenty Years Ago — 1996-1997

Submitted by Dave Richardson

From the Annual Report for '96-'97:

President Kim Dunovan reported that the past church year, under the Interim Ministry of Angeline Theisen, had made considerable strides in pursuit of two goals. The first was a re-assessment of "who we are." A survey revealed we were more diverse in terms of religious beliefs than first thought. Prairie Star executive Nancy Heege facilitated a workshop to analyze our "self study." The second goal was to instill a greater sense of community in the church.

John Hruska, chair of the Ministerial Search Committee, reported that three candidates for the settled minister position were interviewed and sermons by each were heard in nearby UU churches. However, the committee found that none were "good fits" for our church. So another interim minister would be sought while the search for a settled minister would continue.

Several innovations began during the year which included:

1. Children took part in the service. Under the leadership of Cheryl Wallace the service included the "Story for All Ages" and the singing of "Go Now in Peace" as the youngsters departed for Sunday School.
2. Summer services were to begin in the summer of '97 for the first time.
3. The House and Grounds Committee chaired by Nancy Scott took on the task of rearranging and refurbishing the Minister's Office.

During the year the church welcomed 26 new members bringing our total membership to 271.

Archives Team: Heritage Task Force

Leader: Carol Cronin

This group was formed in December of 2016. The former Archives Team has been absorbed into The Heritage Task Force.

Purpose = Celebrate our Church's Heritage-Centennial of our building and the Sesquicentennial of the founding

Why = History is essential to understanding the meaning and mission of our church. It enhances commitment and sense of community.

What = Projects, publications and events to celebrate our past; Sesquicentennial of our founding and Centennial of our building
Articles of Incorporation – August 22, 1869
Building dedication – September 29, 1918

When = September 2018 – September 2019

The Task Force will consist of four teams

1. Event planning
 - theme events
 - Decorations
 - costumed presentations
 - service(s) with centennial theme
 - regular events adopt centennial theme
 - speakers
2. Archives
 - sorting
 - cataloging
 - preservation
3. Communications
 - coordinate w/ Midwest region and UUA
 - Local Media
 - Church publications
4. History publication
 - Website/print book
 - "StoryCorps" type of interviews
 - "Heritage Minute in Orders of Service"

AHA! (Atheists, Humanists, Agnostics – Formerly Tolerant Atheists Group)

Leader: Jaime Alexander (current), Sheri Conner (after June 2017)

Members: 45 people are on our email list. Meeting attendance runs from the low end of about 10 to the high end of about 35.

The Tolerant Atheist Group (TAG) took the summer months off from meeting. The steering team, however, continued to meet watching as a highly contentious campaign season revved up. When TAG returned to meet in the fall, the steering team felt that the group should be more relevant to the times; the result was a restructured group that resembles a more program-driven entity. With restructuring, came the name change to AHA! (Atheists, Humanist, Agnostics). After the election, the group realized that the world is changing ever faster and proposed a way to explore these changes and how they affect our lives as atheists, humanists and agnostics through a series entitled *Trumpism vs. Humanism*.

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This year's programs are below:

TAG

- 4-9-16 Ron Knapp, "Naturalistic Humanism"
- 5-12-16 Doug Wagner, "Choices from Religion, Philosophy, Science"
- 6-9-16 Ron Knapp, "A Preliminary Appraisal of Islam from a Humanistic Perspective"
- 9-8-16 Star Trek, "Who Watches the Watchers"
- 10-13-16 Discussion "Visions of TAG"
- 11-10-16 Discussion "How Atheists Deal with Death, Suffering, and Meaning"

AHA (new name)

- 1-12-17 Ron Knapp, "The Humanism of Walt Whitman"
- 2-9-17 Open Microphone "Current Challenges to Ideals of Humanism"
- 3-9-17 Speakers and Discussion "Immigration and Refugees in Omaha"
- 4-13-17 Leslie J. Seymore, ACLU board member: Current Challenges and Opportunities for Civil Rights"

Black Lives Matter

Leader: Rene' Harper

Members: Abby Liz, Andrea Hayes, Beccy Hatcher, Ben Wallace, Carol Cronin, Cassi Moucka, Denise Allain, Douglas Lee-Regier, Harriet Major, Kate Wiig, Kim Dunovan, Krystal Davis, Maria Wallace, Mary Royers, Mary Thomas, Molly Dewell, Alan Vovolka.

The Black Lives Matter Team was started soon after our church committed to standing in solidarity with Black Lives. Hanging a banner outside is nice, but we wanted to further our commitment with action. As a group, we seek to bring in education, information and lift up the voices of those in our community who are marginalized. We are still finding our way and grapple with how to have fully nuanced conversations on race in a predominantly white space.

We are still a relatively new group so we have not had a lot of activities, but we have sponsored a forum that was facilitated by local BLM activist Morgann Freeman; hosted a showing of the documentary *The 13th* and have also had a card sales campaign with lovely Beyoncé art cards. The proceeds went to benefit the new Mind & Soul radio station that broadcasts from the Malcom X Foundation. We also facilitated a book circle for the book *Waking Up White*. The attendance at meetings has not reflected all who belong to the Facebook group and who have expressed interest. I hope going forward we can see more growth and involvement from the congregation.

Book Club

Chair: Dave Richardson

Members: Varies widely

The First Unitarian Book Club continues to read and discuss a wide range of books. We meet on the last Monday of the month at 7:00 p.m. in the Merritt Lounge. Our discussions are informal and we encourage participation by everyone. Our motto continues to be: "You Don't Have to Have Read the Book to Attend." We try to read at least one book by our Holland lecturers as a primer for the spring and fall lectures.

Here is a list of this year's books. We do not meet in December or July.

- May - *Japan; Shackled by History* by Murphy Taggart
- June - *Five Easy Theses* by James Stone
- August - Discussion of everyone's summer reading
- September - *Mothers, Tell Your Daughters* by Bonnie Jo Campbell
- October - *The Ethics of Immigration* by Joseph Carens

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November - *Defying the Nazis* by Anton Jabousky
January - *The Selma Awakening* by Mark Morrison-Reed
February - *Tribe* by Sebastian Junger
March - *The Underground Railroad* by Colson Whitehead
April - *It Can't Happen Here* by Sinclair Lewis
May - *American Amnesia* by Jacob Hacker

Capital Trust Fund

Submitted by Steve Hutchinson

Members: Dean Christensen, Steve Hutchinson (Chairman), Evelyn Whitehill (Bill Ross, ex officio member and data compiler)

The Capital Trust was established in 1981 to provide management of the Church's long-term capital investments and keep them independent of the daily operations of the Church. The Trustees of the Capital Trust (who serve staggered three-year terms) during the past year were Evelyn Whitehill (May 2018), Dean Christensen (May 2019) and Steve Hutchinson (May 2017).

Investment income is distributed monthly to the Church for operating expenses. Preservation and growth of the principal is the primary directive and principal cannot be distributed to the Church without a vote of the congregation. The Trust also handles the investments of two small restricted use donations: Music and Women's Alliance. There is some question about whether the Women's Alliance fund is a restricted fund of the Church or whether it belongs to the Church and is segregated by the Board for use at the recommendation of the Women's Alliance. That matter is to be resolved by the Board.

Approximately 71% of the Trust's total assets are invested in two Vanguard equity funds. The balance of the investments are invested in Fidelity and T. Rowe Price current income funds—15% in mortgage funds and 14% in bond funds. The Trust no longer holds any cash.

In the Fiscal Year ended April 30, 2016, the Trust distributed \$14,323 of income to the Church (compared to \$13,650 last year). Of that total amount, \$13,517 was attributable to regular trust income and \$806 to restricted use income. During the year, the market value of the investments managed by the Capital Trust Committee increased from \$484,435.02 (at April 30, 2016) to \$527,004. During the last fiscal year, the Capital Trust Fund produced a net gain of 11.8% that consisted of a yield of 3.0% that was distributed to the operating budget of the Church coupled with an increase in the market value of the investments of 8.8%. This performance tracked closely with broad stock market indices.

Caring Team

Leader: Louise Jeffrey

Members: Kay Lynn Goldner, Deb Duggan, Terri Lynn Brewer, Kim Callaghan, Barb Herring, Carol Ramsey, Doug McIntosh, Douglas Lee-Regier, Debbie Hunsberger, Marie Schellenberger, Katrina Schmidt, Kim Dunovan, Margaret Miller, Elaine Wells, Marie Sedlacek, Nadine Keith, Pat Will, Suzanne Arney, Sarah Voss, Vanessa Timberlake

In recent years our increased interconnectedness as a society, beginning with e-mail and progressing to all the forms of social media we now employ have served our church well. It has allowed the Caring Team to expand in some ways to encompass the whole church. Meal trains are organized via Facebook, a person in need of someone to be there in the ER puts out the call and many people in the church community are able to help. A really good thing!

This church year Kay Lynn Goldner and Deb Duggan organized memorial service receptions in memory of Shelton Hendriks and Jack Perry. With the help of many, many members of the team, these events were as lovely as has come to be customary at First Unitarian. Thank you to all who helped from baking, to setting up, to serving the food and coffee, to cleaning up, to taking the linen home to wash and returning it to church.

The Caring Team also reaches out to our members who, for health reasons, rarely attend church. Terri Lynn Brewer has helped with this effort by getting occasional and seasonal cards for members of the congregation to sign after services. Special thanks for her help!

The Caring Team participated in the Teams Fair this year but had no regular meetings this year. Most communication is via e-mail and most members follow the church Facebook page. We would also like to recognize the Hope in Action sub-team, who work on special projects.

Sub-Team of Caring: Hope in Action

Leader: Kim Dunovan

Members: Vanessa Timberlake, Kay Lynn Goldner, Liz Sagert, Larry Goeser, Carol Ramsey, John Hruska, Louise Jeffrey (ex-officio)

Hope In Action was launched in August 2014 as a new sub-team of the Caring Team. The purpose of Hope In Action is to make it easier for First Unitarian Church of Omaha members, friends, regular attendees and their spouses to ask for support. Hope In Action is available when people are dealing with a medical problem, need transportation or help around the house, can use assistance with referrals to social service agencies or just need someone to talk to about the ups and downs of life. Short-term emergency financial assistance may be available for lodging, food, clothing, medication, transportation and utilities.

Hope in Action uses a team approach, so at least three members of Hope in Action must participate in determining the nature of the response to a request for assistance.

Requests for assistance must be made directly by the person needing help. Hope in Action does not respond to any anonymous or third party requests for assistance. A confidential request for assistance from Hope In Action may be made by (1) sending an email to the designated email address or (2) using the Hope In Action link on the church website. Hope In Action has developed an Omaha Resource Guide for social service referrals that is provided to folks who contact Hope In Action and people who come to the church door seeking assistance.

Hope In Action provided the following support during the past year:

- Provided emotional support, financial counseling and emergency financial assistance to a church family who was a victim of fraud, resulting in the loss of all of their savings.

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- Revised and updated the Omaha Resource Guide
- Provided financial assistance to church members facing eviction

Chalice Guild

Leader: Kay Lynn Goldner

Members: Kim and Brian Callaghan, Sandy Host, Carolyn McNamara, Donna Neff, Christina and Roman Noriega, Lois Norris, Marie Sedlacek, Judith Wright

Kitchen and table linens were washed as used.

The chancel candles were replaced approximately every three months and the brass candles tops cleaned. Because of the expense of the candles (\$3.75 each), the Guild has begun the practice of removing the brass tops as the candles burn down to extend the usage. With only one regular weekly service, the “candle life” is extended.

Several members (including Barb Ross) were responsible for decorating, then un-decorating the church at Christmas time.

The pews and pew racks were wiped down and cushions were vacuumed. Occasional dusting in the foyer, sanctuary was done.

The chairperson continues to be grateful for the Guild members who always cheerfully do whatever needs to be done. They are all unsung heroes!

Choir

Director: William Miller

Accompanist: Elizabeth Kelly

Substitute Accompanist: Judi Torneten

Librarians: Kay Lynn Goldner and Christina Noriega

Choir Members: Skip Ciulla, Jen Dillon*, Cassandra Fish*, Sara Fox*, Kay Lynn Goldner, Barb Herring, Grant Langdon*, Douglas McIntosh, Frank McKee, Suzanne Neilson*, Steven Nelson*, Christina Noriega, Dave Olson, Clacy Olson, Catherine Plumlee, Carol Ramsey, Gary Randall*, David Rosser, Evy Rosser, Tom Seguin, Caitlin Seguin, William Tull*, Elaine Wells

*** denotes first year member/debut season**

Sabbatical: Maria Wallace

With the retirement of Bob McMeen in 2016, First Unitarian was seeking new choral leadership. William Miller accepted the position of Choir Director in September 2016. William solicited applications and interviewed potential choral accompanists. Elizabeth Kelly was selected, accepted the offer and began on the same night at the first rehearsal of the year, September 14. Rehearsals are held each Wednesday from 7:00pm to approximately 8:30pm.

The choir sang once in September and then twice each month through May, with the exception of April when we sang three Sundays. To thank him for his years of service to the church and to the choir, the October 16th anthem, "Where Have All the Flowers Gone?" was dedicated to Bob McMeen. The choir played an active role through singing three anthems during the Christmas Eve service.

With the addition of new members, coupled with the programming of varied genres of music, the group has come together to form a cohesive choral team.

From the African influenced "Love (Okwagala kwe)" to Carole King's "You've Got a Friend," the choir strives to keep the congregation interested, and based on the supportive feedback, they are heading in the right direction. The choir finishes the year with a service of choral music on May 21st.

Community Meals

Team Leader: Diane Withem

First Unitarian has a very committed group of regular volunteers who regularly staff the dining room at First Baptist Church. They set up, clean up, and visit with our guests. This year the group has included Kay Lynn Goldner, Louise Jeffrey, Dean Christensen, Linda Hess, Terri Lynn Brewer and numerous support persons.

Over the course of the year, with the help of other First Unitarian volunteers, we served six meals. An online sign up and some paper sign up sheets were both offered to those interested in participating beginning three to four weeks before each meal. Opportunities were also pointed out in *The Flame* and in orders of service. While we partially fund the meals through Share the Plate donations, many people generously donated the food they prepared. Cooking is often done by volunteers who signed up to prepare 10-16 person servings of a given recipe or put their own twist on the main dish as in the case of our beef chili meal. Other generous donors completed the meals by making delicious, easy to serve desserts and side dishes. Contributions were dropped off at First Baptist the morning of the meal, or left at our church to be picked up by participants the morning of the meal. The meals included a Chicken Tetrazinni, pizza from Little Caesar's, beef and chicken enchiladas, chili and deli-fried chicken from HyVee.

Upon each occasion, an enthusiastic crew of First Unitarian volunteers met at First Baptist to finish preparing food, visit with guests, serve and clean up. The meal begins with a blessing, usually given by Rev. Frank or one of the key members, and it is a rewarding time of camaraderie with friends, and a chance to be of service to our community.

Covenant of Unitarian Universalist Pagans: Mystic Sojourn (CUUPS)

Co-Leaders: Kate Godfrey and Mary Kay Peters

The goals of Covenant of Unitarian Universalist Pagans (CUUPS) include educating people about paganism and promoting interfaith dialogue, along with encouraging the greater use of poetry, dancing, and creative rituals in UU worship. We collectively organized and led two services in March and November, and one in March 2017. As a group, we are growing and working toward a more collective planning and leading of rituals with all participants. We are also implementing an alternating yearly group co-leadership with more participants. Kathy Alexander is currently being phased in while Kate Godfrey is being phased out this year.

We try to hold our public meetings in the church Common Room. Our primary goal is to gather for public rituals celebrating the 8 quarter and cross quarter holidays during the wheel of the year. We are currently trying to pair up novices with more experienced leaders for developing rituals. We also have a goal of building up an archive at First UU of rituals for our group. We held a retreat for the second year in September 2016 at Platte River State Park. We started a monthly book study group at First Unitarian in 2016, running through 2017. We are studying together and working our way through basic pagan literature which teaches the art of rituals. We also have been holding forums before our scheduled rituals to help get congregants familiar with the wheel of the year and different pagan holidays.

We hope to start building bridges with other local pagans in 2017, which would include active participation with other UU congregations such as Second Unitarian Church in Omaha. We are currently working with Second Unitarian to plan a service there on April 30, and we have had several attendees from Second Unitarian at our rituals in 2017. We also plan to periodically attend the pagan services and rituals at the Unitarian Church of Lincoln, and public rituals with the Cottonwood Circle at the Next Millennium in Omaha.

Early Morning Risers

Leaders: Molly Dewell, René Harper, Mary Thomas

Pianist/Featured Musician: Stan Harper

Members: Molly Dewell (voice), René Harper (voice, percussion), Mary Thomas (voice, percussion), Matt Dewell (bass, voice), Kabin Thomas (voice, tuba), Dave Olson (guitar, voice), Maria Wallace (voice, bass), Krystal Davis (voice), Nolan DeVries (violin), Collin Hatcher (guitar, voice), Anne Wilder (voice, bass, percussion), Caitlin Seguin (voice, flute, clarinet), Tom Seguin (voice, trumpet), Carol Cronin (voice), Kathy Alexander (voice, percussion), Katrina Schmidt (voice, piano), Mary Kay Peters (voice, percussion), Peg Pidgeon (voice), Kate Wiig (voice), Salvatore Ciulla (voice, piano), David Rosser (voice, sound), Bruce Godfrey (trumpet, voice).

The Early Morning Risers (EMR) have undergone many changes this year. We rise not as early this year due to the change to one service. Several members have had health and mobility challenges. Long-time EMRs Molly and Matt Dewell have two new baby girls, Addison (Addy) and Quinn. Krystal Davis and her husband Jason welcomed baby Adalind. Newer members have become heavy hitters, so you've seen several new smiling faces. While in the past we performed three songs every week, this year we were asked by Rev. Frank to perform only two songs every other week.

We continue to perform our hearts out on songs that we choose collaboratively in conjunction with the sermon theme, and as permitted to livestream by the livestreaming team. Dave Rosser has expanded his sound team, without whom none of this would be possible! He is gradually going to scale down his sound duties, but will hopefully still add his powerful mellifluous voice periodically. Stan Harper, our only paid musician, continues to delight and amaze the congregation every week with his musical prowess on the piano, sax, flute, clarinet, and percussion. Having his consistent presence is the backbone of EMR.

EMR was invited to perform "Building the Dream" and "The Fires We Feel," original songs by Maria Wallace, at the annual visioning workshop at the Joslyn, both which were inspired by this church and all you wonderful people. An annual EMR concert service is also in the works!

Environmental Action Team

OTOC (Omaha Together One Community)

Leader: Janet West

Members: Mark Loscutoff, Cy and Marcia Leise, Alan Vovolka, Laurie Gift, Bob Hess, Cassi Moucka, Megan Shank, and Steve Nelson

Our goal is to encourage members and friends of First Unitarian Church to join one of the OTOC Action Teams and to actively participate in the Action Team's activities. OTOC Action Teams:

- Immigration and Refugees
- Environmental Sustainability
- Mental Health
- Housing and Revitalization
- Medicaid and Expansion and State Tax Policy

One of the most important activities of OTOC is to organize Candidate Accountability Sessions. To prepare for the sessions, each OTOC Action Team prepares questions that will be asked of the candidates who are participating in the specific Accountability Session.

Below are the 2016-2017 OTOC organized Accountability Sessions:

April 18, 2016 – OPPD primary candidates: All candidates were invited and attended the session. About 100 people attended.

Sept. 29, 2016 – Both candidates for the Unicameral Districts 7, 13 and 9 participated. About 225 people attended.

Oct. 17, 2016 – OPPD final candidates Mulligan and Moody and Congressional Candidates Ashford and Bacon participated. About 325 people attended.

Prior to the beginning of the new legislative session, each of the Action Teams establish legislative goals for the next legislative session. During the legislative session, the Action Teams monitor the legislative bills which are introduced into the Unicameral. The Action Teams keep OTOC members informed about the bills and encouraged them to contact their individual senator.

Fellowship Team

Leaders: Nellie Chenoweth, Nadine Keith, Judith Wright

Members who helped with activities: Marie Sedlacek, Lois Norris, Denise Allain, Kerri Wingert, Cassie Fish, Carol Cronin, Julie & Roger Nicolaisen, Diana Byrd, Linda & John Hruska, Carol Prine, Beccy Hatcher, Carolyn McNamara, John Wagner, Walt Jesteadt, Donna Neff, Bebe McCammond, Janet West, Roxy Orr and Bob Perrin

Activities:

Welcome Back Ice Cream Social — September 11, 2016

Holiday Dinner — December 10, 2016

Chili CookOff — January 21, 2017

Finance Team

Leader: Walt Jesteadt

Members: Daniel Byrd, Tony Host, Louise Jeffrey, Clyde Kramer, Carol Prine, Bill Ross, Christopher Schmidt, John Wagner

The Finance Team has responsibility for advising the Board, the Ministry Team and the Treasurer on the financial functions of the church and assists the senior staff in carrying out specific functions. Walt Jesteadt continued to serve as Treasurer as well as finance chair. Work completed under both headings will be summarized here, but finances for the year and a proposed budget for the 2017-2018 year will be presented in a separate report. The Sarah Joslyn Society and Fundraising are also covered in separate reports.

During the past year, Bill Ross continued to perform many church accounting functions including the payroll. Catharine Dixon continued handling most of the data entry plus some accounting functions. Clyde Kramer handled disbursements. Walt Jesteadt handled contribution statements, monthly reports to the Board and automatic pledge payments through Vanco, a company that specializes in scheduled ACH transfers.

We had been using Vanco in recent years to handle twice monthly direct payroll deposits for our staff. Vanco stopped providing that service and we made arrangements with Premier Bank to make the transfers directly from our main checking account. We have the option of creating similar batch transfers for people wishing to make automatic pledge payments, replacing Vanco with our own service. Because Vanco charges us a percentage, we could save approximately \$600 per year and will look at implementing the system during the next year.

Contribution Statements were mailed in August, October, January and April. The January mailing for tax purposes is required by law. The April mailing provided information on the status of pledges before the end of the current church year as well as information on new pledges. We continued to email contribution statements to 75 households that gave us permission to do so. The Preserve Our Building Fund campaign was again held in January/February, with the help of Jaime Alexander and Louise Jeffrey. The fund total increased from \$58,758 in February 2016 to \$63,799 in February 2017.

The members who pay their pledges by monthly automatic deposits handled by Vanco increased from 38 to 44 during the year. All Vanco contributors were contacted during the stewardship campaign to ensure that Vanco transfers in May would be consistent with new pledges. Our Excel summary of Vanco participants was updated.

Last year's report described a plan to invest \$200,000 from our cash reserves by creating an account as part of the UUA Common Endowment Fund. Concerns with the low rate of return from the fund caused us not to make the investment, while a \$302,000 bequest from Dick Holland further increased our cash reserves. The Finance Team met to discuss the issue in February 2017 and could not reach a consensus. At the March 2017 Board meeting, it was agreed that Dean Christensen, a new Trustee of the Capital Trust, would consult with other trustees and other knowledgeable members of the church and would begin investing money in exchange traded funds through the church's TD Ameritrade account. Walt Jesteadt will enter the actual transactions and will move the necessary funds from our checking account to TD Ameritrade.

Clyde Kramer continued coming to the church office once a week to handle disbursements. This reduces Catharine Dixon's workload and separates our bank deposit function from our disbursement function.

FUNdraising Team

Leader: Donna Neff

Team Members: Kathi Oliver, Walt Jesteadt and over 50 auction volunteers

Each year's operating budget specifies an amount to be raised by our Team, and this year the goal was \$17,000, holding last year's level. We successfully reached that goal, contributing \$17,000 to the budget as of the end of February.

The majority of these funds (over \$14,500 profit) came from our annual Halloween Heart & Hand Auction Party, so-named because it sells "seats" to fun social activities and people's skills and services as well as great physical items. Held Friday, October 28, 2016, over 100 people enjoyed a "fall favorites" potluck, costume contest, raffle, door prizes, and both silent and live auctions of 178 items. Kabin and Mary Thomas entertained us as MCs, and free childcare was provided for 22 younger children, who had their own Halloween activities. Brenda Everson-Weisman won the raffle basket, and costume winners were Kabin and Mary Thomas (Disco Duo-1st), Jack Perry (Aging Rock Star-2nd) and Bruce and Kate Godfrey (The Costume Box-3rd). Post-auction billing again worked well, albeit helping spread auction tasks year round.

Other additional sources of fundraising income this past year were \$763 from shopping on Amazon Smile, \$273 profit from the Chili Cook-Off, and \$68 from use of Baker's cards. This year was our first participation in Omaha Gives! on May 25, 2016, an on-line fundraiser for local non-profits. Of the \$5,420 total donated (several pledges were paid that way), \$601 was raised for our featured program of Neighborhood Ministry. This program receives no allocated funds and was selected by vote of the Ministry Team for appeal to both non-church and church members.

Finally, a special thanks to Fellowship Team members, who generously work as partners with Fundraising for the Auction and the Chili Cook-off...and to the many generous donors, buyers and volunteers who make our annual Auction such a success.



Heart and Hand Auction 2016

Holland Lecture Series Committee

Members: Steve Hutchinson (Chairman), Dave Richardson, Rev. Frank Rivas, Stephen Peters, Joe Sisson, Mike Klug, Wendy Hessler, and Kim Dunovan. Two founding members of the committee, Dick Holland and Shelton Hendricks, died last year.

The Lecture Committee sponsors two lectures per year, one in the spring and one in the fall. To date, 24 lectures have been sponsored.

On May 11, 2016, Dr. Naomi Oreskes presented a lecture titled “The American Denial of Climate Warning.” Dr. Oreskes is Professor of the History of Science and Affiliated Professor of Earth and Planetary Sciences at Harvard University. Previously she was an administrator and faculty member at The University of California, San Diego. She is the author of *Merchants of Doubt: How a Handful of Scientists Obscured the Truth on Issues from Tobacco Smoke to Global Warming* and *The Collapse of Western Civilization: A View from the Future*.

On October 26, 2016, Dr. Joseph Carens presented a lecture titled “The Ethics of Immigration.” Dr. Carens is a Professor of Political Science at the University of Toronto. He is the author of *The Ethics of Immigration*, and *Immigrants and the Right to Stay*.

On May 10, 2017, Dr. Jacob Hacker will present the final Holland Lecture titled “How the War on Government Let Us Forget What Made America Prosper.” Dr. Hacker was a previous speaker in the lecture series. He is the Director of the Institution for Social and Policy Studies and the Resor Professor of Political Science at Yale University. His books include *Winner Take All Politics*, *The Great Risk Shift* and *American Amnesia*.

The originator and funder of the Lecture Series, and the thought leader of the committee, Dick Holland, died last year. Dick’s objective in creating the lecture series was to bring prominent speakers to Omaha and to provide them with a forum for presenting new and enlightening ideas, and he succeeded in doing just that. He graciously invited First Unitarian to sponsor the series at no cost to us. The committee will disband following the Hacker lecture after having sponsored 25 lectures over 12 years. Those of us who served on the committee were privileged to have worked with Dick, and Shelton, who was the committee chairman during its early years.

Hospitality Teams

Coordinator: Carolyn McNamara

Team Leaders: Louise Jeffrey, Kim Callaghan, Janet West, Carolyn McNamara, Kim Dunovan, Joe and Lori Schaaf, Jack Round, Kay Lynn Goldner and Bill Ross

The Hospitality Teams concept began in 2014 as a new way to approach the Sunday morning tasks we are all familiar with. The goal is to provide opportunities for each church member to help serve the congregation and support the church service; to belong to a team that works together on a regular basis and takes a turn in its leadership; to learn the work that is required to bring our service together, share the knowledge with other team members, and help improve the process; and to become an integral part of welcoming all newcomers to our church. New church members who are physically able and available on Sunday mornings are asked to serve on a Hospitality Team.

It takes about 108 volunteers (nine teams of approximately twelve people each) to make Hospitality Teams work. The teams are purposely large so that team members who are unavailable on the Sunday that their team is scheduled, can be absent without disrupting the smooth flow of the team's work. Currently, the average team has eight members but more are needed. Each team serves six times per year — once every two months.

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Four teams serve one Sunday during each of the odd numbered months (September, November, etc.) and four other teams serve one Sunday during each of the even numbered months (October, December, etc.). A fifth team serves each time that there is a fifth Sunday in a month (generally 4 times per year). Team Coordinator Carolyn McNamara is the conduit between the individuals and teams that create our Sunday service and the Hospitality Teams that serve on any given Sunday.

Serving on a Hospitality Team takes about one hour and it only happens six times per year. Some people come in early to set up and some people stay a bit late for clean-up. Because everyone works together, nobody has to spend lots of extra time. Tasks include greeting congregants and visitors when they enter the church; taking up the offering; answering questions and giving directions; visiting with newcomers and helping them feel at home; and tidying up after the service. All of the tasks are documented and introductory training is offered. Team members are encouraged to rotate through the tasks to become familiar with every job.

Hospitality Team Leaders mainly do team coordination. Team Leaders receive information about what is planned for the service from the Hospitality Team Coordinator and share it with their team members. The Team Leader checks to see who will be able to attend on Sunday and schedules who will perform each of the various roles. The tasks are rotated until everyone has a chance to become familiar with each one.

Serving on a Hospitality Team is rewarding and fun and we hope you will volunteer for one and join us!

House & Grounds Team

Leader: Pierce Carpenter

Dean Christensen spearheaded the initiation and start of the sanctuary window repair project. Sharon Conlon, with the help of member volunteers Ken Anderson, Daniel Byrd, and Lois Norris maintained the church garden and grounds beautifully. Jim Major assisted with increasing the light in the chancel (the elevated area of the sanctuary). Bob Perrin assisted with work on roof repairs, the sanctuary plaster, and the west lawn mulch removal/regrading project. Jack Perry assisted with various plumbing repairs including repair of the dishwasher. Floyd Prine worked on various electrical repairs and projects, most notably tracing out the front entry light. Marie Sedlacek, with others, assisted in finishing the narthex (entryway) and adding furniture. Great advice, historical information, and direction was provided Bill Ross, Marie Sedlacek, Dave Rosser, Jack Perry, Bob Perrin, Dean Christensen and others. Special thanks to Catharine Dixon who coordinated numerous contractors for roof repair, plaster work, electrical work, plumbing, snow removal, mowing, and countless other tasks all of which make the church such a better place.

Membership Team

Co-Chairs: Tom Seguin & Caitlin Seguin

Members: Beth Conover, Barb Ross, Carolyn McNamara, Jaime Alexander, Lois Norris, Janet West, Ron Withem, Judith Wright, Tom Seguin, Caitlin Seguin, Donna Tubach-Davis, Mike McAtee, Cassi Moucka, Vanessa Timberlake

Membership Coordinator: Carrie Helmberger

- Held monthly meetings to discuss current business and ongoing projects, took attendance, and documented meeting minutes on Google docs.
- Created “Pathways” class (based on model from First Unitarian Church of Des Moines) to give visitors/ attendees a formal option to become Unitarian Universalists, to promote friendships among attendees, and to teach attendees about the church. Classes were planned, advertised, and facilitated by Carrie with help from Membership Team members and other church leaders.
- Facilitated new members joining Hospitality Teams through formal process integrated into Pathways curriculum.
- Planned and held two New Member Celebrations (August 2016, December 2016).
- Welcomed 12 new members to the church in December following the first Pathways class. Seven new members are now pending following spring 2017 Pathways class.
- Composed and distributed electronic survey to fall and spring Pathways participants to get feedback about the new class.
- Restructured “UU & You” class to organize monthly “First Steps” classes to work better with new Pathways schedule/syllabus. Jaime Alexander stepped down from the position of UU & You coordinator.
- Reviewed and updated the church’s list of current, active members.
- Replaced weekly attendance at Sunday services with a headcount to lighten the workload for team members and to respect the privacy of church attendees.
- Carrie, Carolyn, and Caitlin represented the Membership Team at the church leadership retreat (August 2016).
- Recruited new Membership Team members at church-wide activity fair (November 2016).
- Staffed Welcome/Visitors Table every Sunday with volunteers from the team during coffee hour to approach visitors and answer membership-related questions.
- Updated Welcome/Visitors Table with current issues of The Flame, pamphlets, pictures of new members, and information about church activities.
- Set up a bulletin board in the Common Room with an envelope for member feedback about church programs they would like to see.
- Consolidated all Membership Team documents on a Google Drive associated with the portable account: mtchair.firstuomaha@gmail.com. All documents are available to all team members at all times, and ownership of documents can be easily transferred to the next team chair.
- Initiated the process to update the Membership Team section of the church website so it will be easier to navigate for both visitors and members.

Neighborhood Ministry “Midtown Helping Hands”

Leader(s): Royal Carleton, Rae Barry, Catharine Dixon

Members: Royal Carleton, Rae Barry, Catharine Dixon, and Dave Rosser (and many others from our church, and from the community who support this work.)

Blessing Bag Day was a success again. Thank you. At least 100 blessing bags were made, and will be used to hand out to those in need who come to our church. The bags contain various personal care items, socks, gloves, and a hat.

Over 75 boxes lunches were made and handed out. The boxed lunch contained two sandwiches, chips, a snack, utensils, and a sports drink.

Assistance in the form of restaurant gift cards were given out, totaling \$400.

Assistance in the form of providing payment for various services was made, totaling \$625.

This important work continues to fill a vital need, and helps close a gap in services to those in our neighborhood.

Nominating Committee

Nominating Committee Members: Kim Callaghan, Molly Dewell, Nadine Keith, David Olson, Carol Ramsey and Ben Wallace. As last year's Board President, Jack Round convened the Nominating Committee in January 2017.

Consistent with our by-laws, the Nominating Committee solicited congregational input to identify members qualified and willing to serve in elected positions, and then selected candidates. The committee thanks those who have expressed a willingness to serve in these positions:

President-Elect: **Wendy Hessler**

Members, Board of Trustees: **Donna Tubach-Davis, Catherine Plumlee, Maria Wallace**

Trustee of the Capital Trust: **Daniel Byrd**

Members of the Nominating Committee: **Kathi Oliver and Marie Sedlacek**

Further nominations will be accepted from the floor at the Annual Meeting immediately preceding the election by qualified members of the congregation.

The Nominating Committee also solicited congregational input to award and recognize volunteers, and to select the Unitarian of the Year. The Unitarian of the Year is revealed at the Annual Meeting. Last year's recipient was **Marie Sedlacek**

Annual Awards:

Heritage Award — For significant contributions to preserving, understanding, and celebrating our Unitarian Universalist history: **Ron Knapp**

Religious Education Award — For outstanding achievement and excellence in religious growth and learning: **Ryan & Bethany Cook**

Keeping the Faith Award — For keeping the UU faith alive in the community and touching the lives of congregation and community members in a positive way: **Royal Carleton**

Social Justice Award — For witnessing to the ideals of social justice and responsibility so important to our UU heritage: **Laurie Gift**

Youth Social Justice Award Youth: **Ami Al-Fatihah Amini**

Unsung Unitarian Universalist Award — For a lifetime of actions that inspire, support and express Unitarian Universalism: **Harriet Major and Judith Wright**

Thank you to everyone who helped in this process with suggestions and preparation of materials.

Office Team

Church Administrator: Catharine Dixon

Leader: Carolyn McNamara

Members:

Rae Barry/Cassi Moucka	Wayside Pulpit
Kim Callaghan	Volunteer Coordinator /Coffee Supplies
Linda Hruska	Orders of Worship
Clyde Kramer	Accounting
Carolyn McNamara	Orders of Worship/Office Shopper
Barb Ross	Database
Bill Ross	Information Technology
Dave Rosser	Office Assistant/Sound System
Vanessa Timberlake	Attendance Records

Friday Volunteers: Kim Callaghan, Kay Lynn Goldner, Linda Hruska, Debbie Hunsberger, Stephanie Lewis, Frank McKee, Evelyn Whitehill, Pat Will

The Flame Proofreaders: Lana Hammel, Scott Kemper, Lois Norris, and Debbie Hunsberger

The Flame Folders: Kim Callaghan, Debbie Hunsberger, Lois Norris, Linda Hruska

In addition to the ongoing commitments listed above, team members staff the office when needed, undertake special projects, organize, file, design, research, edit, proofread, revise, reformat, enter data, copy, recycle, and clean as time permits.

Kim Callaghan does a great job performing as Volunteer Coordinator. She schedules and trains a team of dedicated volunteers who come in on Fridays to assemble the orders of worship, restock and organize pew racks, and prepare the sanctuary and foyer for Sunday service. The volunteers also fold, seal and prepare the monthly *Flame* for mailing. We are very grateful for such a devoted volunteer staff.

The office volunteers now prepare the slides for the streaming service on Sunday mornings. Beginning in September 2016, Catharine uploads a PDF of the order of worship each week to the church website here: <http://www.firstuomaha.org/orderservice>. In addition to the slides and the orders of worship online, Catharine prepares the YouTube channel and streaming services webpage each week for Sunday morning.

House & Grounds is in the process of pricing security cameras for the church property. The plan is to have the video camera feed in the church office.

We now have over 740 people who receive the weekly enews and the emailed monthly newsletter.

Partner Church Team

Leader: Janet West

Members: Nadine Keith, Anne Knapp, Ron Knapp, Evy Rosser, Dave Olson, Val Murray, Bob Hess, Mike and Mary Jo Stoll, Deb McAtee, Sharon and Pete Piehler

The goals in 2016/2017 were to:

- To raise \$1,320 each year for the Unitarian church and village in Firtosmartonos, Transylvania, Romania. This money is used by the village minister, Rev. Katalin Szasz-Cserey, to help maintain the 110-year-old village church and to help with various church/village activities such as the Sunday school and the women's needlework group.
- To raise \$2,400 to provide scholarships to some of the village youth who are either attending high school or college. In 2016/17, this money was distributed to 10 village young people. Since there is no high school close to the village, the youth must board in the cities in which the high schools are located. We received completed questionnaires from all of the scholarship recipients which asked what courses they were taking, what their academic and career goals are, and what the scholarship money was used for. Two of the scholarship recipients have been attending professional schools—one in medicine and the other in law. The Women's Alliance provides \$400 of the \$2,400 that is sent to provide scholarships.
- To provide information to the members and friends of First Unitarian Church about our partner church and village and Transylvanian Unitarianism.
- To recruit members and friends of First Unitarian Church to travel to Transylvania and our partner village.

Activities:

During July, 2016, Nancy Scott, Kandelyn Scott, and Janet West went on a pilgrimage to Transylvania, Romania. They flew into Kolazsvar (Cluj) Transylvania. While in Kolazvsar, they visited the headquarters of the Unitarian Church of Transylvania and Hungary and attended a church service at the Unitarian church of Kolazsvar. After visiting Torda, Deva, and many other historic Unitarian sites, they spent five days visiting our Unitarian cousins in Firtosmartonos. While there, they participated in the celebration of the 110th year anniversary of our Partner Church village with the residents of the village.

The Partner Church Fund was designated as the Share-the-Plate recipient organization in December 2016.

Rev. Katalin Szasz-Cserey visited Omaha, February 19-23, 2017, after she attended the International Women's Convocation in Monterey, CA. While Rev. Katalin was in Omaha, she visited with Rev. Frank Rivas, Jan Wilson, Jackie Anderegg, and members of the Partner Church Team. The Partner Church Team organized an all-church potluck where Rev. Katalin spoke as well as members and friends of First Unitarian Church who had visited our Partner Church village of Firtosmartonos, Transylvania, Romania, dating back to 1991.

Sarah Joslyn Society

Chair: Deborah Duggan

Chair Emeritus: Dixie Lemon

Luncheon Committee Members: Deb Duggan, Kay Lynn Goldner, Sandy Host, Louise Jeffrey, Dixie Lemon, Carolyn McNamara, Lois Norris, Diane Withem

The Sarah Joslyn Society was founded in 2004 by Dixie Lemon to encourage, enable and thank those who wish to leave a bequest to First Unitarian Church or otherwise participate in the Planned Giving Program. New members this year are Christina and Roman Noriega, who joined after our October 23, 2016 luncheon, so will be recognized and welcomed with the customary slate at our next event in the fall. Sadly, three of our members died this past year. The total number of our members is 77 including 14 of whom are deceased.

These are the dedicated church members who have planted a tree so that others may enjoy the shade:

Jaime Alexander	Joe Hoagbin	Yvonne Price
Jacqueline Anderegg	Dick Holland	Cella Quinn
Anonymous I	Mary Holland	Jim Rogers
Anonymous II	Betty Holloway	Raija Rogers
Anonymous III	John Hruska	Ellen Shurson
Bill Bruns	Debbie Hunsberger	Jim Simon
Sandi Bruns	Louise Jeffrey	Kim Simon
Linda Buehlmann	Walt Jesteadt	Liz Stawycznyj
Eddith Buis	Bob Jones	Gretchen Thomas
Sharon Conlon	Diane Jones	John Thomas
Carol Christensen	Dick Joslin	John Wagner
Dean Christensen	Anne Knapp	Elaine Wells
Deb Duggan	Ron Knapp	Janet West
Tim Duggan	Dixie Lemon	Evelyn Whitehill
Olive Erickson	Harriet Major	Jim Wigton
Margot Fetrow	Katherine Bester McClure	Judy Wigton
Richard Fetrow	Carolyn McNamara	Pat Will
Audrey Freyer	Donna Neff	Edith Wilson
Dale Freyer	Dave Nicklin	Sid Wilson
Larry Goesser	Ruth Nicklin	Diane Withem
John Goldner	Christina Noriega	Ron Withem
Kay Lynn Goldner	Roman Noriega	Judith Wright
Megan Gustafson	Frank Norris	
Lana Hammel	Lois Norris	
Jack Heidel	Linda Parker	
Shelton Hendricks	Bob Perrin	
Wendy Hessler	Jack Perry	

Sunday Services Live Video Streaming and Archives

Submitted by Bill Ross

In 2015, First Unitarian identified video streaming competence as a potential requirement for successful churches in the future. The most obvious use for video streaming is to broadcast our Sunday services over the internet to members or others who can't be physically present with us in the sanctuary. The church decided to invest in a project to determine if we could develop the necessary competence.

Troy Jensen did most of the work through 2016 and produced an excellent working prototype. Beginning in late 2016, Troy began transitioning out of the project and training several people to take over. We soon learned that Troy has a skillset that is hard to replace and we actually lost ground as we worked through the learning curve. We're getting better now and are making progress on some of the key issues:

- Finding volunteers or others who can be trained to operate the equipment.
- Integrating the video process into the normal flow of the Sunday service.
- Streaming and archiving the resulting video for consumption on-site and remotely.

As attendance at the Sunday services has increased and we have returned to the single service format, we are planning on the video process to cope with potential overflow audiences.

The Office Team and the Worship Arts Team have invested their time into preparing the weekly materials that are needed for the streaming and also to helping prepare us for what will be in the service. The House and Grounds Team has provided significant cabling to tie our equipment into the church's sound and network systems. Kabin Thomas, Bob Hess, Christina Noriega, and Bill Ross have worked on the team with Troy this year. If you have an interest in this project, please contact the church office.

Assuming that we can continue to improve and achieve competence in streaming technology it will enable us to support future opportunities like satellite locations, interactive remote RE programs, and other services to interested participants who can't be physically present in the church.

Women's Alliance

Chair: Nellie Chenoweth

Co-Chair: Louise Jeffrey

Treasurer, Reservations and Publicity: Kathi Oliver

Food: Barb Dewell, Lois Norris, Abby Borgmann

Fundraising and Bake Sale: Vanessa Timberlake (and all the volunteers that help make this day a success)

Programs: Janet West and Catherine Plumlee

Education Fund Committee (5 members): Nellie Chenoweth, Vanessa Timberlake, Janet West, Nadine Keith, Kathi Oliver

Reader: Nadine Keith

Set-up: Mary Thomas, Louise Jeffrey, Vanessa Timberlake, Marie Sedlacek and countless others

Clean-up: Vanessa Timberlake, Barb Dewell, Lois Norris, Abby Borgmann, and many others

Table Decorations: Mary Thomas

Wine Bearers: Peg Pidgeon and Mary Kay Peters

Bulletin board: Kathi Oliver

The Women's Alliance invites women, and those who identify themselves as women, to a monthly get-together that includes social time, dinner, and a program/presentation. Again, our presentations this year were outstanding and informative. We saw a steady attendance throughout the year; about 30-35 women attended regularly with new attendees visiting monthly. We again saw a return of previous Women's Alliance members.

Each month Women's Alliance members welcomed a different speaker.

September: Allison from Youth Emergency Services

October: Mary Kay Peters leading us in a celebration of the feminine spirit and honoring our female ancestors. Participants were encouraged to bring a picture of a beloved female relative.

November: Nadine Keith and Janet West presented information about our partner church in Firtosmartinos. November was also our annual Thanksgiving Bake Sale. We raised \$548.33, and all proceeds to this bake sale go towards our Merritt Education Fund.

December: We had our annual white elephant gift exchange. Some great gifts were exchanged, as well as one that will (more than likely) make the rounds for the next few years. We also collected new towels and washcloths for the Refugee Empowerment Center.

January: The Merritt Education Fund was able to support Ben Wallace and 10 delegates to the Creating Change Conference in Chicago, IL.

February: Our speaker was Al Fatihah Amini, Elaine Wells' teenaged-international daughter from Indonesia. Her presentation included information about the geography, culture, and values of her country of Sumatra.

March: Amelia Rosser from the Refugee Empowerment Center was our speaker.

April: The speaker for April was Susan Whitfield from No More Empty Pots.

May: Our final meeting was not determined by the time this report was published.

Women's Alliance raises money for educational purposes for men and women of First Unitarian Church. This year we were able to award Jared Kolok with a \$400 scholarship to help pay for college, \$398.86 to Janet West for convocation fees in California (when Rev. Kati visited from our partner church), and attendees of OWL training in the summer of 2016 with registration fees of \$225 per person paid in full. Please consider joining us next year for more exciting presentations!

Worship Arts Team

Leader: Megan Gustafson

Members: Denise Allain, Royal Carleton, Nellie Chenoweth, Nadine Keith, Cassi Moucka, Dave Richardson, Anne Rivas, Maria Wallace, Pat Will

The mission of the Worship Arts Team is to assure quality Sunday morning worship programming. We plan Sunday services when our minister is not in the pulpit and provide lay-leaders to assist in Sunday worship for both the minister and guests.

There have been several changes to Sunday morning worship this church year. We have shifted to a single Sunday Morning service in order to help the congregation feel more cohesive as a community. The church is often quite full on a Sunday morning. This change also allowed us to bring back the Story for All Ages and include our Sunday School students in the worship service. Kate Wiig is the hero of the hour for making all that work so smoothly. There was some learning involved in how we arrange and schedule the music programming for the single service, but that seems to have been largely ironed out.

The Worship Arts team worked to provide a wide range of programming when Rev. Rivas was not in the pulpit. We had returning guest ministers who are members and friends of our congregation. We had new guest ministers who were visiting the area. We had several lay-sermons by congregation members and friends, as well as cooperative worship experiences and liturgical theatre. (That was fun! Let's do it again.)

I have informed Rev. Rivas that I will be stepping down as Team Chair this fall. At the time of this writing, we are still working on a transition plan, but I am very hopeful that by the time of the annual meeting, when the congregation reads this report, that we will know whose very capable hands will be taking the reins of an extremely strong, committed, talented team.

I offer my heartfelt thanks to the congregation for allowing me the opportunity to serve in this way these last eight years. It has been an honour and a joy. Even more enthusiastic thanks go out to all members of the team, present and past, for making the job so easy. Your dedication is a great gift to the church and to me, personally. It is my hope that the new chair will agree to keep me on the team so that I can continue to serve, but take a break from the organizational responsibilities.

Young Religious Unitarian Universalists (YRUU)

Submitted by Carolyn Miller and Adam Sagert

Leaders/Coordinators: Carolyn Miller (Second Unitarian) and Adam Sagert (First Unitarian)

Youth Advisors:

First Unitarian - Ryan Cook, Bethany Murphy

Second Unitarian - Joe White

Youth Members:

Seniors: Noah Giron, Ariel Alai, Alan Godfrey, Ami (Al Fatihah) Amini

Juniors: Gale Callaghan, Sabrina Short, Genevieve Lee-Regier, AJ Sorensen

Sophomores: Izzy Short, Alex Toth, Will Archer, Erin Stokes

Freshmen: Arian Alai, Dillon Jenkins, Jacob Calhoun

Eighth graders: Lilly McEvoy, Izzy Coonefare, Miles Godfrey

Seventh graders: Liam Wiig, Cameron Short

Guests also joined the group occasionally.

Group Summary:

Young Religious Unitarian Universalists (YRUU) is for youth in grades 7-12 and is a joint youth group between First and Second Unitarian Churches of Omaha. They meet on Wednesday nights at First Unitarian Church. The YRUU year runs in conjunction with the school year (September – May).

The goals of YRUU are to:

- Grow life-long Unitarian Universalists
- Provide worship, celebration and rites of passage for UU youth
- Learn about the traditions and heritage of Unitarian Universalism
- Develop personal growth, relationship building & leadership skills for youth
- Help youth to develop a social conscience and learn to be agents of change, as a group and individually, in the world
- Develop continuity and foster communication between age levels of youth within the program
- Foster tolerance, understanding and acceptance of diversity.

Youth Adult Committee: One focus of YRUU is a youth-leading structure within the group. The Youth Adult Committee (YAC) is comprised of all youth interested in taking leadership roles, youth advisors, and interested parents. The YAC utilizes the feedback gained from the full representation of youth and parents to plan and organize programming. The YAC meets about once monthly in order to ensure effective leadership for the YRUU, to plan weekly programming, events, and activities. In the past the YAC has had officers but this year the youth chose to forego officer positions and instead focus on all members of the group working together to plan and execute our programming and events.

2016 – 2017 YRUU Activity Summary: We learned and had some amazing discussions this year about important topics. This year saw a change in the leadership of YRUU with new coordinators stepping up after a long run by the previous leadership. We concentrated on building a community among the youth who attended while exploring our beliefs and growing as young members of the church.

Other YRUU activities included:

- * We developed a new Covenant which all youth signed to demonstrate their commitment.
- * Fundraiser Brunch
- * We had an overnight
- * Ami (Al Fatihah) Amini's presentation on her native home of Indonesia
- * Bystander Training with Rev. Cyndi Simpson
- * Debate night where youth discussed current topics,
- * Game nights
- * "Step Across" activity nights

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- * Worship service at two congregations -- inspired by the theme of Community and reflecting favorite activities from YRUU such as step-across, music worship, and check-in
- * New Year's burning jar ceremony where we "let go" of the past year
- * Halloween bonfire
- * Future events for this school year include bake sale fundraiser and Box City
- * Multiple music worships with youth-selected songs on various themes and a discussion about why the music they selected was meaningful to them
- * Trust-building and leadership exercises led by parent Justin Short
- * Viewing of Documentary "The Sharps' War"
- * A panel discussion on sexual orientation and gender identity with guest panelists from First and Second U as well as the larger Omaha metro area
- * This year's YRUU activities ended with a potluck at First Unitarian (a celebration and honoring of one another and time spent together over the year), as well as a youth service for the entire congregation, which is youth-led and focused (on Mother's Day weekend).

Other Programs typically facilitated by YRUU (the facilitation of these programs may change as the Transition Team looks at the future of where these programs fit inside of the RE structure and Omaha UU community):

· Our Whole Lives (OWL): The OWL program helps participants make informed and responsible decisions about their sexual health and behavior. It equips participants with accurate, age-appropriate information in six subject areas: human development, relationships, personal skills, sexual behavior, sexual health, and society and culture. Grounded in a holistic view of sexuality, OWL not only provides facts about anatomy and human development, but also helps participants clarify their values, build interpersonal skills, and understand the spiritual, emotional, and social aspects of sexuality. Our current OWL program is a 26 week/lesson cycle, and the current curriculum, as well as advisor training, is tailored for youth 7th grade and older. Parent preview and consent is required prior to participation.



First Unitarian Church of Omaha

**3114 Harney Street
www.firstuuumaha.org
(402) 345-3039**

All couples and non-members welcome!

Wedding advertisement
by Catherine Plumlee

Appendix Contents

New Members

Weddings and Unions Held in the Church

Staff

Bequests

Treasurer's Report

2017-2018 Budget

New Members since May 1, 2016

Susan Traudt 5/3/2016
Nolan Devries 7/31/2016
Shelly Bednar 8/28/2016
Terri Ann Joy 8/28/2016
Darelynn Egger 10/23/2016
Della Bynum 12/11/2016
Geoff Erickson 12/11/2016
Sara Fox 12/11/2016
Suzanne King 12/11/2016
Jamie Major 12/11/2016
Michael McAtee 12/11/2016
Peter Piehler 12/11/2016
Sharon Piehler 12/11/2016
Caitlin Seguin 12/11/2016
Tom Seguin 12/11/2016
Kerri Wingert 12/11/2016
Seth Wingert 12/11/2016
Katie Zimmer 12/11/2016
Chris Poynor 12/18/2016
Sara Shunkwiler 12/18/2016
Chris Krull 4/16/2017
Greg Petrow 4/16/2017
Jody Petrow 4/16/2017
Jeri Thurber 4/16/2017
Kathy Scribner 4/23/2017
Dan Boster 4/30/2017
Lee Clausen 4/30/2017
Mary Fieber 4/30/2017
Bebe McCammond 4/30/2017

Weddings and Unions Held in the Church since May 1, 2016

Pierce/Petsche
5/28/2016

Crabtree/Mueller
5/29/2016

Blanke/Traynor
6/4/2016

Scalise/Nouzovsky
6/11/2016

Janda/Hall
6/25/2016

Klepper/Heidinger
7/2/2016

Wickard/Hunter
7/3/2016

Terry/Gnader
7/8/2016

Terada/Higgins
7/16/2016

Marip/Lahtaw
7/23/2016

Martin/Andrews
8/6/2016

Bregnhem/Woslager
8/13/2016

Johnson/Beauchamp
8/27/2016

Kallhoff/Paumer
9/9/2016

Yong/Dworak
9/17/2016

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Morinelli/Medrano
9/24/2016

Cherry/Attanasso
10/8/2016

Engels/Hoppe
10/15/2016

Price/Herbert
10/22/2016

Giles/Mabie
11/5/2016

Keller/Chand
11/30/2016

Hollingsworth/Tyler
12/3/2016

Skarda/Marshall
12/31/2016

Brock/Schner
2/3/2017

McMahon/Stoner
2/18/2017

Maline/Perez
3/11/2017

Coco/Lightfoot
3/18/2017

Carman/Frease
4/15/2017

Hale/Hestermann
4/29/2017

Staff

Rev. Frank Rivas, Minister
Jan Wilson, Director of Religious Education
Catharine Dixon, Church Administrator
Carrie Helmberger, Membership Coordinator
Jenny Hastings, Nursery Manager
William Miller, Choir Director
Elizabeth Kelly, Choir Accompanist
Patricia Will, Organist
Stan Harper, Pianist
Judi Torneten, Musician
Robert Medrano, Custodian

minister@firstuomaha.org
dre@firstuomaha.org
admin@firstuomaha.org
coordinator@firstuomaha.org
childcare@firstuomaha.org
choirdirector@firstuomaha.org

Bequests

Memorial bequests were given to First Unitarian Church this year by:

Jack Bourdess

Richard Holland

Comments on the 2016/2017 Treasurer's Report and 2017/2018 Proposed Budget

Recent History

This year marked our sixth year in a row with an end-of-year surplus. This year was unique in that we were above budget in income as well as below budget in expenses. When necessary, we have proposed that a portion of the end-of-year surplus be carried over to be used as income for the next year. We have done that this year to make up for a stewardship campaign total that was below our goal and a goal that was an under estimate of our real needs.

Results for 2016-17

On May 10, 2016, the official end of last year's stewardship campaign, we had 139 pledges totaling \$260,281. We budgeted \$260,000 in pledge contributions for the year that ended on April 30, 2017 and received \$258,592, with some contributions still coming in. Non-pledge contributions and most other income categories were above budget. We were below budget in expenses, in part because we used non-budget funds for many one-time projects, including \$3,791 in Holland contribution funds to support the new Membership Coordinator position. Other one-time projects included lighting for the parking lot, the workshop to develop new mission and vision statements, and costs related to streaming services. The net result is that we finished the year with a surplus of \$10,886. We received bequests this year totaling \$312,370, bringing total bequests over a two-year period to almost \$500,000. We agreed to use \$140,000 of the bequest from Richard Holland over a 7-year period to provide continued pledges that decrease by \$5,000 per year to reduce the sudden impact of loss of the largest pledge in our annual stewardship campaigns. We are in the process of investing \$300,000 of the recent bequest money with advice from trustees of the Capital Trust.

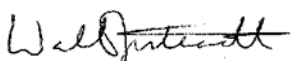
Stewardship Campaign

The goal for the stewardship campaign this spring was \$266,000, an increase of only \$6,000 over last year. With the \$5,000 reduction in the Holland pledge, however, this goal required an increase of \$11,000 from other members and friends. As of May 10, 2017, we had 131 pledges for the new church year totaling \$246,557. The low number was surprising, given the success of the previous campaign and the high level of contributions over the past year. The number of pledges is also lower, even though membership is up. We have revised the budget for next year to reflect lower total income from pledge contributions than we had this year.

Proposed Budget

The proposed budget assumes pledge contributions of \$250,000 for the coming year and use of the full \$10,886 from the 2016-2017 surplus as additional income to balance the budget. The budget also assumes that our investment income will more than double as a result of investing money from recent bequests and revising the rules governing the Capital Trust. Income from the Trust has been limited to interest and dividends whereas almost all foundations now assume income as a percentage of total value. Expenses are 4% higher than those in the current budget, primarily because of a 3% increase in salaries for most staff members, somewhat larger increases granted this year or next year to Catharine Dixon and Frank Rivas and the increased cost of medical insurance. The budget assumes that the Membership Coordinator will continue to be supported from a non-budget growth account.

Respectfully submitted,

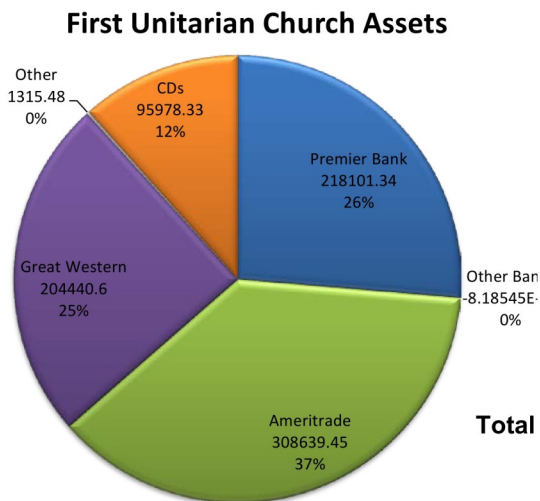


FIRST UNITARIAN CHURCH TREASURER'S REPORT

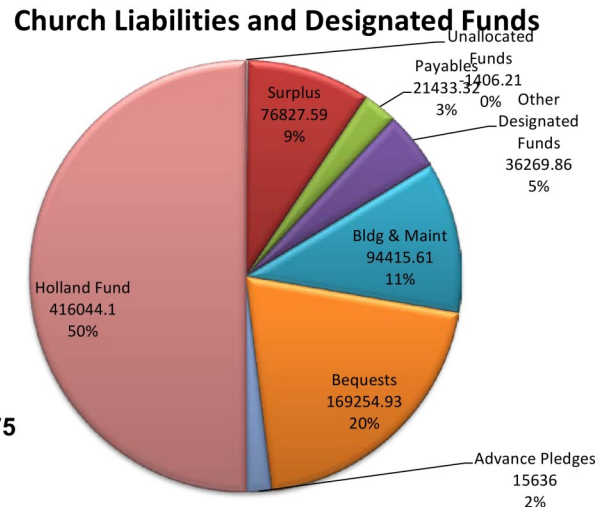
ANNUAL CONGREGATION MEETING - MAY 14, 2017

	2017/2018 Proposed Budget	Change From Last Year's Budget	2016/2017 Last Year's Budget	2016/2017 Actual Results
Income:				
Pledged Contributions	250,000	(10,000)	260,000	258,552
Investment Income	29,114	16,114	13,000	13,516
Fund Raising	15,000	(2,000)	17,000	17,285
Use of Facilities	15,000	2,000	13,000	17,202
Plate Collections	5,000	-	5,000	4,532
Non-Pledged Contributions	8,000	-	8,000	10,874
Other Income - Interest	800	200	600	924
Other Income - Misc	700	300	400	860
NICO Rental Income				
Change For Change	500	(500)	1,000	
Share the Plate	5,000	-	5,000	4,626
Carry Forward from Prev Year	10,886	8,011	2,875	2,875
Total Income	340,000	14,125	325,875	331,247
Expenses:				
Minister	117,251	5,229	112,022	107,925
Office & Administration	81,588	2,251	79,337	81,360
House & Grounds	38,459	6,080	32,379	36,609
Religious Services (incl music)	27,979	(2,413)	30,392	26,213
Religious Education	42,009	2,459	39,550	37,868
Denominational Affairs	19,264	1,419	17,845	18,255
Discretionary & Team Funds	13,450	(900)	14,350	12,151
		-		
Total Expenses	340,000	14,125	325,875	320,381
Surplus or (Deficit)	(0)	(0)	(0)	10,866

Summary of Non-Budget Accounts as of April 30, 2017



Total = \$828,475





The Community Meals Team



Jack Perry gets a visit from his friends



**Partner Church Potluck with Rev. Kati
and Janet West
Photo by Kandy Scott**



**The Early Morning
Risers on Sunday
Mornings
Photo by Ben Wallace**



New Black Lives Matter Sign
Photo by Rene Harper

Cover photograph: “Spring Time at First U”
by Carol Cronin