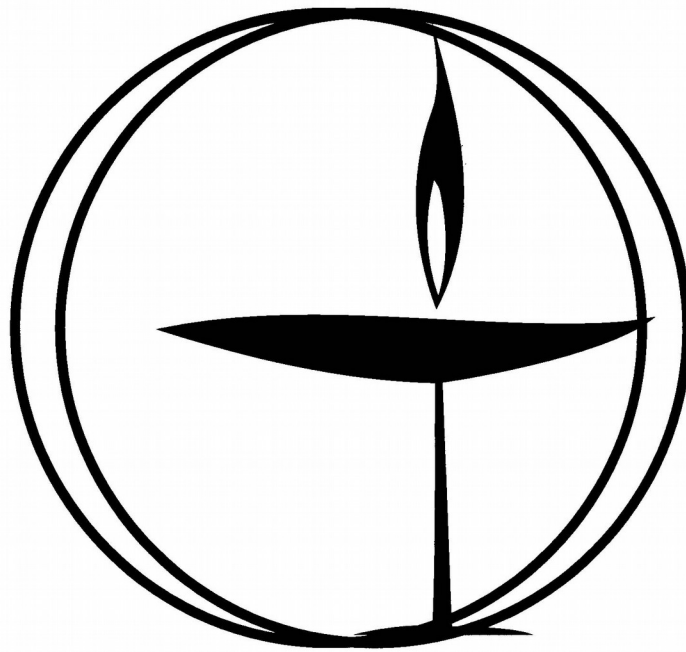


***First Unitarian Universalist Church of Columbus
Annual Report
June 2, 2019***



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Board of Trustees and Staff Listing

BOARD

Chair	Seth Kraut
Vice Chair	Allie Bonsteel
Secretary	Jim Conlan
Treasurer	Jeff Boughton
	Greg Denby
	Larry Drake
Youth Rep	Jhalez Caldwell-Craig
Youth Rep	Lilly Colegrove
Moderator	Judith Vazquez
Past Chair	Carolee Noonan

STAFF (7/2018 – 6/2019)

Senior Minister: Rev. Dr. Marian Stewart
Associate Minister: Rev. Eric Meter
Director of Religious Exploration: Elizabeth Mount
Music Director: Tony McDonald
Ministerial Intern: Amanda Hays
Congregational Life Coordinator: Christine Davidson
Director of Administration: Brian Hagemann
Office Manager: Marian Garcia
Bookkeeper: Joe Voltolini
RE Assistant: Suzan Jervej (3/18-8/19); Mel Herzog (10/19 - current)
Choir Director (Chalice): Brandon Moss
Choir Director (SOL & Rising Voices): Karen Madden (7/13– 1/19); Michaela Jones (10/18 - current)
Choir Co-Director (Peace Pals): Cath Saveson
Choir Co-Director (Peace Pals): Leigh Mamlin
Pianist/Accompanist: Nathan Hamm
Peace Camp Director: Jenifer Bojanowski
Minister Affiliated: Rev. Suzan McCrystal
Minister Affiliated: Rev. Kathleen Fowler
SYC Co-Director: Susan Roscigno
SYC Co-Director: Amy Rudawsky
SYC Office Administrator: Holly Adams

Annual Congregational Meeting, June 3, 2018

<p>Sign In - The following were distributed with the Tuesday Talk or the Friday Announcements emails: Proposed Constitutional Amendments</p> <ul style="list-style-type: none"> • Proposed Budget • Annual Report • Bios of Candidates • Minutes from Jan 28th and April 8th Congregational Meetings • Organizational Chart • Share the Plate <p>A limited number of copies are available at the sign in table. Please reference electronic copies, when possible.</p> <p>Ballots distributed at sign in and available in the church office hours through Friday for absentee voting</p> <ul style="list-style-type: none"> • Nominating Committee, Board Members and Moderator • Constitutional Changes • Share the Plate 	<p>11:15 (15 min)</p>
<p>Welcome and Announcement of Quorum - Judy Vazquez, Moderator Approval of Minutes January 28th Mid-Year Meeting and April 8th Sanctuary Meeting Good morning! My name is Judy Vazquez and I am the moderator for the Annual Congregational meeting. Thank you all for coming today. This is your church and your board and your interest in First UU governance is key to our strength and growth as a congregation.</p> <p><i>Minutes Mid-Year January 28th – Approved</i> <i>Sanctuary Meeting on April 8th – Approved</i></p>	<p>11:30 (5 min)</p>
<p>Opening Words - Rev. Marian Stewart Memorial Moment - Rev. Eric Meter Reading of church members that have passed away since our previous annual meeting <i>Gray Austin, Don Hippensteel, Judith McDowell, John Reisman, Mary Rogers, Sue Sinclair, Gini Szabo, John Trickey, Bill Whitehouse</i></p>	<p>11:35 (5 min)</p>
<p>Report Board of Trustees - Carolee Noonan, Board Chair Thanks to Ginnie Vogts, Karen Dawson, Nate Blake, Lee Cook</p> <p><i>*Year of greeting, growing and Green</i></p> <p><i>*We greeted Rev Marian and Ministerial Intern Amanda Hays and greeted our future with a shared vision and mission.</i></p> <p><i>*We grew in our partnership governance with our professional and volunteer staff.</i></p> <p><i>*We also grew in our Wee Worship and continue to grow with sanctuary.</i></p> <p><i>*We are thankful that we have been successful with our green and growing campaign.</i></p> <p><i>*Next year we will be creating a strategic plan through a relatively slow process. There will be "big" question town halls. The board will not make decisions at these town hall meetings. They are conversations for sharing and learning about each other.</i></p> <p><i>*See the annual report for more details</i></p>	<p>11:40 (5 min)</p>
<p>Budget Report - Jeff Boughton, Treasurer</p> <p><i>*Comparison of where we were 5 years ago in 2014</i></p>	<p>11:45 (15 min)</p>

<p><i>*The revenue has not changed much but the expenses have increased in line with the consumer price index.</i></p> <p><i>*The revenues are not keeping up with the increase.</i></p> <p><i>*The budget gap is negative 26,000 at the end of June but should lessen as the year goes on.</i></p> <p><i>*The Acorn program will be paying 45,000 that will help get us out of debt. The payment will come in the next couple of years.</i></p> <p>Approval of Budget by Voice Vote - Judy Vazquez, Moderator</p> <p><i>Voice vote Approval of Budget</i></p>	
<p>Green and Growing Capital Campaign - Bob Mills and Kitty Jones</p> <p>Summary of the green and growing follow-up</p> <p><i>*The capital campaign has come to its official end</i></p> <p><i>*Began in 2013</i></p> <p><i>*4 new classrooms built</i></p> <p><i>*New bathrooms</i></p> <p><i>*New doors in the Worship Center</i></p> <p><i>*Skylight was replaced in the Worship Center</i></p> <p><i>*Solar Panels installed</i></p> <p><i>*Enclosed corridor to the SYC classrooms</i></p> <p><i>*Replaced carpeting in the gallery</i></p> <p><i>*LED lights installed</i></p> <p><i>*Widened the corridor outside the bathrooms</i></p> <p><i>*Replaced the courtyard glass and replanted the enclosed garden</i></p> <p><i>*274 pledges totaling \$1.62 million and is the largest capital campaign in First UU history</i></p> <p><i>*As of April, 1.57 million has been raised, with 233 pledges paid in full</i></p> <p><i>*Another \$7000 is expected from people completing their pledges</i></p> <p><i>*An art glass sculpture has been installed celebrating this campaign. Each donor will have their name on a leaf</i></p>	<p>12:00 (5 min)</p>
<p>Review and Discussion of Constitutional Changes - Seth Kraut - Board Vice-Chair</p> <p><i>Clean up of the Constitution includes:</i></p> <p><i>*Region name</i></p> <p><i>*DRE/MRE</i></p> <p><i>*Religious Exploration</i></p> <p><i>*Partnership Governance</i></p> <p><i>*Teams</i></p> <p><i>*Absentee Voting</i></p> <p><i>*Board Governance Policy</i></p> <p><i>*Changes requested by Deb Boyd to take the section on Interim Minister Search (Slide 29) and retain it and move to Article 5 section 4 and this will be added as C.</i></p> <p><i>The text that will remain in the Constitution:</i></p> <p><i>"Board of Trustees shall be empowered to appoint a search committee for an interim or consulting minister, which shall include representation from the membership at large, in addition to representatives from the Board of Trustees. The interim search committee shall function according to the procedures established by the Unitarian Universalist Association Office of Ministerial Settlement (or its equivalent) or by other means deemed appropriate by the Board of Trustees."</i></p> <p><i>*Motion and was seconded to retain the above text and move to Article 5 Section 4 and would become C.</i></p>	<p>12:05 (20 Min)</p>

<p><i>Amendment passed</i></p> <p><i>*Motion to approve the changes to the Constitution</i></p> <p><i>Amendment passed</i></p>	
<p>Nominating Committee Report - Kay Gaskill</p> <p><i>*Mission to identify candidates for the board, nominating committee and moderator</i></p> <p><i>*Candidates reflect the church's commitment to inclusiveness and diversity</i></p> <p><i>*Thank you to the members of the nominating committee</i></p> <p><i>David Maywhoor</i></p> <p><i>Marilyn Beerman</i></p> <p><i>Dennis Rankin</i></p> <p><i>Doug Rossiter</i></p> <p><i>Bob Mills</i></p>	<p>12:25 (5 min)</p>
<p>Elections - Judy Vazquez</p> <p>Vote and Collect Ballots:</p> <ul style="list-style-type: none"> • Board of Trustees and Moderator • Nominating Committee Members • Constitutional Amendments <p>Feel free to mark your Share the Plate Ballot through the end of the meeting since these will be collected at the door as you exit.</p>	<p>12:30 (10 min)</p>
<p>Rev. Marian Stewart</p> <p>Senior Minister Report</p> <p><i>*Membership has been stagnant over the last 30 years.</i></p> <p><i>*There has been an increase in the last year</i></p> <p><i>*Reviewed partnership governance</i></p> <p><i>*See slide show "Congregational Annual Meeting 6-3-18" for details</i></p>	<p>12:40 (10 min)</p>
<p>Rev. Eric Meter</p> <p>Associate Minister Report</p> <p>Search Committee for Director/Minister of Religious Exploration - John Grinstead</p> <p><i>*Elizabeth Mount will be our next Director of Religious Exploration</i></p> <p><i>*They are lifetime UU</i></p> <p><i>*Recent graduate of the Meadville Lombard Theological School</i></p> <p><i>*Completed a two-year internship at First UU of Denver</i></p> <p><i>*Will be joining us on August 15th</i></p>	<p>12:50 (10 min)</p>
<p>Rev. Lane Campbell</p> <p>Minister of Religious Exploration Report</p> <p>Thank you and Best Wishes - Carolee Noonan</p> <p>Last time</p> <p><i>*Publishing attendance every week</i></p> <p><i>*Program has served over 300 youth over the year</i></p> <p><i>*This program touches a lot of lives</i></p> <p><i>*Grateful to have served here</i></p> <p><i>*Director originally and then ordained here</i></p>	<p>1:00 (10 min)</p>

<p>Amanda Hays, Ministerial Intern Focused Initiative: Beloved Conversations</p> <p><i>*Thanked First UU for the support</i> <i>*Next year as part of her Seminary Program Amanda will be taking on a focused initiative project</i> <i>*The project will introduce beloved conversations at first UU</i> <i>*This is a small group program that helps congregations talk about race and ethnicity</i></p>	<p>1:10 (5 min)</p>
<p>Brian Hagemann Director of Administration Report</p> <p><i>*Annual Report is on the website</i> <i>*Two problem areas of the church are around the skylight that leaks. Hallway between fellowship hall and the courtyard there is a drainage pipe that causes issues.</i> <i>*Developing a long term plan for the roof to have it maintained</i> <i>*Roofing materials reflect more of the ultraviolet light and then do not heat up as much which reduces the heat island</i> <i>*Display panel now shows the output of the solar array which provides 6% of our power</i> <i>*LED lights have been installed</i> <i>*ESOL class that is in session every day of the week during the school year</i> <i>*50 students and two teachers provided by Columbus City Schools</i> <i>*This program has been running for 10 years</i> <i>*Students are refugees or recent immigrants</i> <i>*Cleaning staff will be with a nonprofit called "She has a name cleaning services"</i></p>	<p>1:15 (5 min)</p>
<p>Results of Ballot Voting - Candidates by Kay Gaskill, Nominating Committee Constitutional Amendment by Seth Kraut, Board Vice-Chair</p> <p>Results:</p> <p>Board <i>Alli Bonsteel</i> <i>Greg Denby</i></p> <p>Moderator <i>Judith Vazquez</i></p> <p>Nominating <i>Melany Boyd</i> <i>Jennifer Nichols</i> <i>Gina Phillips</i></p>	<p>1:20 (5 min)</p>
<p>Introduction of New Youth Board Members, Jhalez Caldwell-Craig and Lilly Colegrove by Nate Blake</p> <p>Extinguish the Chalice - Jhalez, Lilly and Nate</p> <p>Announced</p>	<p>1:25 (5 min)</p>
<p>Adjourn - Judith Vazquez</p> <p>Turn in Share the Plate Ballots at the door</p>	<p>1:30</p>

Mid-Year Congregational Meeting, Sunday, January 27, 2019

12:40 Judy Vazquez called the meeting to order. It was verified that there was a quorum. Amanda lit the chalice.

Minutes from last meeting will be approved at the next meeting

Seth Kraut, Chair of the Church Board, introduced the board. Summarized the board goals. There have been two town halls. Seth outlined the work of the board around a challenging congregational issue. Board will work to improve some identified weaknesses in procedures and policies.

The church celebrates the 50th anniversary of SYC, an outreach effort of First UU.

Rev. Eric Meter – there have been seven memorial services in the last few months.

Elizabeth Mount– over 185 children registered in RE. 80% of parents of kids in the 9:15 also teach. 62 kids went through OWL in four different age groups with 16 teachers. RE is involving JAM in Justice Sundays linking justice work with children. RE submitted a grant proposal to create a diversity library for Red Oak, SYC, and RE. RE will be offering more parent education sessions and family ministry events.

Brian Hagemann – Church expenditures are down but revenue is also down. The church has a new AV system, new sound system, new carpet, new paint. Parking lot lights have been changed to LEDs with a grant from AEP. The church is looking to improve green efforts and to form a formal Green Team. CT is evaluating communication processes and procedures. A new church website is under construction.

Votes – Change moderator term to two years. Carolee moved. Alice Faryna seconded. The motion passed unanimously.

The board moved that the church sponsor the ordination of Elizabeth Mount. Linda Thompson seconded. The motion passed unanimously.

Revision of Covenant of Respectful Relations. This clears the way for the Healthy Relations Policy which awaits CT approval. Judy moved. Su Farnlacher seconded. The motion passed unanimously.

Treasurer's Report – Jeff Boughton – There are long term funds (both restricted and operational funds) – used for the operations of the church. Pledge payments are 87% of the total church revenue. It is important for members to pledge and to fulfill those pledges to maintain the funds the church needs to accomplish the mission.

Rev. Marian Stewart – The underlying debt of church will be mostly paid off through matching grant funds for legacy gifts. The church received a gift of \$150K. That money will go into an Operating Reserve Fund and a Facilities Maintenance Fund. Fellowship Hall will be renamed the Art and Gracie Beach Fellowship Hall in honor of over 1 million donated over the years. They will be honored on March 16 4-6. The church currently has pledges of 1.3 million for our endowment.

Rev. Marian will focus on both preaching and governance. There have been church issues that existed before she arrived that needed to be confronted as part of the transitions the church has been going through over the last few years.

CT has focused on reviewing and revising policies. New policies will be posted on the new website.

Sanctuary update – the church is not currently ready to host a person. The church now has a Benevolence Fund to help with legal assistance in Central Ohio.

A new sign that expresses our UU values was unveiled. It will be displayed at church programs and outreach activities.

Tony McDonald will retire. The church will hold a celebration in May to honor Tony's many years of service to First UU.

The church is moving toward hiring a Congregational Life Coordinator. There is a need to determine what this job would be and how it would be structured to best serve the church. Christine Davidson is currently evaluating how this position can best be structured - see meeting slides.

Meeting adjourned.

Board of Trustees

Seth Kraut, Chair

Everytime I'm asked to discuss this year, I say the same thing. This was a challenging year. Early on, issues arose that overwhelmed the Board's original agenda for the year. The Board managed to do some good things, but we will all remember this year for how we handled these issues. Next year is an opportunity for the church and the Board to grow from this year's lessons.

This year's Board was: Seth Kraut (Chair), Allie Bonsteel (Vice Chair), Greg Denby (Secretary), Carolee Noonan, Larry Drake, and Jim Conlan

I am thankful to all of them for persevering through this year's challenges and earnestly working to handle a difficult situation that was not what any of them thought they were volunteering for.

At our retreat, the Board established the following goals:

1. Tell our story (Know thyself)
2. Put our values into action (Be true)
3. Deepen connections (Build community)
4. Member-supported church (Take care of what is in our care)

Pretty immediately, the Board encountered significant difficulties in dealing with damaged relationships between a congregant and multiple parties. Some of this the Board had exacerbated, but most of it was simply problems that hadn't been solved getting worse. During the first three months of the year, the Board spent the majority of its time trying to bring parties together in a restorative circle to improve the situation. Ultimately, the congregant chose to resign by widely dispersing an inflammatory letter.

The second part of the year dealt with working through trust issues with the congregation that were brought to the fore by the congregant resignation and letter. There were multiple meetings where the Board made itself available to discuss the issues involved. We also brought a UUA resource, David Pyle, in to help both with a meeting and in guidance.

In many ways, the main accomplishment of the Board this year was preventing this bad situation from becoming a catastrophic situation. This is not to say that the work is done. There are several initiatives that arose from the challenges. Reverend Marian is working to form a task force to look at church culture. The Board's retreat will include assistance from David Pyle in reviewing the events for learning opportunities. The Board will also be working to improve its implementation of partnership governance.

This year was SYC's 50th anniversary. As part of that, a task force was formed to establish a covenant between SYC and First UU in order to strengthen and renew the connection between the two. This will soon be approved by the Board and presented at the annual meeting.

The Board held multiple town hall listening sessions with the congregation. These were topical opportunities to get feedback from the congregation. They were useful, but the Board is likely to pursue different mechanisms for collecting feedback next year. Town halls will be less frequent, but they will be supplemented by other means.

Next year, the Board will be implementing more of partnership governance in order to improve the Board's performance and focus the church on the most important things. Some of this will be internal in how the Board is run. Some of it will be visible externally as we work to establish some tangible, measurable outcomes called "ends" in the language of partnership governance.

While next year's Board has not met yet, I expect that the Board will focus on how we welcome people, establish community, and provide religious exploration and faith formation. From my vantage point, these are critical areas for us to improve on.

I believe that next year is going to be a great year for the church. We are still working through the aftermath of this year, but it has also provided clarity about areas we can do better. As we learn to work together as a Board and a church, there is so much opportunity for us to make a difference.

Rev. Dr. Marian Stewart, Senior Minister

Whew! Year two. It has been challenging, insightful, and energizing. We've worked through difficult issues, taken deep looks into how we are with each other, and begun the work of aligning ourselves for the future. I closed last year's annual report by saying this year would be one where we began the deep work of partnership. I am still guided by the mantra, "it is not me, but we," as together we move into transforming ourselves and our world through reason and love.

So much is on the table. In an effort to have our values, vision, and vitality permeate all we do, the ministers, staff, and leaders have rolled up our sleeves and 'raised the hood' to take a serious look at how we do what we do. We have found a solid congregation that has love at the center – but also needs fine-tuning to meet current and future needs and opportunities.

We have welcomed new members, and said good-bye to others, including losing far too many to death. I wish I could say, "No more!" but that is not the way life works. The cycle of life continues, and we are here to welcome and love all ages and stages.

Speaking of all generations, we are in the midst of RE-imagining, RE-engaging, and RE-committing to our Religious Exploration program, not just for the children, but for all of us. We celebrate being life-long learners and next year, we look forward to ample opportunities for all generations. As we say good-bye to Elizabeth Mount, and wish them well in their future endeavors, we look ahead to next year. We are creating a robust structure that has focused attention on each of the primary RE areas: Toddler; Summer Sunday School and Peace Camp; Peace Pals; Sunday School, including Neighboring Faiths; OWL; Coming of Age; Youth; and Lifespan (adult). Each area will have a Lead Organizer and the overall program will be led by an RE Coordinator with an assistant. We hope to have names for most of these positions by the Annual Meeting.

A small change in time, but a big change in opportunity, is the move of the early service to 9am. This will allow a middle hour for increased offerings and a much-needed extension for a few of our children's classes. Think how you might be involved in offering or participating in a Middle Hour forum, class, parenting group, etc. Be creative! Share your interest area and wisdom. *Send me your ideas!* The groups would be a short hour and run from 10:15 to 10:50, allowing time for coffee and bio breaks before and after. Of course, this means that first service would be one hour. The ministers will make that happen – hold us to it!

Sunday mornings also involve music. This year, we celebrate the retirements of our Music Director Tony McDonald, and Peace Pal Co-Directors Cath Saveson and Leigh Mamlin. Huge thank yous for all of their hard work over the years. Brandon Moss will assume most of the Director responsibilities as he continues to lead the Chalice Choir. This year, we said good-bye to Karen Madden as Director of Spirit of Life and Rising Voices choirs – thank you, Karen, for your years of service! Those choirs will continue under the direction of Michaela Jones. Peace Pals will have new Co-Directors Donna Greenman and Barb Fisher. Nathan Hamm will continue serving as our fabulous accompanist.

The last good-bye for staffing is for Amanda Hays. Amanda has been our Ministerial Intern extraordinaire. Sunday June 30 will be Amanda's last time with us. She will be preaching and maybe, maybe, maybe singing. It will be a day of celebrating and sending off with all the best wishes. The best compliment we can give Amanda is to create a sustained internship position here at First UU. It is one with benefits all around. Can we do that???

A very big addition to staff is welcoming Kelli McNeal as our brand-new Congregational Life Coordinator this coming August. Christine Davidson – thank you! – has done a superb job of organizing, preparing, and doing a lot of work to fine-tune the framework and job description. Kelli will help us as visitors, inquirers, and members, to welcome, connect, and engage in all the ways that support us wherever we are on our First UU journey. This is a long-dreamed-of position and we are thrilled to see it become a reality.

This could not happen without the generosity of an anonymous donor(s) who pledged a three-year declining grant to fund a half-time Congregational Life Coordinator. Then, when it was apparent that all we had was a bucket full of wishes as a job description, the grant was extended to cover a ramp-up position which was filled very ably by Christine Davidson. We are very hopeful that this position will become as vital in the life of our congregation as it has in other UU churches.

While we talking about money, there is good news and hard news. The good news is that, in addition to the very generous Congregational Life Coordinator grant, we received two monetary gifts, in addition to the Jean Werts legacy fund, that enabled us to finish the upgrades to our audio/visual systems in the Sanctuary. The biggest gift was from Art Beach who, in addition to a nice pledge, gave our church a sizeable donation for the long-term sustainability of First UU. We are in the process of establishing much needed Operating and Building Maintenance Reserve Funds with this money. As a thank you, we have re-named Fellowship Hall to the Art and Gracie Beach Fellowship Hall.

The operating budget continues to be a challenge. This year took particularly hard hits, due to abnormally large number of deaths and people moving away or leaving the church. We also have new members and continue to welcome visitors and families into the life of the congregation. But all of this has caused a softness in our budget and has impacted our outlook for next year's budget. More will be discussed at the Annual Meeting.

At the Annual Meeting, we will also present a re-working of our organizational structure. It is fun, colorful, and transparent. One of the things I hear often is the desire for transparency in how the church operates. This is evidenced in all sorts of ways, from newcomers not knowing how to get involved, to the proverbial "they" in attribution to how things get done, or don't get done. One thing we all need to remember is THIS IS OUR CHURCH. The "they" is "we" – our friend, neighbor, the person sitting next to us who kindly volunteered. The adage that once you get elected, you are the problem, does not apply in church. We are the volunteers/staff/ministers, the doers, the ones that make things happen. It is all of us together.

In an effort to make everything more transparent, we have created an umbrella graphic that lays bare the organizational bones of the church. On the chart, you will notice the re-naming of Partnership Governance to Partnership in Action. This reflects the relationship between governance and ministry (all the programs, outreach, pastoral care, etc.) are in a dynamic partnership that keeps the church healthy and makes everything come alive. There is much behind the structure that builds out the support, but the umbrella overview gives a picture of how we are connected to each other and how what we do matters and has impact.

Our Justice Action Ministry (JAM) has been working with this new umbrella model over this past year to re-imagine how they are organized. It has been a year of dreaming and asking "what if." There has also been hard work, compromise, and re-alignment. In the end, JAM promises to be a less siloed ministry of individual justice efforts, but a more wholistic ministry that reflects and engages the larger church. One of the guiding mantras is, "Don't do justice work for us, but help us do the work of justice together." Read the JAM report for more information. It is an exciting re-structure that holds much promise.

To keep printing costs down, the Partnership in Action organizational chart with all the umbrellas is not included in the body of the Annual Report. Instead, it is an attachment or separate handout. Please look it over, treat it as a living document, and imagine where you might fit in, or find opportunity.

It has been a full year and we have worked hard. As the year ends, I find myself holding great hope for next year and beyond. "It is not me but we" who will make First UU, our church, ready for the future. We do that by putting love at the center, now and always.

Blessings,
Rev. Marian

Rev. Eric Meter, Associate Minister

Each church year has its own defining moments and overall tone.

At least for me, this year began with a Blessing of the Animals worship service late last August. Rev. Marian had asked me to lead it, and having never even participated in a worship service involving four-leggeds, I was a little wary about it. But no one told me not to hold it in the Worship Center, so with the help of animal behavior specialist Rachel Green, we took a proverbial leap of faith. And it was amazing! While this may sound overblown, it seemed to me that our love was on display more than any other Sunday I can recall here. And so, this year began with celebration.

That said, this year also proved to be one of challenge and loss. Those in our faith community who have died since our last Annual Meeting include Gene Ackerman, Carolyn Aurnou, Marian Clover, Judy Field, Terry LeMaster, Michael McCarty, Gary Miller, Jim Pinchack, Tom Porch, Edie Reed, Roger Snyder, Bob Wilhelm, and Tien Hsing Wu.

Since last year's Annual Meeting I have officiated at 14 memorial services or interment ceremonies in our Scatter Garden. Many of those were with Rev. Marian. Some also included Amanda Hays. Rev. Kathleen Fowler officiated at two at First UU in addition in addition to those. I'll be very happy to announce a much lower count next year.

Let me continue by offering thanks to our Memorial Reception crew, faithfully led by Carole Wilhelm and Chris Sullivan. They, and many other volunteers, worked extra hard this year as we held a caring and nurturing space for those grieving. If you haven't already, please let them know you appreciate all they do, or, at least as good, find time to help out next time.

And the losses weren't only our own. At the beginning of January, Columbus justice leaders Amber Evans and Rubén Castilla Herrera were part of a panel discussion for our combined Beloved Conversations classes. Both have since died unexpectedly. While I knew Rubén better than I did Amber, and then not all that well, I admired them both deeply. While I'm not the natural activist each of them was, I hope we, and I'm talking Columbus here not just First UU, will carry their spirit and compassion forward. Those needing more justice deserve it, and we are in a social position we can continue to leverage to help make progress on many fronts.

One of those fronts, at least in our faith community, was the Beloved Conversation course brought to us by our ministerial intern Amanda Hays. Each parish intern is expected to introduce something new to her or his host congregation. Thank you, Amanda for bringing Beloved Conversations to First UU. If you didn't know, the program was created by Rev. Mark Hicks, the religious education professor at Meadville Lombard Theological School in Chicago. The class helps UUs look at our social and individual understandings of race and privilege, and ends looking at what role our congregation can play in bringing greater fairness and respect to all. We had three Beloved Conversations classes running more or less concurrently this year, and will bring a second round of the course starting early in 2020. Further thanks goes to Tony Skrabek who provided critical logistical organization, and our facilitators, Amanda, Lisa Brandt, Suzan McCrystal, Amy Watson and Ohma Willette. This was a dream team, if there ever was one.

I'm thrilled to announce that we are beginning a partnership with the (Carl) Jung Association of Central Ohio, and will be hosting their autumn lecture with James Hollis in November. JACO's spring lecture is named for our member Claire Bouza, so I'm hoping we can host that in due time. James Hollis is a very influential writer in certain circles. His book *Finding Meaning of the Second Half of Life* was central to my sabbatical in 2014.

We will also host at least one session of a class on intentional aging in the upcoming months. While this will be led by Tim Cooke and Ann Fox, who hope to help create a Cohousing community for retirees, the course is for anyone who wants to give greater thought to what their wants and needs will be in their later decades. I recommend it heartily. For more information look to *The Discoverer*, Sunday inserts and the coffee hour table that will be devoted to the course in coming weeks.

While our Covenant Groups got off to a slower start than intended this year, plans are set for their robust return, and for the return of the *UU Wellspring* program this autumn. Look for more information soon on both of these offerings.

Your Caring and Pastoral Teams also deserve special mention, as always. And, of course, the work of caring for one another does not fall to those who are formally part of these teams. To all of you who provide meals or reach out in care with cards and other expressions of our love: you are us at our best, and you have my deepest thanks and appreciation.

Further thanks goes to all those who help our voices be heard: Brian Hagemann, Sam Pollock, Michael Greenman and Carl Faulstich. These are some of our many unsung heroes, without whom things just wouldn't work.

I also want to lift up the amazing work of Christine Davidson. For years Christine has been a crucial part of our RE and Adult Programs Teams. Recently she has been giving shape to our goal of being more a welcoming and inclusive faith community. Christine can organize anything, a trait I can't even imagine having. I look to her with amazement and gratitude, and am so very glad she knows she can laugh at my many foibles.

Before I close, I want to thank Elizabeth Mount for their time with us this past year. I know that Elizabeth's departure struck many as sudden, and in many ways it was. What Elizabeth wants everyone to know is that their leaving had nothing to do with our children or families. They wish us all well, as we wish Elizabeth all the best in their journey forward.

Lastly, as I began this report talking about celebration, I want to return to that theme, despite all the challenges of the past year, as I conclude. Two celebrations have rounded out this year. The first was the recent wedding of Hannah Greer and Nick Young. Their ceremony was held at a de-sanctified Catholic church in Pittsburg. Hannah's uncle bought it for his advertising agency. You can look it up online at www.thisisredagency.com/cprojects/the-church/. But more important was the delight on Nick and Hannah's faces. By choice, I officiate at fewer weddings than I used to. This was one I am so glad I was part of.

The second celebration I want to lift up is the commencement ceremony at which Amanda Hays completed her seminary journey. Having been a seminarian since 2012, this is even more of an accomplishment. I am more grateful than I can say that in that time Amanda chose to become a Unitarian Universalist, and am thrilled to call her a colleague.



Amanda Hays & Rev. Dr. Mark Hicks



Hannah and Nick Greer-Young

Brian Hagemann, Director of Administration

As Director of Administration, I oversee our administrative and office staff, bookkeeper, and facilities staff. In addition, I provide administrative support to our ministerial and program staff, and our preschool program, the School for Young Children. I am responsible for managing our operating finances, facility maintenance and improvements, church communications, and rental / event planning (with our Office Manager, Marian Garcia). The ministers, myself, and two lay leaders, make up the Coordinating Team (CT), which, as the name indicates, coordinates the day-to-day activities of the church. And, engaging with the congregation, I have the privilege of working with many great lay leaders and volunteers on our many Teams.

This year has seen some unique challenges in membership — losses through folks passing away or moving, more than typical...and conflict that had a major impact this winter. These consequently have a budgetary impact. Since last July, we've had a larger than usual net loss in membership and pledge base, now falling short of budget for this year. So we have some makeup to do.

The budget is always tight, but we do our best as stewards of your donations to be prudent and effective with these funds. That said, ***our current revenue is not sufficient to bring our best intentions to fruition.*** We must develop a strategic plan to move beyond the scarcity of our annual budget, and plan for **member growth and engagement. I believe we are doing this.**

When membership transitions to this extent in an organization, it puts stress on our ability to consistently manage a staff, budget and facility that is already very dynamic in nature. However, we've been doing great work here during this time; we've kept expenses in check and worked to reduce a projected deficit. We've been attentive to member feedback and increased transparency in governance and decision making. We've had meetings and sessions to discuss conflict, bringing in a consultant from the UUA to mediate.

This year, we've also revamped our welcoming and communications efforts and employed the amazing Christine Davidson as our first part-time Congregational Life Coordinator (CLC). This is in response to conversations among staff and a study by the Welcoming Task Force about how we can better welcome an influx of younger visitors and new families; how we can engage current members in deep and meaningful community; and how we can be more effective ambassadors of Unitarian Universalism. I'm super excited to have Kelli McNeil coming on staff in August as our new half-time CLC and to have Christine working with us on this transition. **Attention to membership is an important component of financial stability.**

We've also been quick to address staffing changes within our Religious Exploration program, and members have stepped up willingly to help. I'm confident, as both a staff member AND a parent of a child in RE that these changes are needed, positive and will strengthen a program we all identify as essential to our future and a core strength of the First UU community. I'm excited about the new staffing proposal in RE and curriculum changes that are being worked on, and I hope you are too.

Finally, outreach and connection to the larger community remain important to me both personally and as an extension of our values and mission. I love that First UU is often the hub of activity for those involved in justice work, environmental issues, and other progressively minded causes. **We serve as a meeting place for many other organizations and causes dear to us.** Here we can see the impact of our UU mission and vision multiplied many times through this work.

- Our **School for Young Children (SYC)** is a highly regarded outreach project of the church with enrollment of about 150 preschool aged children and 17 staff/teachers.
- **Red Oak Community School** remains with us as an elementary school with an environmental justice and outdoor education curriculum. This year, their justice focus has had the kids planning and organizing a Climate Change street protest with chants and signs up on High Street, raised funds for

immigrant services and hosted a CRIS workshop, and worked with Kaleidoscope Youth Center, CRC, and Little Minyan on special projects.

- We partner with the **Columbus City School District** to host classes for their English for Speakers of Other Languages classes (**ESOL**). This is a grant-funded program that we have sponsored here for over 10 years. Every student that attends these classes here is a recent immigrant or refugee to the U.S. This year, over 100 students and families have come through our doors to attend classes that teach not only English, but assist with cultural competency and acclimation.
- We serve as the worship space for the **Little Minyan Kehilah**, a small but dynamic reconstructionist Jewish community led by Rabbi Jessica Shimberg.
- This year, I've partnered with the **Yellow Bird Food Coop** to host their first Zero-Waste Food pickup, where folks can get fresh from the farm to consumer produce. If you haven't already, consider checking this out for fresh organic produce and farm goods, all produced by small farms within 100 mile radius of Columbus. Pickup is every Wednesday right here in the SYC parking lot throughout the growing season.
- As part of our civic engagement, we are a voting location for the Franklin County **Board of Elections**, with two precincts using our space during elections.
- The Sierra Club, La Leche League, Columbus Women's Chorus, Chamber Music Columbus, Navigators Scout Troop, Moms Demand Action (gun violence), InSpirit Ministries, and Columbus Swing Dance have found this a great place for their meetings and events. I would imagine we may start to see Indivisible Columbus meetings in our space over the next 18 months, as we did in 2016. We remain ready and willing to help with organizations whose missions overlap ours, and expand our justice work outward.

As you can see, we are a very busy and impactful community here at First UU! I think maybe we need to sometimes do a better job reflecting on the effects of our activities within First UU "church" to the larger community and the reach of our efforts. As an organization, we are bigger than it seems at first. I will continue to work with all of these stakeholders in service of the larger mission of First UU. I'm optimistic for next church year, continuing the positive forward-looking changes as needed, and seeing the results of our shared efforts. Thanks to ALL the great volunteers and leaders who have helped me personally with this work. You are so appreciated.

Tony McDonald, Music Director

Choirs

The choirs experienced some significant change this year, though not Chalice, which continued its tradition of excellence, performing many difficult and complex works at a very high level. It was Spirit of Life and Rising Voices that encountered the most change. The year began with Karen Madden directing these groups as she had done the past five years. Karen broke her foot in the fall and by November was no longer able to continue as director. Micheala Jones was hired, on recommendation from Brandon Moss, as a temporary replacement through the Holiday Concert.

In January, Karen had healed enough to return as director, but all was not well. Attendance had declined and many felt that Michaela had done a better job. After much discussion, Karen resigned and Michaela was rehired as the permanent director. of Spirit of Life and Rising Voice. Those groups then went on to thrive, increasing in size and ability to the strength they had been in earlier years.

Peace Pals had another fine year, maintaining an average size of about 12 kids, and performing with great enthusiasm, and colorful shirts. However, the directors, Cath Saveson and Leigh Mamlin, announced that they would be resigning at the end of the year, due to time and family obligations. They will be replaced by Donna Greenman and Barb Fisher, beginning in Fall, 2019.

Concert Series

The Concert Series had another fine year, boasting record attendance in some cases. Highlights were Nathan's piano solo recital in the fall, the All-Church Talent Show, which had some of the best talent in years, Bill Cohen's "John Denver Sing-along" which had the biggest audience ever for a concert, the Otterbein Choirs' concert which included Brandon Moss' high school choir. The full series is listed below.

The future

I am not able to speak to plans for the music program in the coming year. I am retiring as Music Director as of May 31, 2019, so the direction of music at First UU will be up to others. I wish them well, whoever they may be, and know that music will continue to be a vital part of this church.

2018-19 Concert Series

Concert	Date	Attendance
Hal Walker and friends	Sept. 29	45
Nathan solo piano recital	Oct. 12	162
Hemisphere – Brazilian Samba Band	Nov. 30	39
Choirs Holiday Concert	Dec. 16	ca. 300
Folk/Rock (Beki Test and Al Smyth)	Jan. 19	46
Cavani Quartet/CMC	Feb. 9	100
All-church Talent Show	Feb. 16	50
Bill Cohen's "John Denver Sing-along"	March 16	450+
Otterbein Choirs	March 31	140
Illuminati (from Gay Men's Chorus)	Apr. 28	N/A
Choirs Spring Concert	May 19	Full house

Amy Rudawsky and Susan Roscigno, Co-Directors, School for Young Children

Vision Statement: See “SYC Vision” in **Covenant of Relationship**, below.

Mission Statement: See “SYC Mission” in **Covenant of Relationship**, below.

Membership: The SYC Committee had seven voting and three non-voting members this year, consisting of church members, teachers, office staff and parents of the school. Our SYC staff this year consisted of 15 members: 14 part-time teachers (two of whom are also co-directors), and one part-time office manager.

Service to church community:

- Our First UU community outreach program served **127 families** with **145 children** during this school year. Of these families, **11 are members of this church**. **Two of our staff** are church members.
- **38 new families** joined us this year, with **37 more new families** on track to join this fall. This year, our **annual Scholarship Auction** provided **\$11,878 among 21 families** who applied for financial aid for the 2019-2020 school year. This is a decrease in the number of families from last year (23 families).
- We celebrated our **50th anniversary** in several special ways throughout the year:
 - We hosted an open/alumni **Family Play Date** for roughly 400 people from throughout our 50 years. The highlight was the hallway of all 50 years of class pictures.
 - An **SYC / First UU task force** was formed to affirm and define the relationship between SYC and First UU.
 - The staff and SYC Committee collaborated to refine and refresh our **Vision and Mission statements**.
 - SYC Co-Directors and former SYC teachers hosted two First UU **worship services**, one in July 2018 and one in 2019.
 - We dedicated one of our Parent Ed programs to **Parenting Post-SYC**, led by a panel of former SYC parents.
- We continue to build community through school-wide activities such as the **SYC Family Orientation Night** and **New Family Orientation**, and also through our fall **SYC Family Play Date** and **Spring Family Dance Night**.
- We received several very generous donations in memory of former SYC teachers and Co-Founder Shirley Cheney, Gene Ackerman and Janet Stocker. These funds will be invested in a Memorial Fund to be used for professional development and program enhancement.
- We were able to offer a spot mid-way through the year, and award partial scholarship, to a family seeking asylum.
- Teachers attended **Teacher Tom Spectacular Winter Workshop** at North Broadway Church to learn about ways to enhance democracy in the classroom.
- Teachers renewed their **CPR certifications and Child Abuse Recognition certifications**.
- Caregivers were invited to four **Parent Ed nights** on topics such as discipline, acceptance/diversity, and learning through play. In addition, SYC teachers hosted an informal **conversation about kindergarten** and hosted a **support group for parents of atypically developing children**.
- **Susan and Amy presented *Risk-Taking Through Play*** at the Southern Early Childhood Association conference in Orlando, FL.
- We were **visited by OSU students and others** in the early childhood community, and hosted interns/student teachers from both OSU and Columbus State Community College.

Issues: We are working with our new cleaning company CleanTurn. This is the first school year with this company (formerly known as She Has A Name). We have had some challenges with expectations not being met, have had several meetings, and have provided feedback through verbal and written form. As of May 2019, things seem to be adequate. We will re-evaluate the relationship with CleanTurn during the summer.

Plans for the upcoming church year: Our teachers plan to prepare several different presentations/workshops for presentation to other early childhood professionals, both locally and nationally. We intend to focus our own professional development on observation and documentation.

Covenant of Relationship

The School for Young Children is an outreach program of the First Unitarian Universalist Church of Columbus. As one of the ways in which First UU supports children and families, the church has an investment in supporting, nurturing, and caring for SYC. At the same time, SYC invests in First UU through supporting the church's mission and vision and bringing these to the wider community.

First UU Vision: The vision of First Unitarian Universalist Church of Columbus is to transform and heal ourselves and our world through reason and love.

First UU Mission: With love at the center, the mission of this church is to fulfill its vision by...

- Creating community through caring, nurturing, and celebrating
- Working for justice through learning, reflecting, and doing
- Engaging diversity through welcoming, listening, and empowering

SYC Vision: School for Young Children (a non-profit organization and outreach program of the First UU) provides an early childhood program of excellence which supports social and emotional development through play in the context of deep, respectful relationships between teachers, children and families.

SYC Mission: Through play, the natural way of learning at this age, and with support of empathetic adults with a sound knowledge of child development, SYC will fulfill its vision by:

- Believing each individual (child, family member, and colleague) has inherent dignity and worth, and is unique.
- Viewing and respecting each child as a whole person, including social, emotional, physical, cognitive and language development.
- Nurturing the discovery of the world through large spans of uninterrupted, child-initiated engagement with the classrooms, outdoor spaces, and each other.
- Supporting children and families in setting healthy boundaries and in recognizing and expressing emotions in a healthy manner.
- Empowering parents and caregivers in the role of their children's first and most important teachers, as well as their advocates.
- Honoring families and the diverse backgrounds, beliefs, and traditions they bring to the community.

What does our relationship look like?

- SYC encourages families who are looking for community or a spiritual home to visit First UU. Children of members are given priority on SYC applications.
- We share a space and a community. We work together to support each other and cross-promote programs when there's a common interest (joint marketing, social media, shared events), particularly events for families and social justice opportunities.
- Potential examples: quarterly "connections" newsletter with events both communities are invited to, including parent education (with a donation basket for non-SYC families), social justice, play events for adults, SYC-led worship.
- SYC, in consultation with the SYC Committee, has responsibility for maintaining a high-quality, licensed early childhood program. In addition, SYC has autonomy regarding program decisions including curriculum, assessments, educational programming, personnel and policy decisions.
- SYC directors meet bi-weekly with the Senior Minister and attend bi-weekly First UU staff meetings.
- SYC directors meet on a weekly basis with the Director of Administration.
- SYC directors work with the Director of Religious Exploration / Minister of Religious Exploration regarding shared space and events of interest to both communities.

- Should decisions or major changes arise that may impact the operation and/or perception of either SYC or First UU, input and discussion between primary stakeholders will be held with the goal to work collaboratively, even when the impact is unknown.
- These discussions may include the SYC Committee, the First UU Board, the SYC Liaison, the Coordinating Team (CT), the Senior Minister, or the Director of Administration as needed.

Facility Responsibilities

First UU is responsible for:

- The building (walls, roof, plumbing, entrances/exits; ensuring structural safety of shared space)
- Utilities except phone; insurance, landscaping (mowing, trees), parking lot and sidewalks, other maintenance needs.
- Fire safety systems

SYC is responsible for:

- Regular cleaning of SYC classrooms, Sunday - Thursday during the school year and Playcamp.
- Interior painting of shared space, cleaning/maintaining hard floors and carpet.
- Furniture; playground maintenance and improvement.

SYC and First UU work together on:

- Taking good care of our shared spaces and maintaining the space and equipment in organized, working condition. Spaces are expected to be left in condition for use of the next program (i.e. furniture returned to position, messes cleaned up, closed up materials not used).
- Scheduling SYC use of non-classroom space with the First UU Office Manager. SYC will receive priority for scheduling special events. (For further assistance may see the Director of Administration.)

Financial Responsibilities

SYC is responsible for:

- Establishing and following a balanced budget, designed to meet the needs of the program and approved by the SYC Committee
- Maintaining a Reserve Fund for large purchases and/or budget short-falls
- Any balance in excess to \$30,000 in the Reserve Fund at the end of the fiscal year will be transferred to First UU with the expectation that it will go into the Facility Reserve Fund. See SYC Reserve Fund Policy for details.
- Payroll processing fees; taxes and fees associated with licensing, payroll, fire inspection, etc
- Paying for janitorial services in the SYC classrooms Sunday-Thursday during the school year and three times each week during Playcamp.

First UU is responsible for:

- Approving SYC's annual budget in December of each year by the Finance Committee.
- Managing SYC's scholarship, enrichment, and other funds.
- Providing bookkeeping services.

Other Reports

Archives Team

Linda Thompson, Historian

Mission:

The mission is to collect, preserve and make available for research and reference the records which reflect the origins, programs, goals and the development of the church..

Membership:

The Archives Team includes Olwen Firestone, Sylvia Howe, Marguerite Molk, Nancy Morr, Jane Reisman, Linda Royalty, Jan Waters, Ohma Willette, and Linda Thompson; historian . We meet on Tuesday mornings with time off for good behavior in August and holidays. Sometime we work additional days for special projects or research questions. The Team goes out the lunch to celebrate birthdays. These celebrations, plus the work, laughter and good snacks help create a community. We serve as a church work group and a support group for one another.

Service and Accomplishments:

We serve as a Reference Center for the staff, committees and members. This year we have done more research than in the past. We regularly talked to, and found information for, Rev. Marian. We also did research for Rev. Eric, Amanda Hayes, Susan Williams (JAM), and others. We continue to review, sort and organize materials and records. The review and listing of contents of each box continues. Soon we will have an index of all items.

Issues

- *Teams and groups not providing reports,etc. with dates—month, day and year.
- *Photos on CD or flash drive with no identification of the event or the individuals
- *Crowded work space or toting heavy files to other work space

Plans

- *Developing yearly goals
- *Creating a website connected to church website
- *Writing small area histories that can be linked to form a full history of the church.

Vision

We work to bring together the many facets of the past so that this community has a shared history, giving it depth and understanding of its theology, spirituality, social justice, music and social evolution. This is so we learn from our past and grow beyond it as our church mission calls us to do.

Caring Team

Chris Sullivan, Chair

Members: Gail Baxter, Olwen Firestone, Vanda Hughes, Linda Miller, Georgeann Neuzil, Pat Owens, Jane Reisman, Erica Scurr, Chris Sullivan, Karen Torvik, Carole Wilhelm, and Ohma Willette. We share leadership responsibilities.

Mission Statement: The Caring Team seeks to be aware of, and respond to, joys and sorrows of church members and friends by: 1) sending cards, 2) providing a network of volunteers who offer short-term supportive and emergency care in 12 geographic areas, 3) organizing memorial service receptions, 4) offering the loan of medical equipment, 5) presenting programs related to life issues, and 6) providing an “umbrella” under which Ministerial Appreciation and the Funeral Consumers Alliance exists.

Service to Church Community:

1. The Caring Team held our annual “workshop” on April 14, 2019. There was a panel of three women who discussed the societal effects of white privilege. The speakers were Noel Williams, Tina Pierce, and Katelin Hansen. It was well attended, with approximately 90 people in attendance, including non-church members.
2. We sent 181 caring cards for joys, sorrows, new members, senior birthdays, Coming of Age participants, teachers, mentors, graduates, ministers’ significant dates, and other special situations. There are 30 volunteers who share in writing the cards and sitting at the table. The Joys and Sorrows Request was updated on the church website in April.
3. There were nine memorial service receptions for members, two for former members, and two for non-members. Chris Sullivan and Carole Wilhelm organize many dedicated volunteers to provide food, setup and cleanup, serve as ushers, greeters and beverage servers.
4. The Caring Network is led by Karen Torvik and Gail Baxter. Their primary focus is on being proactive in reaching out to members to identify needs. Karen and Gail have generously provided the majority of the food to members in need.
5. Holiday cards (30) were created and printed by Gail Baxter, and were sent to staff, former ministers and members who moved out of town this past year.
6. Cookie and fruit plates (26) were prepared by the Caring Team at Christmas and were delivered to senior members who have difficulty getting out, members experiencing life challenges, staff and several volunteers who assist us.
7. Ministerial Appreciation provides cards and flowers during special occasions in our ministers’ lives.
8. Medical equipment loans are organized by Georgeann Neuzil.
9. Several individuals not on the Caring Team are major contributors: Deb Baillieul designs and prints all of our caring cards; Pat Larson provides fresh “tussy-mussy” flower bouquets for milestone birthdays for members; and Nan Beamish and Jane Tessier help coordinate the sending of cards.

Changes/Plans:

1. The Caring Team is seeking new members to share in the activities and responsibilities.
2. Chris Sullivan will be the contact person for the coming year.

Justice Action Ministry (JAM)

Lynda Smith, Chris Johnson

Justice Action Ministry (JAM) has continued our support of projects in direct service and systemic (culture) change. We are restructuring our policies and procedures so we can improve the justice ministry of this congregation. Restructuring JAM is a work in progress and will be completed by September, but we will still be flexible in testing our new structure. We will have six JAM focus areas that are meant to be clustered together to encourage cooperation and synergy. The six are:

- (1) Environmental: Brian Hagemann/Michael Greenman. Projects: Green Sanctuary, Care & Share Time-Bank.
- (2) Immigration/Racial Justice: Jan Phillips/Ginnie Vogts. Projects: Solidarity & Sanctuary. Our goal is to have a follow-up to *Beloved Conversations*.
- (3) Food Insecurity/Hunger: Projects: Feed & Read Ohio/Feed My Sheep: Jacques Angelino; YWCA:Tim Hooks; Faith Mission: Donna Greenman; Clintonville Resource Center.
- (4) Democracy: Lynda Smith. Projects: LGBTQ Rights, Criminal Justice Reform & Ending Capital Punishment in Ohio, Voting Rights, Move to Amend: Michael Greenman.
- (5) Health Care: Universal Health Care & Woman's Reproductive Health: Jane Larson or Alice Faryna.
- (6) BREAD: Restorative Practices in Schools, Affordable Housing, Jobs for Returning Citizens, Municipal ID, Resources for Eldercare: Alice Rathburn or Chris Johnson

Coordination among the six focus areas will be done through the JAM Team, which will consist of one representative from each focus area, a facilitator, and our Senior Minister, Rev. Marian. Meetings of the JAM Team and the six focus areas will have a spiritual grounding, with emphasis both on reflection and action. Facilitators will be chosen for their ability to support individual and group effectiveness. All the outside partners we work with are, and will be, 501(c)(3) organizations.

JAM wants to recognize the great effort made by the Sanctuary and Solidarity focus, which resulted in the Fund for Immigration Legal Assistance (FILA). Recipients of financial support will be given preference if they are parent(s) of underage children or young persons who fit under the DACA guidelines. Administering this fund is in addition to several other supports of time, food, and advocacy on this issue. We also recognize the great effort made by the Woman's Reproductive Health focus to advocate against the passage of the so-called "Heartbeat Bill" by the State Legislature. Three UU ministers testified against the bill's passage. We also recognize the success of BREAD in standing for justice issues that need expeditious attention in Columbus.

Each and every focus area will welcome and include new members in the coming year.

The addendum to JAM report starts on the next page.

Addendum to JAM Report

Justice groups that currently receive financial support from JAM or Share the Plate (Sunday offering) are:

Direct Service Support: Financial and Relationships

Care and Share Time Bank (CSTB): A service exchange community in which members share their services, receiving one time credit for one hour, regardless of the nature of their services. Michael Greenman

Charitable Pharmacy of Central Ohio: free or low-cost prescription medicine.

Clintonville Community Resource Center (CRC): food and resources for people in need.

Community Refugee and Immigrant Services (CRIS)

Faith Mission: Twice-monthly Friday meals for people without a home. Tom Dodge, Donna Greenman

Feed My Sheep/Feed and Read Ohio: Food and other necessities for people in Athens and Franklin Counties, such as: complete Easter dinners for 110 families, 4000 children's books, rescuing weekly 500 lbs of perishable food for residents of Franklin County. Jacques Angelino

Mid-Ohio Food Bank

YWCA Family Center: A monthly meal for homeless children and their parents. Tim Hooks

Systemic (Culture and Policy) Change: Advocacy, Education & Direct Action

Black Lives of UU (BLUU): Promoting racial justice within UU congregations and institutional life.

Building Responsibility Equality And Dignity (BREAD): Alice Rathburn or Chris Johnson

Coalition of Immokalee Workers (CIW): Fair Food Program for farmworker protections. Sue Carter

Friends of Lower Olentangy Watershed (FLOW): Environmental.

Faith in Public Life: Improving police community relations in marginalized neighborhoods in Columbus, stands against hate speech and intimidation of minorities. Lynda Smith

Franklin County Consortium for Good Government: Marilyn Webster

Interfaith Association of Central Ohio (IACO): Karen Dawson

Move to Amend-Central Ohio (MTA-CO): Eliminate corporate personhood and money as speech to restore real democracy in the US. Michael Greenman

National Abortion and Reproductive Rights Action League (NARAL), Pro Choice Ohio Foundation: Jane Larson

Ohio Coalition Against Gun Violence

Peoples Justice Project: Reform criminal justice system and restorative justice for Ohio.

Poor Peoples Campaign, A National Call for Moral Revival: Lead organizer is Rev. Joan Van Becelaere, Executive Director of UUJO. Lynda Smith

Stonewall Pride: LGBTQ rights

Religious Coalition for Reproductive Choice (RCRC): Jane Larson

RESULTS: Local and national advocacy for public policy that ends poverty and provides affordable housing. Ginnie Vogts

Solidarity and Sanctuary Team: Supports congregations hosting people who would otherwise be deported. See above.

Single Payer Action Network of Ohio (SPAN): Advocates for universal, comprehensive health care under a publicly-funded, privately-delivered system for all Ohioans. Also works with other organizations to promote similar federal legislation for the entire U.S. Welcomes volunteers to lobby legislators with us. Alice Faryna

UU Justice Ohio (UUJO): Coalition of the 38 UU congregations in Ohio. Lynda Smith

UU Service Committee (UUSC): International and US programs for human rights. Marge Lynd

Library Team

Kathleen Boston, Coordinator

The Mission of the Church Library Team is to maintain the library and its collection, make it user-friendly and provide resources related to the mission and vision of First Unitarian Universalist Church of Columbus.

The team members are: Kathleen Boston, Paula Hook, Sarah Luckay and Susan Vierow. Chris Johnson assisted with organizing the Mark Belletini collection. Brian Hageman provided computer assistance in cataloging the Belletini donation.

Several church members and friends donated books to the Library and were sent thank you letters as follows: Sandy Coen, David Maywhoor, Charles and Susan Williams and Carolyn Hippensteel. Some donated books were given to the quarterly Free Book Exchange when we already had copies or could not incorporate them into the collection.

Via the Leona Hollander Fund, we purchased copies of the Jewish, Buddhist and Christian Voices in UUism to replace those “borrowed” but never returned. We intend to purchase the newest “Common Read” when it is chosen by the UUA, sometime before the next General Assembly.

Other accomplishments:

1. Submitted years of Library meeting notes and materials to the Archives Committee.
2. Held an Open House in September 2018 to introduce the Belletini Collection.
3. Continued work on the Slowter Lounge library holdings.
4. Provided the Red Library Cart on the third Sunday of the month after each service to promote use of the Library. Books have been checked from the Cart.

Problems Encountered:

1. Books borrowed and not returned. We currently are taking inventory of shelf contents to determine how many books have gone missing.
2. Lack of shelf space for adding books. We plan to discard some books that do not circulate to make room for new ones.
3. Access to work on the Slowter collections proved difficult due to storage of extra chairs parked there.