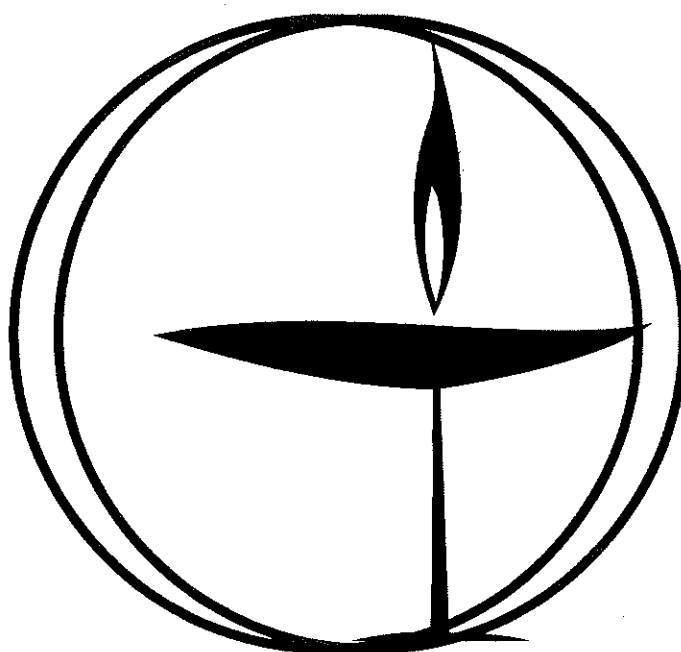


First Unitarian Universalist Church of Columbus
Annual Report
June 8, 2014



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Board, Staff, and New Members

BOARD

Chair	Kitty Jones
Vice Chair	Phyllis Byard
Secretary	Dennis Rankin
Treasurer	Judy Kleen
	Dan Baer
	James Brown
	David Douglass
	Fujio Hayashi
	Bill Keating
	Nina Lewis
	John McCrystal
	Nancy Nehring
	Tom Wheeler
Past Chair	Beth Jewell
Ex-officio	Tim Hooks
Moderator	Tony Skrabak

STAFF

Senior Minister	Rev. Mark Belletini
Associate Minister	Rev. Eric Meter
Chaplain	Dick Dawson
Chaplain for Campus Ministry	Ben Iten
Minister Affiliated	Rev. Kathleen Fowler
Minister Affiliated	Rev. Suzan McCrystal
Minister Emerita	Rev. Carol Brody
Minister Emerita	Rev. Wendy Fish
Director of Religious Education	Lane Campbell
RE Assist./Staff Secretary	Deb McGuire
Lead Toddler Room Teacher	Jenifer Bojanowski
Music Director	Tony McDonald
Choir Director (9:15am, youth, children)	Karen Madden
Chalice Choir Director	Brandon Moss
Pianist/Accompanist	Nathan Hamm
Church Administrator	Brian Hagemann
Bookkeeper	Joe Voltolini
Office Manager	Marian Garcia
Facilities Assistant	Naoko Kobayashi
Facilities Assistant	Cathy Hausmann
Sexton	Don Hippensteel
Director, School for Young Children	Stephanie Rottmayer

NEW MEMBERS July 1, 2013 THROUGH May 30, 2014

Amelia Bendle
Matt Booth
Millie Bosch
Jill Cohen
Paul Collini
Brad Day
Marty Day
Greg Denby
Jane Gardner
Jacinta Gaynor
Nicole Graf
Bill Hurley
Jane Knuppel
Lindsey Krupla
Julia Lee
Katherine Lin
Norman Maschner
Isa Mauch
Jason Mauch
Julie McKinney
Delaney Meyers
Michelle Miles
Virginia Minks
Doug Reeder
Sarah Reeder
Erin Reilly-Sanders
Kay Smith
Barbara Steeg
Molly Toth
Frank Zamarly

Annual Congregational Meeting, June 9, 2013

Michael Greenman	12:00 Call to order – 2012-2013 Fiscal Year – A quorum was pronounced as present.
Rev. Mark Belletini	Opening Words – Update from Eric Meter from Transylvania. Reading from UU European history on religious freedom from Hungarian tradition.
Michael Greenman	Approval of 2013 Mid-Year Meeting Minutes. Voice vote to approve the minutes as they stand.
Beth Jewell David Douglass (Finance Chair)	<p>Report from the Chair and Treasurer's Report – Beth Jewell presented the status of the Capital Campaign and an overview of the past year of discussion concerning a potential Campaign. Beth presented the current fiscal position of the Church: Assets: \$3.1 million, liquid funds: \$400,000. Our goal is always to have expenses meet revenue. The vast majority of funding comes from pledge dollars so that each pledge payment is crucial to creating our annual budget each year. Debra Boyd was acknowledged for her work and Patricia Boughton, Melanie Boyd were also acknowledged for their Stewardship work this year.</p> <p>Beth presented a historical overview of past fiscal years, from 2009, which showed a surplus to 2011, which did not. In 2013 we are looking at a 2.6% shortfall, which is within the constitutional parameters for our Annual Budget requirements. The reason for this small shortfall is the over estimation for new members and new pledging units. In 2012 we have fewer new pledging units than anticipated. Building expenses were higher than expected and the loss of large donors to retirement or geographical moves also decreased the pledge pool. We are currently experiencing a large influx of younger families, so we are experiencing growing pains as the church shifts into a new composition.</p> <p>Our goal for Full-Fair Share should be achieved with next year's fiscal budget. Last year's wage increase pool was higher than usual because we are trying to meet UUA salary guidelines. And in its first year, JAM was put directly in the budget.</p> <p>We are in the accepted margin of error in budget. We're seeing an increase in pledges by 7% this year and if these pledges pay, we can reinstate wage increases to staff in 2014.</p> <p>Presentation of 1940 Fiscal Budget to compare with current budget</p> <p>DAVID DOUGLASS: As for staff pay increases, the anticipation of the Finance Committee is that pledge collection may result in bonus payments to staff.</p> <p>Audit: We need to do one, no disagreement there. Money is still in a set-aside at \$10,000, but there won't be a contribution this year because of our focus on becoming Full Fair Share church. OMD Full Fair Share. OMD raised their share point at \$50 per person. We will grow our retail rewards participation for coverage of the amount, but we'll need a vote for that.</p> <p>Question: Bill Fullarton: Spoke to JAM and how was that determined? Question was that it was supposed to be 2% of budget – what happened?</p> <p>David's response: \$16,500 was expected to go to JAM, but it is listed as less. Calculation for this line item is 2% of pledge payments minus uncollectible amount. Money was transferred from the operating budget last year to cover. This year, that coverage is going to be less due to fewer new pledges.</p> <p>VOTE: Debra Boyd moved to approve the proposed budget amendment. William Fiorini seconded. Motion to adjust the expense of OMD dues by growing the retail rewards program. Voice vote carried the motion.</p> <p>Question: Steve Molk– Is the music program budget not to change?</p> <p>Art (last name?) asked: What is the actual budget total for music?</p> <p>David: \$3500, but current pledge in hand is \$587</p> <p>Michael: Call the vote on 2013-2014 budget as amended. Vote on the 2013-2014 budget as amended was approved.</p>

Susan Williams LDC	<p>Presentation of candidates for Board of Trustees and LDC. Candidates for Board: James Brown, Kitty Durham-Jones, Nancy Nehring, Fujio Hayashi, and Nina Lewis to complete term to which she was appointed to.</p> <p>LDC Candidates: Steve Abbott, Jim Bailey, Matt Cook, Tony Rice, Christine Raffaele, Jo Ann St. Clair, Judith Vazquez.</p> <p>For Moderator: Tony Skrabak.</p>
Kevin O'Neill Betsy Duckworth and DRE Search Committee	<p>Presentation of the new Director of Religious Education. Candidate choice was Lane Campbell. She will be arriving in early July to start her position. Video presented by Lane, introducing herself. Susan Roseigno presented Lane's qualifications. Lane will be welcomed more officially in September as the church year begins.</p>
Anita Bucknam	<p>Presentation of the Strategic Planning Committee. With Board approval, the SPC is looking to streamline the Church's committee structure, and make it easier for congregants to find their interests. Desire is for each committee to have a goal, and that the committees carry out their plans in a fiduciary and professional manner. The SPC has plans to delineate teams vs groups vs committees. Also ad hoc committees, usually set up by the Board for search committees, etc. SPC is trying to find what we have now, and how we can fit each group into one of these categories. The plan is to assign a Board member to each group as a liaison to the Board. The SPC is envisioning a fall presentation to the congregation and Volunteer Fair in fall to allow people to select a group of their choice. SPC future planning – Board size and structure of the Board. Co-Chairs will be Doug Rossiter and ?</p> <p>Question: Fred Vierow: Team concept is confusing.</p> <p>Anita stated that this plan, as it rolls out, will match interest and group more easily and to give it time to succeed.</p>
Beth Jewell Tim Hooks	<p>Presentation of the Proposed Capital Campaign. Special thanks sent out to Brian Hagemann and Dave Richter for their extra work in gathering information for questions about what was needed for the Church and how much it could cost.</p> <p>Background was presented: The Board went to OMD to select a consultant and we have one today. So now we're going to talk about estimates for each project we'd like to see completed.</p> <p>Projects: In order of Priority:</p> <ul style="list-style-type: none"> • Replace Worship Center windows and doors. Roof needs to be replaced. Estimated cost: \$300,000. • Renovation of the restrooms: ADA compliant, enlarge the halls for egress. Estimated cost: \$540,000, green planning included. • Classroom additions: 55% increase in student attendance and need classroom additions. Estimated cost: \$360,000. • Retire the mortgage: \$533,000. A balloon payment will be due in five years. We would like to pay it off. This would release \$55,000 a year expense to the operating fund. From that we would like to create a Mark Belletini Internship at \$18,000. <p>These are in the order of priority because of the results of the Strategic Planning Committee report. We're also looking to make this a net-zero church by including "green" updates into the construction of all projects. Costs estimates are \$300,000 to go green but grants, rebates and low income loans may be available as well. We have no hard number yet because we have priority projects to be addressed first.</p> <p>HVAC: Should be addressed to obtain a more energy-efficient kind.</p> <p>Ideally, a nature trail, too, between here and Panera.</p> <p>Back door upgrade was considered, too.</p> <p>\$1,250,000 estimated for green updates, but this isn't a hard number of costs.</p> <p>Costs of the campaign itself will be \$50,000, mainly to the consultant.</p> <p>Motion to the congregation:</p> <p>That the congregation approve the Board of Trustees convening a Capital Campaign Committee and commencing a Capital Campaign in FY 2014, to fund the projects</p>

prioritized on the summary labeled attachment A, with a campaign base goal of \$1.8 million dollars and a challenge goal of \$2 million to be contributed to over a four-year giving period from 2013 to 2017.

Megan Garbe: How long is the giving period?

Response: Three fiscal years and four calendar years, to enable people to do their tax planning.

Second question (from the back): Why does it cost \$10,000 to put on the campaign?

Response: Expert's costs, mailing costs and related costs.

Question: Bob Letcher: Supports the proposal, but the financial part makes him anxious. Did the Board figure out the borrowing amount, and how can we afford the proposal?

Response: Tim: Has the Board looked at our borrowing potential? No. The Board and Finance did not want to take on more debt which is determined by our bank and our congregation.

Question: John Reisman: We should obtain a cost-benefit analysis on solar from other than someone who sells solar, someone more objective.

Response: Beth: We are looking into that. Our current consultant is not a seller of green resources.

Question: Marc Pinsonneault: Why is this a presentation of piecemeal projects, and how did you get your numbers? Where can we see those numbers?

Response: Beth: Brian has the estimates and all of it is documented. The numbers are very well grounded.

Ginnie Vogts: Additional classrooms? They're only used two hours a week. If we had an expansion of SYC could we offset some of the costs?

Response: Tim: (Pointing to the plan) please note that these are not SYC classrooms, nor SYC-located. The plan is to have dividers to build better more usable spaces. And the rooms get used every night for meetings.

Question: Fujio Hayashi: As a result of the listening sessions, were there some changes made as a result of those sessions? Like, the internship is not really a capital operating expense. Should it be carved out as a separate campaign for fundraising that position?

Response: Tim: One of the things that came up in the listening sessions was that people liked the idea of reducing our mortgage, which would permit the internship. Also, the plan to rebuild the back door was a lower cost item, but listening sessions made clear that it was not a priority.

Debra Boyd: My opinion is that this motion is going to be an "ask," which will be 3-5 times your annual pledge for each one.

Response: Tim: What we're asking is, "Do you want to go forward with this as a worthwhile project?" There is no ask for money today. Just today, do you think this is a worthwhile project?

Question: Fujio: Procedural question: Are we locked into the priority list of projects? And Capital Campaign Committee couldn't change that?

Response: Beth: The Committee can't change the priority without making a suggestion to the Board, which would come to the congregation for their input.

Question: Alice Rathburn: Is there a way of indicating that these are estimated amounts?

Response: Beth: Yes these are estimates.

Alice: And the \$200,000 seems really up in the air – would that be part of the 1.8 million or the 2 million?

Response: Beth: We would see what we raise and then come back to the congregation.

Question: Fullarton: Wants to see better use of funding the Mark Belletini internship. Are there other ways to make a more permanent funding, which could be used to pay for it?

Response: David Douglass: We need to focus on the mortgage pay-down, which came out of the listening sessions; this is where the funding plan came from.

Beth: The debt reduction piece is an important one.

Fullarton: But is there another choice?

Beth: For the record, everything is still on the table – open for discussion at the point the money has come in.

Ali Keyhani: We should recognize that green technology works with and without sun, and there is a push from energy companies to increase energy resources. We should contact AEP to see what they can do with us.

Motion by Jim Pinkham to call the question. Seconded. Motion is passed.

Motion by Fred Vierow to table motion until we have firmer numbers on projects and is expected from each one of us. Seconded. Voice vote.

Motion to table is defeated.

Steve Abbott: We cannot debate after the question is called.

Vote for motion to "approve the Board of Trustees convening a Capital Campaign Committee and commencing a Capital Campaign in FY 2014, to fund the projects prioritized on the summary labeled attachment A, with a campaign base goal of \$1.8 million and a challenge goal of \$2 million, to be contributed to over a four-year period from 2013 to 2017."

Motion was passed by voice vote. No dissent.

Rick Kritzer reported on GA planning and actions. Rick presented that we have 16 people from the congregation going and another from the UU Congregation East going. Still open to others to go. Rides may be available. And GA will be virtual, so that you can watch online. There is a contact list of those going, and an orientation will be conducted by Rev. Mark. Rick is also planning a dinner to support the trip.

Steve Palm Houser, Ginnie Vogts and Jane Larsen: JAM update: In the year that has passed since the JAM became part of the budget, highlights of successes:

Participation has doubled. BREAD Nehemiah Action has worked. Stivers and Tiberi have responded to their lobbying for a stop in cuts in Medicaid and other JAM initiatives.

Women's Reproductive Health Initiative is working on a letter campaign for reproductive justice. Other efforts have gone to: animal rights; Medicaid expansion; planning of a farmworkers justice rally; and assistance with the implementation of new healthcare regulations. More information is available at the JAM table in Fellowship Hall.

Jim Pinkham reported on changes to the auction, which are under review. Biggest change: November 16 will be a fall auction. Subsequent auctions to be held in October. This doesn't interfere with pledge drive.

Susan Williams announced the VOTES:

All candidates for Board approved:

LDC Candidates approved: Steve Abbott, Judith Vazquez, Tony Rice and Jim Bailey.

Tony Skraback approved for Moderator.

Mark: Read the names of those who have passed.

Motion to end by James Brown. Wes Thompson seconded. Meeting adjourned 2:35 p.m.

Mid-Year Congregational Meeting, Sunday, February 3, 2014

Meeting Started: 12:46

1	<p>Opening Words Lane Campbell, DRE</p>
2	<p>Welcoming and Announcement of quorum Tony Skrabak, Moderator</p> <p>We have exactly 95 people, required for meeting is 88, quorum is established.</p>
3	<p>Approve Minutes Annual Meeting of 23 June 2013 Discussion: Postponed until the June congregational meeting.</p>
4	<p>Treasurer Report Phyllis Byard for Judy Kleen</p> <p>Pledges make up 84% of \$700,351, the total operating budget. \$13,710 received during the Holiday Appeal. Pledge payment rates are slightly below expected rate. Because of taxes, people tend to wait to the end of the year to make payments. We are \$30,000 less than expected when adjusted for the early auction. See report.</p> <p>Judy has completed an analysis of the actual/budget figures for 2014. A request to the congregation to please pay pledges.</p>
5	<p>The State of the Church Tony Skrabak for Rev. Mark Belletini</p> <p>Tony read a letter from Mark. Thanking all the active members of the church for their work. He commented on great friendships that have been established. Praised the caring of the congregations and the great work of the Pastoral Team. Mark is doing a lot of work outside of the congregation - Skinner House, outside ministry, district meetings. He praised the excellence of our music program and our Social Justice endeavors. Mark stressed that this congregation is based on the members of the church. Mark has been senior minister for 17 years at the end of his tenure in June, 2015.</p>
6	<p>Board Chair Report Kitty Jones</p> <p>Issues the Board has been working on:</p> <ul style="list-style-type: none"> • Capital Campaign – thanking the efforts of the committee and Strategic Planning. Board members were early donors to this campaign and thanked for their support • Agreed to co-sponsors a UUJO November social justice event • Appointed chair of 75th anniversary celebration in 2015 – Doris Oursler with committee help from Linda Thompson. • 2015 brings changes and challenges: General Assembly preparation, 75th anniversary, and Mark's retirement. • Safety Task force is being set up – need more members • Approved standing committee for outside ministries. Ben Iten can now perform marriages. • Board approved "Move to Amend" resolution • Approved two Co-Associate Directors for SYC, Susan Roscigno and Amy Rudawsky. • Approved new copier to help reduce printing costs. • We will be looking at new senior minister leadership. <p>More to come. Kitty recognized and thanked all Board Members for their service.</p>

7	<p>Report on Capital Campaign Beth Jewell, Tim Hooks, Kitty Jones</p> <p>Received wonderful comments on how the campaign is being run. This has been a huge effort with many people involved. Campaign is over \$1,000,000 at this time. Because of the bad weather, a few of the group meetings had to be cancelled. Another group meeting is planned for February 23, to reach out to the people who have not attended. A celebration event is planned for March 1, during which commitments can still be taken. We want to give the opportunity for all to participate. The congregation is reminded that giving in the Capital Campaign can be spread out over 36 months.</p> <p>Questions:</p> <p>Alice Rathburn: What is the Campaign goal? What is the stretch goal?</p> <p>Beth Answer: \$1,800,000 and the stretch goal is \$2,000,000</p> <p>Alice Rathburn: When are going to start the building phase?</p> <p>Tim: Roofing will start in early April.</p>
8	<p>Report on Campus Ministry Ben Iten</p> <p>Working as community intern and will summarize two years of work. Many successes; networking with other sects and campus officials. Goal to move beyond the campus area. To do more we need to have a physical space (presence) on campus. A UU interfaith and social justice. This would be a long term presence – store front on High St. to function as a worship area; dealing with people’s spirituality. This is an established need recognized by OSU officials. Hard to get students at our church – many reasons for this. This new facility will help bridge that gap. This would be a safe place for other beliefs, Muslim, and others. Justice aspect – campus has a lot of opportunity for social justice activity. Listening sessions will be held on the Beacon project in future meetings.</p>
9	<p>JAM Justice Focus Areas – 2 selected from slate of 4 Steve Palm-Houser</p> <p>Moderator is splitting into two congregational votes:</p> <p>Vote: Without the need of a motion from the congregation, as it is part of the Church bylaws, a vote must be taken by the assembled congregation to vote for continuation of JAM and their mission of social outreach. Vote results: Congregation approved</p> <p>Progress report (Marge Lynd) YWCA – providing dinner on a monthly basis 312 meals. Costs are rising for this. Faith mission - need more volunteers. Affordable Care Act – educational outreach. Medicaid expansion. Letters to editors of the local paper and congress.</p> <p>Bill Fullarton:</p> <p>Presented report for Jane Larson on Reproductive Justice – 4 year study. If women’s clinics are closed by officials, we must direct our efforts to keep them open. 1. Additional workshops are being offered in April. A number of successful, well attended workshops on this topic have already been offered. Check with Barbara Avery for additional details. 2. High School youth groups have been discussing Reproductive Justice. The youth group has decided to keep in Columbus as a justice outreach.</p> <p>Steve Palm-Houser</p> <p>The congregation is to vote for four possible justice areas that will be a focus for 2014. They are to rank the four choices in order of most to least importance to them. The areas are: Beacon Project, Crime and Violence, Mental Health, Poverty and Economic Inequality.</p>

	<p>Questions:</p> <p>The two top issues after the vote are the Beacon Project and Poverty and Economic Inequality.</p>
10	<p>Congregational support of Amendment to the US Constitution</p> <p>Board of Trustees</p> <p>The Board has endorsed Move to Amend and we are looking for congregational support. Michael Greenman has made several presentations to the congregation including the Board, and has supplied information during Coffee Hour between the services. The UUA has supported this move and the resolution has been passed by several UU congregations.</p> <p>Questions:</p> <p>Patricia Boughton: Why in the last paragraph have a statement limiting staff time on this project?</p> <p>Michael Greenman answer: As not to conflict with social justice issues that the church is already pursuing, but stand with other churches in their support of this effort. This language was also suggested by our church counsel, Chas Williams,</p> <p>Cynthia Hansen: Questioned whether church can be involved in effecting change to the constitution.</p> <p>Michael Greenman answer: Indeed churches can be involved. If we are not a political action group, but a collection of people, we have a voice to make such changes.</p> <p>Vote: Because this is a motion being proposed by the Board of Trustees, it does not require a second. The congregation voted to pass the motion for congregational support to Move to Amend.</p>
11	<p>Report on Auction</p> <p>Danya Furda</p> <p>The last Auction (11/2013) brought in \$33,000 with 236 in ticket sales. The next Auction will be October 25, 2014 with a Halloween theme. A change is being made to the auction items; an auction item judging team will be established to ensure items are acceptable. This is to cut down on the number of items that don't sell well and the amount of work in cataloguing, and will also provide more time for the dinner.</p>
12	<p>Annual Budget Drive</p> <p>Patricia Boughton and Dan Baer</p> <p>\$14,026 was raised from the Holiday Appeal. \$1,000 will be given to the YWCA at a future service. The annual budget drive is coming up. The Finance Committee will be reviewing the budget. Pledging will be kicked off with a sermon from Rev. Susan Ritchie on March 9. A request was given to the congregation to review their finances. The Annual drive pays for the salaries, utilities, and other fixed costs that keep our church running smoothly. Please review your Pledge and be as generous as you can.</p>
13	<p>Report on Religious Education and Youth Justice Trip</p> <p>Lane Campbell</p> <p>Enrollment is strong and family attendance at services is on the increase. Increase of the 9:15 AM service due to this fact. There are sixty volunteers running the SYC program. Lifespan Religious Education Mission Statement is being developed, and Lane is canvassing the congregation to obtain input for that Mission Statement. Adult enrichment programs are undergoing restructuring – how to get better connected.</p> <p>This summer, our high school youth will be taking a Justice Trip right here to our city of Columbus. June 16th-21, we will be focusing on Reproductive Justice and partnering with</p>

	<p>local organizations to learn more and to take action. There will be a one-day field trip to Cleveland, OH. This field trip will include: visiting Pre-Term a non-profit abortion clinic, visiting the Dittrick Medical History Center and Museum to see their exhibit "Virtue, Vice, and Contraband: A History of Contraception in America." At the end of the week, we will be marching in the Columbus Pride Parade. Encourages congregants to participate.</p>
14	<p>Report on Leadership Development Plans Susan Williams</p> <p>Proposes changes to LDC function (see rationale). Reducing the Board from 12 to 9 members; a Moderator be chosen for a two-year term, instead of one-year; LDC will be reduced to a six-member committee. What will this accomplish? Lowering the demand on LDC; operating a larger church with a size of the Board that is typical for this size congregation; smaller LDC and Board that opens up more leaders for the church. Sue went further to explain how the reduction of the Board will occur. Susan mentioned that Strategic Planning will be coming out with their recommendation and supports a reduction in the Board as well. Susan's presentation provided the congregation with a preview of changes in the making and what might be voted on at the June meeting.</p> <p>Questions:</p> <p>Phyllis Byard: Where do the nominating responsibilities go?</p> <p>Susan Williams: Leadership Development would continue providing nominations. With the reduction of the Board, it would decrease the pressing need. This would be a trial to see how the smaller Board works, we can always modify the size.</p> <p>Cynthia Hansen: Are people not showing? Are the committees not coming to a consensus?</p> <p>Sue Williams. It can be harder to schedule meetings with larger committees, and meetings of smaller groups can come to consensus more quickly.</p> <p>Tim Hooks commented from the congregation: The Board works on adopting policy and works several years out. We are a large organization, and we should let the people elected, and the competent staff, do their jobs.</p>
	Adjourn – 2:35 pm

Minutes submitted by Dennis Rankin, Secretary of the Board

Board of Trustees

Kitty Jones, Chair

The Board of Trustees of the First Unitarian Universalist Church of Columbus consists of twelve members elected by the congregation for staggered three-year terms. This year one member, Chuck Wolfe, resigned to take a position in Lima, Ohio. We were sad to see Chuck leave and appreciated his two years of service. Tom Wheeler generously agreed to fill Chuck's last year and we thank him for that. John McCrystal took a medical leave from his Board service, but has recently come back and is participating fully. Having John back has been a true gift to the church and the Board.

The 2013-2014 Board was charged by the previous Board and the congregational vote in June 2013 to begin implementation of a capital campaign. This followed years of work by the Coordination Task Force, the Strategic Planning Committee and the Board. We thank them for all the preparation they did to make the campaign a reality. This year's Board was instrumental in helping to recruit campaign committee chairs and in fact, several Board members served in this capacity. Phyllis Byard, James Brown and I all served as campaign chairs, as did Beth Jewell, Tim Hooks, and Judy Kleen. Brian Hagemann, our Church Administrator, has been instrumental in providing continuity and contact with Lincoln Construction and Go Sustainable, two firms with which we will be working.

While the successful Green and Growing campaign "officially" ended in March 2014, the giving period for this important church endeavor goes until March 2017. We also need to address the timing and breadth of construction, acquiring a bridge loan, and the possibility of extending the payment time-frame in the coming months. Again, huge thanks to all who participated in any way to the Green and Growing campaign, and especially the Board, as they were early givers to the campaign.

At our August retreat, this year's Board also heard from Reverend Mark (Belletini) that he intended to retire at the end of the 2014-2015 church year. He let the congregation know this officially by first putting it in the September newsletter. We cannot say enough about Mark's accomplishments, and about the love that he has both given to and received from this congregation. Mark has been a thoughtful and supportive force for the Board, and it is an honor to work with him. The Board took information that was gathered previously from two congregations similar in size to ours, Portland, Oregon and Dallas, Texas, and from various district and UUA consultants, and is proposing that we call a two-year interim minister after July of 2015, when Mark leaves. This reflects the length and breadth of Mark's service, the need for the congregation to heal and reflect, and gives the church time to prepare the best presentation possible to attract a new minister to our wonderful church home.

The Board has also set several other important events in motion. The committee to develop a 75-year anniversary celebration has been put in place. Thanks to Linda Thompson and Doris Oursler for stepping up to help. Strategic Planning met with the Board at the August retreat to go over their plan for refining the committee structures at First UU and conducting a volunteer fair. The Board voted on support for Ben Iten, our Campus Ministry Intern, and on developing a more organized structure to help our ministerial candidates fulfill their requirements. Thanks to Sue Engle for bringing these efforts to the Board's attention. Ben Iten is also now able to perform marriages, with the full support of the church. The Board is also helping to celebrate the service of our Chaplain, Dick Dawson, and our Sexton, Don Hippensteel, as they approach pending retirements from their much-appreciated service. The Board has also shown leadership in working with the Stewardship Committee on the 2014-2015 annual budget drive, and in working with the Finance Committee and our amazing Treasurer, Judy Kleen, in regards to the financial life of the church.

Serving as Board Chair has been a challenging but wonderful experience this year. I have gained a deep appreciation and love for the many people who make up this church community and keep it moving forward. Foremost among these are Beth Jewell, the past Chair, and Tim Hooks, the previous past Chair, both of whom agreed to support and mentor me as I had no previous Board experience.

My thanks go also to John McCrystal, whose leadership I have tried to emulate, and who I look forward to working with throughout the next year. I hope everyone can join me in appreciation of the other Board Members, Phyllis Byard, Vice-Chair; Dennis Rankin, Secretary; James Brown, Dan Baer, Bill Keating, Fujio Hayashi, Nancy Nehring, Nina Lewis, David Douglass, and Tom Wheeler.

In addition, the support of our wonderful Associate Minister, Eric Meter, and our new DRE, Lane Campbell, along with the Church Administrator, Brian Hagemann, and Treasurer, Judy Kleen, makes the Board a stronger entity. Thanks to all, and to the congregation for allowing all of us to serve.

Staff Reports

Senior Minister Rev. Dr. Mark Belletini

As my mother used to say, "Time flies by faster the older you get." I'll say.

As I am completing my 16th year as your Senior Minister, "The Year of Strange Weather," we can call it for now, I am finding a great deal of gratitude for the richness of my time here. Sixteen years with a congregation blesses a minister's heart with increasing tenderness for folks I have come to know over such a length of time, and a certain toughness resistant to extraneous demands, of which there are many more than there ever used to be. I get invited to be part of three to four "emergency meetings" per week (usually, "tomorrow") for this or that undeniably good cause; but what am I to do with the hospital visits I promised, or the counseling sessions I've scheduled?

I have said for years that the biggest nightmare of this work is "scheduling," the delicate and demanding ballet of balancing "this" with "that," and nothing has disabused me of that insight.

This year I have crafted 40 celebrations with sermons, plus preached at Pittsburgh Allegheny to cover for a colleague on Sabbatical, and preached at Manchester Unitarian Chapel, UK, before leading a retreat on worship and celebration for the English Unitarian clergy. Readings for services bubble up on Wednesdays or Thursdays, the service materials I write on Fridays, usually, which is when the Order of Celebration is printed, and the sermons I write mostly on Saturday; they take as long as they take. Sometimes I can put a sermon down on paper in three hours, sometimes it takes six, because the creative ocean I travel often has icebergs floating in it...like not enough sleep the night before, or two or three scheduled meetings/ceremonies/classes that chop Saturday up into unconnected units. I want to thank Su Ann Farnlacher for her generosity in bringing flowers, and Sandy Aska for her brilliant altar designs, each of which, in the tradition established by Pam Argus, is a unique, one-time-only piece of installation art, often requiring dangerous things like step-ladders, and hours of creative play.

I also was part of the Ordination rite for Robin Barazza, in a Boston area congregation, as well as part of the Installation rite for Abhi Janamanchi at our Cedar Lane congregation in Bethesda MD (Washington D.C.)

I solemnized the following marriages:

- John Christian Koglor and Jennifer Mary Evans
- Paul Lee Nolan and Maddie Pinsonneault
- David Krohn and Naoko Kobayashi
- Laura Salyer and Eric Weismantel
- Jan Fleming and Frank Phillips
- Hiranmoy Easwaran and Margaret Mary Rusnak
- Paige Phillips and Evan Dawson

Some of these were in our building, either the Worship Center or Slowter Lounge, or even my office, and some were outdoors. (One of which included a truly spectacular lighting storm and driving rain.) Some weddings were on unusual days, like Wednesday, or Monday.

I did one Naming Ceremony/Dedication, for Elora Fae Reilly Sanders.
Eric and/or I officiated at the Memorials for:

- Jeanne Fox Eason
- John Dickinson (the Dedication of his painting, a gift to the congregation)
- Elizabeth Ann James
- Peggy Carr
- Sasha Vompa
- Kati McGuire
- Gordon Miller

In addition, Kathleen Fowler has conducted memorials and weddings. Others rent the church and use no clergy for leadership, but design their own. I led opening devotionals/prayers for Ohio's UU Justice Organization meeting which we hosted, and for the BREAD Nehemiah Action, and wrote an opening prayer for the Move to Amend assembly Michael Greenman hosted at our church. I put together worship for the Senior Gatherings, four of them, which has

always been something I look forward to. I also led two special services with food, the Socinian Communion with improvised homily, and the Passover *seder* supper, with improvised *maggid* or interpretation of the meaning of the Exodus narrative. I also have been working on prayers, meditations, etc. for a service at General Assembly, which has involved phone calls, emails, etc. Planning worship months in advance is not my style or preference. But it's what we have to do. I also led worship for our ministers at a joint district clergy conference at Chautauqua in NY, and also led morning worship at our District Meeting in Eire, PA.

This has been a year of great pastoral flux, and Eric and I and our Pastoral team members have really tried to be as present as we can be to those in the hospital and under duress, or times of transition. Neither Eric nor I could do without the skills of the pastoral team and, especially this year, Dick Dawson, who is retiring from his chaplaincy at the end of this year. The difference he has made in this congregation by risking going from active lay leader to trained and supervised chaplain cannot be measured.

I have found, in reviewing my calendar, over 85 pastoral conversations that have taken place in my office (or sometimes in Slowter, or on a walk through the neighborhood, on a phone call, or at a meal). These conversations are, for me, one of the great humbling privileges of the congregational ministry. Life to life, heart to heart.

As a congregational minister of decades, I have also become a pastoral colleague to colleagues. I often get calls from colleagues going through difficult times, either personally or professionally. Again, one of moving results of durability in this vocation.

I think Eric and I agree that one of the most moving and enriching days this year was the Saturday when 33 folks gathered to talk about the film which eventually won the Academy Award for Best Picture, namely, *12 Years A Slave*. The quality, and measured and profound character of this conversation, which seemed quite sacred to us in feeling, will be a precious moment in our hearts for good. Transformation and learning on a Saturday afternoon, always a welcome event.

The Beyond the Call project, arranged by the Unitarian Universalist Minister's Association (fondly called The Union), is concluding in August. Eighteen mostly mid-range colleagues have met monthly on the computer with video images, interspersed with personal phone calls, and four five-day retreats, the last of which was in Tulsa (about which you heard if you came to that particular sermon). This has required many hours of planning by phone and multi-call conversations. It has also been a great learning experience as well as a teaching experience. The quality of the preaching out there, among our 30/40 some colleagues, is quite remarkable, I have to say. I heard one Easter sermon that knocked me for a loop.

Writing has taken up a lot of my time this year, more so than ever before.

- A paper, *Art and Iconoclasm*, for the Ohio River Study Group, the yearly meeting of which is so important to both Eric and me.
- A paper on leadership found in an anthology of essays edited by Kay Montgomery called *Bless the Imperfect*.
- An essay on my own Gentile relationship to Judaism, already published in a book put out by Skinner House, *Jewish Voices in Unitarian Universalism*.
- An essay, *The Path*, on the spirituality of aging, which is part of a book edited by Kay Montgomery, is coming out, most likely, by General Assembly. Not yet titled.
- My book on grief (not yet titled), much larger than my first book, which will probably not be out till next year, since I am still not finished. De-purpling my prose is no easy matter in the editorial process. LOL.
- The introduction to a new book of readings for worship, a book which I have been working on for about two years with a team. It is a supplement to the hymnbook readings, like the teal book has been a supplement to the songs. I hope the congregation will see fit to purchase the books for our chairs in the Worship Center.
- I have also given permission for pieces from my *Sonata* book to be used in other books, four times just this year. That is very gratifying, I have to say. But to remind me that Unitarian Universalist books are minnows in large pond, I got a royalty check for three bucks.

All this may seem like a lot, but I want you to hear that I say no far more often than I say yes. There are many conferences I did NOT attend this year, phone calls I did not make.

I've met with leaders from BREAD many times during the year, and fellow BREAD colleagues which have been a delight. Joel Miller, the new minister at First Mennonite, is really a gem among the new ministers. I gave a presentation on how to preach about the Nehemiah Action to my BREAD colleagues.

I attended an anti-death penalty rally with other congregation members at the Statehouse, where we were regaled by the deep presence of Sister Helen Prejean, the nun whose striking story was portrayed in *Dead Man Walking*, another Academy Award winning film.

I chaired a panel discussion on same gender marriage at the Metropolitan Club, which was a great success, and have been meeting with folks in several traditionally African American congregations on this issue, which will soon move through Ohio as a big and divisive issue. I have spoken with local activists on this, inviting some to speak at our church. With several others, I attended the Living Faith Awards breakfast (yes, ME. At a 7:30 breakfast.) At this well-attended breakfast at Capital University, our own Jacques Angelino received a long-deserved award for his work in Appalachia Ohio, and he gave a most excellent little talk afterwards.

I spoke with a reporter for the *Dispatch*, Ms. Viviano, and had her talk with others in the congregation, and the result was terrific coverage in the *Dispatch*. I also spent an evening talking with our Atheist, Skeptic, Humanist (ASH) group, which was intriguing.

UU ministers' gatherings (both locally, at Salt Fork Park and nationally—my annual pilgrimage to Santa Barbara for the Senior Minister's of Large UU Congregations gathering) remain crucial for our ministerial lives. We can't meet our colleagues down at the water cooler. We have to travel a bit. But every year, I can't imagine not participating in these meetings.

I have written recommendations for colleagues looking for new congregations or new work outside the parish, and for various members of the congregation in transition.

And there are the two First UU Auction dinners, the Egyptian vegetarian (ful medames) and the Darbyshire Dinner with the Bakewell pudding. These little gatherings are amazing ways for the minister of a large congregation to get to know folks in a non-ritual, non-governance, non-pastoral sort of way, and I hope this community of joy puts on auctions with meals for the next hundred years.

The Capital Campaign has been so smoothly handled that the many meetings I attended in homes and here at the church has seemed just part and parcel of a regular year. So many of you contributed; I do hope a few more pledges come in, since we didn't quite make our goal, and figuring out what to cut is hard work for the staff, especially people like Brian Hageman, our Church Administrator, and also our Building and Grounds Committee Chair, David Richter, who have worked so hard behind the scenes to educate himself on all the ups and downs of building issues. That the roof is on is a testament to how beautifully commitment and contributions transubstantiate into a solid and quite beautiful result over our heads.

Staff notes: We will honor Don Hippensteel, our sexton extraordinaire for more years than he'd want to count, at a potluck on the June 5th. The ever-present radio music in Room A/B is sort of a sign of his decades long omnipresence. And Dick Dawson will be honored on the 8th of June. We welcomed Karen Madden as a choir director for the Spirit of Life choir and our teens and children. She is a joy for me to work with. And we welcomed Lane Campbell as our Director of Religious Education. When she joined our staff, it was almost a seamless transition from Jolinda to Lane, and she has been a great asset, not just to our religious education program, but to our whole staff, which I think is quite remarkable these days. Eric and I have been working with, and having supervisory conversations with, Ben Iten, our community intern. He has been a great asset to the congregation, and I think the congregation has appreciated this.

In my own personal life, I engaged deeply with a fine fellow (long distance), and that lasted for about eight months, then slowly the realities of the situation has left us friends rather than mates. (I know, that last sentence would not make sense to an Australian.) My heart hurts a bit, but I am now sailing a bit better.

I say goodbye a lot. Four friends have moved out of state for work, and three friends have died: Diene Buhl Scholefield, widow of my mentor Harry; Jane Baraclough, minister at Manchester, where I preached; and Bob Schreiber, who wrestled with depression and drugs all of his young life. Each of these deaths shut me down for a bit.

My sister is finally selling our parents' home, but that does not seem to affect me much emotionally, since I was only a visitor there, never lived there. My heart test went well this year, and my totally brilliant masseur Antonio seems to have taken away my knee pains at least for a while. I have a floater in my eye that looks like a map of California made of dark spider webs (annoying) but I am learning to adjust to it.

"The Year of Strange Weather" is almost over. The El Nino developing in the Pacific probably means that we won't have a winter as nasty as this last year, when "brain-freeze" didn't come from sipping on a snow-cone, but from walking outside for a few minutes. Next year will be poignant for me, and for the congregation, I know. I am grateful that so many have already begun the transition process by naming their feelings, and also their hope, for the future of this congregation. Elegantly.

This summer, I am going to visit a friend in Romania (which costs more to fly to than Christchurch, New Zealand, if you leave from Columbus. Or maybe even, the moon.) And I hope to visit friends in Texas, and maybe Miami (Is everyone moving to Miami? I now have many friends there.) I will also visit Kelly and Neil in Kentucky, and my son, and my two best friends are coming out to Ohio, so I will see them...one to cover tennis, and one to swim in the Gay Games in Cleveland. Then there is the last BTC retreat, also in Cleveland.

I will be around the church part of the summer, working on plans for next year.

May this church continue to be a strong presence in all of our lives, and in the communities in which we live. We are the largest church in our whole district, and churches like us are often called "cathedral congregations," not because I am scheming to become a bishop, but because, as Jesus once said so well, "To those who have been given much, a great deal will be expected of them." May we live into that proverb in the coming years.

Associate Minister Rev. Eric Meter

Last year, I began my report with an account of a short trip to a BREAD training. This year, I'll begin with a longer, much more involved trip – last summer's Youth Pilgrimage to our partner church in Bölön, Transylvania. Seven youth took part: Drake Barr, Katie Carey, Gianna Collins, Moira Iten, Rain Maxwell, Stephanie Mesler-Evens and Kelsey Pierson. Danya Furda, Ben Iten, Jolinda Stephens and I accompanied them for the 10 days in Transylvania and the four-leg plane trip (each way).

Here's the group at King Sigismund's tomb. Sigismund was the world's only Unitarian King. Under his leadership, religious tolerance was given the force of law for the first time in Western civilization.



But, for all of us, the highlight of the trip was our time in the village of our partner church. Rev. Albert Kózma, his family, and villagers hosted us like royalty. Members of our group shared some of their experiences during a worship service here last August. For myself, the moment that moved me the most was the sound of our youth singing under the main arch of the Bölön church during our Sunday worship service there. I swear to you those notes are still ringing.

Back in the States, my next stop (literally the next day) was Louisville, Kentucky, the site of last summer's UU General Assembly. There, I took part in a small panel discussion on how UUs are working to end what is often called *The New Jim Crow*. At 5:30 on a Saturday afternoon, the worst time slot for any presentation, nearly 300 people showed up. We were amazed. On the dais I joined Paula Cole Jones and Marlin Lavanhar to talk about the efforts of BREAD's Keeping Kids in Schools team.

Alice Rathburn and I have remained active on that team, which gave a 25-minute presentation to the Columbus School Board last August. We've been working with new school Superintendent Dr. Daniel Good and other educators. While we persevere, and while so many great teachers do all they can, day in and day out, I'm continually struck by how difficult it is to effect change in the schools. I keep coming back to the perspective that schools are being asked to fix more social ills than any institution can, simply because they are where the cracks in the social order are most clearly apparent.

Through the summer and fall, Alice and I worked closely with BREAD staff to expand our congregation's BREAD Team. Morgan Patten, Cara Greenberg, Susan Marcum, Larry Drake, Roger McElroy all stepped up to the plate this year. And while not all of them will be continuing, I thank each of them for all that they brought to the Team. It was also a pleasure to get to know them all better.

Of course, last summer was also the time when the congregation welcomed Lane Campbell as our next Director of Religious Education. Lane's energy and savvy wisdom have earned her many fans in the congregation, and I proudly number myself among them. Collaborating with her is a joy. I have to say that I was nervous about who would replace Jolinda. She and I had worked so well together, I couldn't believe I'd be able to have the same level of collegiality with the person who followed her. I am more grateful than I can say that those concerns were unfounded. From leading worship together at the last Labor Day Retreat, to conferring on pastoral matters among our families and youth, to jointly celebrating our graduating high school seniors, working with Lane is an honor.

Another large part of this last year for me was the sabbatical you granted me during this winter. Ann and I were able to have some restorative time away, though I do regret the timing of the picture I sent Brian Hagemann. He'd asked me for a picture of my toes in the sand, and while there wasn't much sand where we were, in Ann's native Jamaica, I did send him a shot of my feet raised up with the blue waters of the Atlantic in the background. Only after I sent it did I check the weather back here in Columbus. It was the Sunday morning of the first polar vortex. Sorry about that. Many of you have rightfully given me loving grief about my insensitivity. I would have expected no less. The rest of the sabbatical was

filled by an Amtrak trip across the country to the Pacific Northwest, where I visited both Jolinda and former member Gretchen Faulstich, and working on what I call a "mid-life review," a project that I expect will take significantly more time to complete. Overall, the sabbatical was as restorative as I had hoped. Thank you for making the time available.

Back on the church home front, this has been another full year. Eleven youth have completed the Coming of Age class. Once again I want to thank the rest of our Coming of Age teaching team. This year they included Niki Hanselman, Gina Phillips, newcomer Molly Toth, and Tiffany and John Grinstead. Gary Miller continued as our retreat chef, and our mentors were Tom Baillieul, Jeff Boughton, Jim Conlan, Diana Castro Cook, Julie Duhigg, Su Ann Farnlacher, Ben Iten, Lauren McCrystal, Steve Molk, Julie Smyth, Ben Sostrom and Paul Steffen. I cannot praise these folks enough to adequately tell you how much they have been a joy to work with. These folks give the church and our youth a great deal. Thank them for it, and when you do, notice how much they get out of the role. If you are interested in mentoring next year, just let me know. We can't promise we'll find a match for you, but we always welcome your interest.

AmyMarie Riley, Ohma Willette, Rev. Kathleen Fowler and Chris Sullivan have lead three Wellspring Groups. Our Covenant Group Steering Team has managed six covenant groups. Members from those two programs will join me this August in leading a Sunday worship service on the benefits of such small group ministry programs.

Ruby Linhan, Allie Bonsteel, Heidi Drake and staff member Marian Garcia have all joined me in running the congregation's Path to Membership classes. My sense is that despite the winter weather, we held more sessions of the class than we had in recent years. Lane and I also led a similar Orientation for New Families last month, which was very well received. We still have much work to do on how we better integrate newcomers and new members into the life of the congregation, though we do have a strong foundation in place.

I have also thoroughly enjoyed working with Ben Iten during the first of his part-time, two-year community ministerial internship (whew, that's a mouthful). The Beacon Initiative is the most hopeful contribution to UU campus ministry I've seen in years. I hope you'll join me in helping it become reality.

This spring I ended my year as president of the Ohio Meadville District UU Ministers Association, and I will be completing my three year term this fall on the program committee of Mark and my clergy study group. The theme for our meeting in November is Race and I am proud to be capping my service there with such a provocative, and unfortunately still so timely, topic.

Switching gears now, during the last year I have officiated at the weddings of Bob Letcher and Terry LeMaster, and Allie Bonsteel and Dan Gerritsen, and either led or contributed to the memorials for Liz James, Gordon Miller, Kati McGuire and six-year-old former School for Young Children student Sasha Vompe.

All of which is prelude to the bulk of my ministry with the congregation, pastoral care. I do not exaggerate when I say that this has been the most challenging year of my ministry. The depth, prevalence and complexity of the pastoral concerns I've witnessed and accompanied people through has been formidable. Last summer Karen McGuire decided not to continue her training as a Commissioned Lay Leader so that she could follow Dick Dawson as our congregation's Chaplain. Without someone in that role next year, Carole Wilhelm and other members of the Pastoral Team have agreed to step forward to work with me to continue providing the care Dick has continually, not to say tirelessly, given during his six years as our pastoral Chaplain.

While he, I and the Pastoral Team have been working for his departure for more than a year now, I'm not sure I can fully imagine what it will be like not to be working with Dick Dawson each day. For the last six years, I've worked with him more often than anyone else, including paid church staff and Mark. As I wrote in a recent report to the church Board, "My personal debt to him is large as he taught me more than I thought I needed to know about how a community can, and needs to, care for one another." I simply cannot thank Dick enough.

And with that, I will close this report. I'm having a hard time imagining that all this took place in one short year. There are certainly more initiatives to mention and people I should have lifted up in gratitude and recognition. I hope they will pardon me for those omissions. Please join me in thanking both Don Hippensteel and Dick Dawson for years of faithful service. This community would not be what it is without them.

Until next year,
Rev. Eric Meter

Chaplain Dick Dawson

This is my final year as Chaplain (Commissioned Lay Leader). I am concluding my second three-year term as an OMD certified Commissioned Lay Leader. If you include my two years of on-the-job training and the four years before that as a member of the Pastoral Team, I am completing exiting from 12 years of pastoral involvement with this congregation.

My intention to retire from my position as chaplain was laid out in the agreement I made with the ministers and the Board in the Spring of 2011. Giving up this work will be hard, but I know it is time for me to move on. Over the past two months, I have been letting go of some responsibilities and working with Eric to involve others from our Pastoral Team to continue much of the work I have done.

Exiting this role will require that I be away a while. I plan to spend the next church year with the Church For All People in South Columbus. I want to experience involvement with an economically and ethnically diverse congregation; one that is open to all people and deeply involved with the people in its neighborhood.

Over the past few years I have tried to keep you informed about what I have done in the area of pastoral care – my work with the Pastoral Team, my focus on presence and ministry with our older seniors, efforts to make this a safe and welcoming place for persons with physical, cognitive, and mental challenges, developing a visible and accessible pastoral presence following our Sunday morning celebrations, and finding ways to provide more intensive attention to members with high needs.

I have worked closely with the ministers, the members of the Pastoral Team, the Caring Committee and other church staff over the past 12 years. Together we have accomplished a great deal in deepening and broadening our care and support for each other. I have played some role in making this happen and thank you all for enabling my doing this.

As I exit I express special gratitude and appreciation:

To Rev. Mark Belletini, who a dozen years ago sensed an interest and aptitude in me for this work – long before I was even vaguely aware of it. He nudged and nurtured my move toward pastoral work. I have been inspired by him, guided by him and nourished by him in all that I have done in this area.

To Rev. Wendy Fish, then our Associate Minister, who was my supervisor and mentor during my “on the job training period.” She taught me so much, including the importance of our older seniors.

To Rev. Eric Meter, who arrived here soon after you installed me as Chaplain. He has been my constant companion in this work. It is to Eric that I feel the greatest appreciation. We have enjoyed a most remarkable association. I would not have accomplished nearly as much without him.

To the members of the Caring Committee, the Pastoral Team, and the “Mindfulness Group” who served as my colleagues and support in this work – especially Carole Wilhelm, Rev. Kathleen Fowler, Rev. Suzan McCrystal, Joe Pierce and Ben Iten who have nourished me both personally and professionally.

And most of all to the members of this community who accepted and installed me to do this work. Many of you have shared your personal stories with me and allowed me to be present with you during periods of suffering and joy. Six years ago, I was not sure this acceptance could happen. I know now that it has.

I affirm again how important and meaningful this experience of presence, connection and service has been to me. I cannot imagine anything that could have given me more joy, and a greater sense of meaning, purpose and fulfillment during this stage of my life.

I have received much from doing this work. I have learned much. I have grown a great deal. And yes, I have given a lot. Thank you for providing this opportunity.

I will miss the many connections I have forged with our older seniors. I will miss being here as a “pastoral presence” for all of you, after our celebrations on Sunday mornings. I feel good that members of our Pastoral Team have come forward to help continue the pastoral care and attention we have developed.

We are indeed a caring community. I am honored to be a part of it.

Affiliated Minister Kathleen Fowler

This has been an exciting year for me as I worked with my Committee on Ministry toward submitting paperwork for Final Fellowship, and I was thrilled to be notified in May by the Ministerial Fellowship Committee of the Unitarian Universalist Association that Final Fellowship was granted to me.

The journey from that first-felt calling to attend seminary to achieving Final Fellowship can be a long one! For me this path included receiving a Masters of Divinity Degree from the Methodist Theological School in Ohio; serving three units of Clinical Pastoral Education--chaplaincy training-- at Mount Carmel West Hospital, OSU Hospitals, and Mount Carmel Hospice; receiving sponsorship from this congregation; completion of a career assessment; a successful meeting with the regional Sub-Committee on Candidacy in Chicago; serving a one- year chaplaincy residency through Ohio Health (serving at Grant Medical Center); and successfully meeting with the Ministerial Fellowship Committee in Chicago. This meeting with the MFC in spring of 2009 granted me Preliminary Fellowship, and my ordination followed in October 2009.

The journey from Preliminary Fellowship to Final Fellowship is unique for ministers who are Unitarian Universalist and not necessarily well-understood by anyone not involved in this process. The Ministerial Fellowship Committee sees a minister's first years of ministry as their opportunity to keep the newly fellowshipped minister "in-care" and offer their feedback and advice, as well as assisting them with all credentialing requirements.

As a community minister, this process of moving from Preliminary to Final Fellowship involved four areas: First, this Congregation agreed to affiliate with me in my community ministry and voted as such in an All-Congregational meeting five years ago. Second, for each of the past three years, I submitted an Affiliation Agreement between myself and Rev. Belletini, Rev. Meter, and the Board of Trustees. The purpose of this requirement is to help new community ministers remain accountable to, and ground their work in, a Unitarian Universalist context. As well, I had a mentor, another community minister in Final Fellowship that I consulted with regularly. And finally, the MFC required that I assemble a Committee on Ministry and meet with this committee monthly for the past three years. This committee consisted of a chaplain at Mount Carmel West Hospital and four individuals from this congregation. Yearly the committee and I each submitted evaluations of my work in the hospital and my volunteer efforts at this church, and these renewals were evaluated by members of the MFC.

I owe a huge debt of thanks to those of you who helped me throughout this process, especially my committee members over the past three years: Marilyn Beerman, Gretchen Curtis, Donna Green, Donna Greenman, Bill Keating, Phil Meeks, Claire VanOrsdal, chaplain at Mount Carmel West, and Chuck Wolfe. They were real troopers in faithfully meeting together, helping me to articulate how my Unitarian Universalism and my hospital work interfaced with each other, and in the slow work of crafting the evaluations each year. It truly does "take a village" to raise a UU chaplain!

Director of Religious Education Lane Campbell

Celebrations

So much has happened in the past year, it is hard to consider some of the highlights. In my first year serving First UU, we have seen a few changes and much has stayed the same. I find myself feeling lucky to serve this congregation and excited for our future together. Let's start off with some big, exciting news- our Religious Education Council has finally revealed a Mission Statement for Religious Education:

"Exploring faith, building community, and having fun."

This has come after many months of interviews and asking for input from various folks in our congregation. Our mission speaks to both where we are right now and also serves as a guiding document for the future for religious education for all ages. We can measure the programs we currently have and future programs against this mission statement. Is it promoting building community? Does it encourage us to explore a particular faith stance or belief? The Council talked through wording and paid special attention to what seemed to fit First UU, what would encompass the diversity of people and beliefs we have present here. I am extremely proud of what the RE Council has accomplished this year and am grateful to each member for their hard work.

The year started off with our Religious Education Council creating a "Green and Growing" video featuring children of this congregation for our capital campaign. This gave our kids (as well as some of our adults) the opportunity to tell the congregation what this church means to them and to let all of us know what they think we can do to help the environment.

In December, our church had a chance to reach out to a family in need by providing Christmas for a family connected to our congregation. It was heartwarming to see all of the presents and gift cards come in each Sunday, to see the presents under the two trees in the Gallery begin to grow in number. So many people donated to this family and really helped make the celebration of Christmas special for them.

Our Justice Sundays continued this year, helping our kids learn about environmental justice by touring First UU's rain garden and recycling plastic bottles to make terrariums. We put together over 200 sack lunches that went to the YWCA Family Center and helped hungry families that were staying there and that dropped by. We wrote letters to the CEO of Wendy's demanding better pay and working conditions for tomato pickers on behalf of the Coalition of Immokalee Workers. And we provided women's hygiene kits to a local day shelter, combining addressing poverty and women's rights.

Huge gratitude goes out to the 60 people who volunteered in Sunday School this year. Can you believe it?! 60! Each one of our teachers and assistants did a wonderful job this year, creating and sustaining a spiritual home for our children and youth. This year, we began offering monthly First Sunday Discussions, which were an opportunity for our teachers to come together to learn how to address issues in their classroom alongside offering space for teachers to talk through challenges—what as worked in their experience and what has not. It has been a good experience for our teachers to get together and connect with each other.

Our youth were busy this year, attending district CONs as well as district-sponsored leadership development events. We sent eight youth to a junior high program for "Becoming a Leader." And we sent six youth to the district "Chaplain Training and Spirituality Development CON," returning with knowledge they will be contributing to our congregation about worship and providing pastoral care. Keep an eye out for a possible Youth Chaplain Team forming up in the next year here at First UU!

Here, we continued our Dinner with the Ministers program for graduating high school seniors, which was lovely. It was a joy for our senior high youth to connect with our ministers and to share a meal together. This year, we traveled to Rev. Mark's house, attended a worship service focused on ending gun violence, and made meals together each month.

Next month, our youth will be taking their first local Justice Trip right here in Columbus, OH. We will be learning about Reproductive Justice through hearing from local activists, collecting stories from people in this congregation, and taking

a trip to Ohio's only non-profit abortion clinic, Pre-Term in Cleveland. All of this will culminate in a Reproductive Justice presence at Columbus PRIDE this year. The trip is set for June 16-21. Final registration is due June 1.

For our Adult Enrichment Program, the committee has created a new structure for our offerings that is both more accessible and designed to serve the needs of this congregation better. It only needs one more thing—YOU! Keep an eye out for new class offerings and support them by attending. Also, if you are interested in facilitating one of the classes we are offering, we are going to be looking for some new leadership. This ministry provides a time of spiritual deepening for folks who come to First UU and provides a time of connecting with one another. I hope that if you are asked to offer a course, you will take us up on it. This is going to be an exciting year for adult programming at First UU.

Just this past month, we offered our first New Family Orientation. This was an opportunity for families in our congregation to connect with one another, to learn about this church and about Unitarian Universalism, AND to be invited into membership here at First UU. We had 17 people attend. And it was so much fun to hear each others' faith stories and to share in learning about Unitarian Universalism. Keep an eye out for more New Family Orientations in the year to come!

Overall, we have a strong Religious Education program here. This church has the largest program in the district and we provide a quality spiritual home for our children and youth. And our volunteers really step up to support this program as well as this entire church. I am excited to see how a sense of mission will help strengthen what we already offer and look forward to continuing to support this fabulous ministry of our church.

Future Goals

In the upcoming year, the goals that will guide my work are as follows:

1. Creating a vision with our RE Council to support “Exploring faith, building community, and having fun.”
2. Offer organizational structure and clarity in communication to our Religious Education program.
3. Lift up opportunities for our church to provide a better welcome to all families who come to First UU.

Church Administrator Brian Hagemann

Where to begin...how about the polar vortex!? This year in the life of the facility was certainly shaped by the long, cold, snowy (did I say long?) winter. Our snow removal expenses for First UU and SYC were the largest they have ever been with record snowfalls and number of separate snow events. The cold froze our water main and damaged other plumbing, including the hot water pipes to SYC. It contributed to the failure of a hot water heater, and generally created havoc. We are now seeing damage to some of the outdoor plants that didn't make it through the winter. Ultimately, this all contributed to a ballooning facility and maintenance budget for the year.

This June marks the retirement of Don Hippensteel, after over 25 years of serving the congregation in several roles (facility manager, event coordinator, sexton). His dedication, knowledge and care for this facility has been an inspiration. Fortunately, his participation in the choir, senior gatherings and other activities will keep him around (probably almost as much as before!). Enjoy your retirement, Don, and thank you!

The roof (asphalt shingles), gutters/downspouts and skylight are all in the process of being replaced as the result of a long-fought insurance claim that finally came through this winter after two years of work. We've installed energy-star reflective shingles that will reduce our energy use and create less of a heat island in the community (Green & Growing!). The new skylight will have insulated eco-glass as well.

We've made a few other advances in greening the facility. The replacement of the hot water system in SYC (due to the deep freeze) gave us an opportunity for improvement. We installed tankless (instant on) electric heaters for the sinks. This is the most efficient way to deliver hot water that is safe and on-demand. No more running the faucet for minutes to get the hot water down to that part of the building. It will save us money in the long run and no longer uses fossil fuels.

In addition to my normal committee work, I also worked with the Green Team and helped the Committee on Shared Ministry with the development of the demographic section of the biannual survey. This survey will give us a good snapshot of the church community and help in planning future activities and in meeting the needs of our members. Taken every two years, we will also get a better handle on demographic changes within the membership over time.

Challenges for the upcoming year include funding/budget and staffing inadequacies. An aging facility is in a constant state of repair and replacement. Not everything is predictable, regular or within the realm of our normal maintenance budget. We continue to need a running fund balance for small capital expenses, but currently have no rainy-day fund or similar set aside. Finance Committee and the Board will need to address this as a structural funding issue sooner than later. We will very soon have necessary HVAC repairs that are outside the normal maintenance budget. We should be refinishing the floors (Fellowship Hall) and repairing/replacing carpeting. We don't have a plan for desired lighting improvements beyond those areas being renovated by the capital campaign. Soon, we'll need to reseal the parking lot and replace outdoor lighting. There are other similar "future needs" that Dave Richter has reported to the Board.

Staffing is a concern, with the retirement of Don as Sexton/Event Coordinator with no budget to rehire. We also need to address the loss of several key volunteers. We will collectively have to come together and find a way to manage these functions. Committees and church leadership will take on more of a self-serve approach to meeting room setup, clean up, and general organization for events and meetings. Please keep your eyes out for requests for volunteer help, as we will be working to relocate some of these tasks into committee or volunteer positions.

The Green and Growing Capital Campaign continues. For the past year, I've been busy meeting with architects, planners, consultants, construction company engineers and managers to assist with project development and inform the campaign leadership during the extended campaign period. The Construction Committee will ultimately review and manage the construction portion of the campaign when the renovation projects begin with the WC doors in the fall, and new classroom and restroom construction in late winter. Look for more details through the summer, and especially next fall, as we get more information out to the membership.

I'm happy to talk construction plans with anyone...or just answer any questions or concerns members have about the facility, administrative issues, event planning or whatever is on your mind.

Have a great summer, Brian

Music Director Tony McDonald

Goals

Our goal continues to be to maintain the quality of our four choirs: Peace Pals, Rising Voices, Spirit of Life and Chalice; to present concerts and musical events that are of high caliber and of interest to the church; and to keep the church musically involved in the outside community.

Choirs

Our main order of business at the beginning of the year was to install and orient Karen Madden, the new director of Spirit of Life, Peace Pals and Rising Voices choirs. We wanted to make her feel comfortable with the UU service and music appropriate for that service, and to have the choirs feel comfortable with her. It was an ongoing process, since Karen does not have a UU background. The year has proven successful in many ways. Her groups have been thriving, as evidenced by the higher number of members, especially in the youth choirs, and in the high level of music they have made, as seen mostly in the spring concerts. The same applies to Chalice Choir, which has not had any major changes.

Current membership:

Peace Pals – 12
Rising Voices – 13
Spirit of Life – 14
Chalice Choir – 58

Chalice Choir had another fine year performing a wide variety of musical styles, many of them quite challenging, while continuing its tradition of quality choral singing. The combined choirs presented their annual Holiday Concert to a large house in December, 2013. In the spring, due to a scheduling conflict, Rising Voices did not participate in the spring concert, but rather sang their portion during the Youth Service in early May. The remaining choirs presented their annual concert a week later, emphasizing American music (Spirit of Life), and choral classics (Chalice).

Special Events

The church enjoyed another fine concert season, combining home-grown events, like the Talent Show and Sing-along, and imported outside groups such as Bill Cohen's "Songs of Struggle" and The Apollo Winds. Note: This year there was only one (all ages) talent show, not separated into "youth" and "adult." Audiences were good-to-excellent for all events.

The complete list of all musical events:

- Bill Cohen and Paisha Thomas present "Songs of Struggle" - a celebration of the Civil Rights Act and its social movement – August 23, 2013 (full house)
- "Sonatas Electriques" - Nathan Hamm's solo piano recital – October 11, 2013
- Halloween Sing-along for kids, with Leslie Zak – October 25, 2013
- Chamber Music Connection Concert (students from that excellent youth music program) – November 3, 2013
- Choir Holiday Concert – December 15, 2013
- All-church Talent Show – February 15, 2014
- "Brits and Beatles" Sing-along: the music of the "British Invasion" - March 8, 2014
- The Apollo Winds Concert (professional woodwind quintet) – April 13, 2014
- Bowling Green State University A Cappella Choir – May 11, 2014
- Choir Spring Concert – May 18, 2014

Music in the Community

Along with the above, a small group of church members went caroling to the group residences of UU seniors before Christmas; a large group from church again participated in the annual Messiah Sing-along sponsored by ProMusica Chamber Orchestra in the Southern Theater, also in December; and a large group of about 40 church members, from Chalice, Spirit of life and Rising Voices choirs, sang for the annual BREAD Nehemiah Action Meeting in May.

Problems

The main problem was "breaking in" the new choir director, Karen Madden (see above).

Plan for the upcoming year

Continue the development of our new choir director, to have all choirs thrive, continue to improve as ensembles and to perform varied and challenging music, and to continue to present fine concerts and musical events from within and without the church. As of this writing, no specific events have been scheduled.

Committee Reports

Archives Team and Historian
Linda Thompson, Historian

Mission Statement: The mission of the Archives Team and Historian 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. The Archives provide information that assists the operation of the church, along with serving members of the church and community in their historical research. (Reviewed and revised in 2009, to be reviewed in 2014.)

Membership: The Archives Team consists of Olwen Firestone, Nancy Morr, Jane Reisman, Linda Royalty, Jan Waters, Ohma Willette and historian Linda Thompson. The Team is not listed as a committee but they do make decisions about what goes in the files, the ordering of materials, displays, articles, etc. The team works every Tuesday morning and sometimes two Wednesday afternoons a month, except for holidays and summer vacation. The Team functions as a church working group and a support ministry for its members. Work, laughter, and good snacks help create a community.

Service and Accomplishments: The Team serves as a reference center, because it has researched a number of questions and issues for committees, staff and members and requests for photos for various church functions. Committee chairs often refer to their past files to learn how something was done in the past and to learn what worked and what did not. It continues to review, sort and organize materials and records, recycling and shredding duplicates or unnecessary items. These tasks will be ongoing as long as the church exists. The Team has done preliminary work on the 75th anniversary. The Team stands ready to work on a celebration of the 75th anniversary, if there is one. We continue to do displays and write articles. The Team awaits the outcome of the proposals made to the Capital Campaign Committee for Archival files and work area.

Issues and Plans: Dating of documents—month, day and year. Many photos turned in do not identify the individuals or the events or give dates. We are well into the second sort on many files; this will reduce the number of files and boxes. Many of our plans are on hold until we have a computer dedicated to the archives; we need technical volunteers to help with our dreams. Major concerns are budget, time, assistance and future replacement of volunteers for the Archives and for Historian. We may be on hold during the construction period. Stay tuned.

Vision: The vision is to have accessible archives for the congregation and staff, and to have a written history of the church. The Archives Team and the Historian 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 not to relive the past, but to learn from it and grow beyond it, as our mission calls us to do.

Auction Committee
A Subcommittee of the Stewardship Committee
Danya Furda, Chair

Mission

Our mission is to have fun, to promote fellowship, and to raise funds for the budget by holding an auction. Members are encouraged to celebrate each other's talents by offering items of all sorts, especially dinners, events, and services. The auction and its associated events are a vital part of the church social calendar.

Membership

Active committee members for this past year included: Cathy Elkins, Danya Furda, Ruth Gerhold, Brian Hagemann, Roger Hansen, Paula Hook, Jennifer Johnson, Marylou MacDonald, Peggy McKee, Jenny McLaughlin, Cathy O'Neil, Jim Pinkham, Jeannie Sperling, Jo Anne St. Clair, and Carole Wilhelm. The auction also depends upon many volunteers who come together to make the event run smoothly and be as inviting and fun to attend as possible.

Activities

We spend several months preparing for a Saturday night auction. The Worship Center, Fellowship Hall, and other spaces in the church are decorated according to a theme, and we have both a silent auction and a live auction with professional auctioneer, Paul Delphia. Guests typically are asked to bring a side dish to share for the buffet dinner, an appetizer or bake goods to sell. Members bid on each other's talents and offerings in a fun atmosphere, and the proceeds support the mission of the church. A web-based software system manages the details and provides online statements, event reminders, and advanced bidding.

The November 2013 auction netted over \$31,000 and we sold 233 tickets.

Plans for the next auction

Our next auction – Spook-A-Palooza, A Devil of a Fundraiser – will be on Saturday, October 25, 2014 from 5 pm – 9:30 pm. Our goal is to move gradually towards being more of a service auction. Seventy-three percent of our profits in the past two auctions came from only a few categories – meals and more, vacation/lodging, services, fellowship activities and entertainment. Therefore, we want to encourage the congregation to offer more of these kinds of donations and we hope to acquire more donations from local businesses. Another change is that we will require physical items to have a minimum bid of \$15 and non-physical items to have a minimum bid or fixed price bid of \$10. Finally, for the 2014 auction we want to move up the start time for dinner by beginning the silent auction at 5 pm, rather than 5:30 pm as in previous years, and by shortening the silent auction by 15 minutes with the aim of calling up tables for dinner at 7:15 pm.

Our committee is a lively group that would love to have new members with new ideas. If you are interested in joining us, please contact Danya Furda at dfurda@gmail.com or 614-471-3786.

Bookstore and Library

Jim Davenport, Bookstore Chair; Kathleen Boston, Library Chair

Mission Statement: The Bookstore provides spiritual, self-help, political, intellectual, and social stimulation by making high quality reading material regularly available in a comfortable environment to the First UU congregation and its visitors. The Bookstore is also about the social as well as the intellectual interactions of congregants, and it provides a secure place for newcomers, potential new members, and other visitors in the crowded, post-service Fellowship Hall.

Chair: Jim Davenport

Membership: Kathleen Boston

Additional Committee Members: Alfonse Battistelli, Greg Denby, Karin Erikson, Jake Huber, Pam Hussen, Chris Johnson, Linda Miller, Bob Papps, Amanda S. Ralph, Tom Stone, Lynne Thomas, Larry Schlatter (Greeter)

Service to the Church Community

Supported enhancement of the Library by handling book ordering.

Estimated \$500 profit generated for the church from the sales of books.

Estimated sold: over 175 books

Support other committees using our sales platform (estimated):

Sold 19 copies of Mark's <i>Sonata</i>	Sold 9 hymnals
Sold 6 First UU Cookbooks.	Sold 11 pendants

Note: All counts and money are annualized to represent July 1 – June 30 based on data from July 1 – April 1.

Issues: Membership turnover has been moderate, with some departing and new ones joining. The team is still healthy, and the issue of not being able to get involved with the New Member process seems to be moot. Sales have again been slow in the last year. Perhaps the economy is still weighing us down. We continue to stock new titles and regularly brainstorm new ways to serve and promote. Having more than one new member with bookstore/library experience, I think we'll be in good shape.

Plans for 2014-2015: Stock more books mentioned regularly in the services.

Continue to support specific requests (author visits, book orders for other groups in the church).

Improve the mix of new titles on the table for regular shoppers who may be getting turned off by seeing the same old books.

The Library Team mission is to maintain the renovated library and its collection, make it user friendly, and provide resources related to the mission and vision of the church.

The team began this work in July 2010, and has met monthly since then. Original and loyal members are Paula Hook, Florence Jain, Susan Vierow and Kathleen Boston.

Accomplishments this year:

1. Participated in the Volunteer Fair Oct. 13, 2013;
2. Held a well-attended Open House October 27, 2013;
3. Met monthly to process new books;
4. Promoted Library news and acquisitions in *The Discoverer*;
5. Worked with Lane Campbell to develop a children's book shelf, with Lane donating the initial collection;
6. Created signage to hang in the First UU Bookstore, directing traffic to the Library;
7. Purchased a set of six DVDs produced by the UUA entitled *Long Strange Trip*, a history of UU thought from the Christian era to today. These can be checked out individually or used in a RE class;
8. Purchased a total of \$218. in new materials, using the Leona Hollander Fund;
9. Processed a number of donated books from the following donors: Barb Avery, Sandy Coen, Rick Kritzer (DVD), Jane Larson, AmyMarie Riley, Karen Thimmes, Linda Thompson, Amy Watson, Susan and Charles Williams, and an anonymous donation of choir CDs.
10. Completed the computerized catalog of all Library holdings to date and printed a hard copy of the catalog;
11. Thanks to: Sandy Aska for maintaining the Library art collection; Brian Hagemann for computer assistance, and Lane Campbell for her suggestions, support and large donation of children's books.

Plans for the coming year include developing and finalizing policy statements, reorganizing the shelves, replacing dated materials as our budget permits and continuing our work to improve our Library.

Building and Grounds Committee
David Richter, Chair

MISSION: To create indoor and outdoor environments that support and reflect the mission of the church. We seek to provide a building that is welcoming, clean, structurally sound, conducive to worship, safe and environmentally friendly. For the church grounds, the committee seeks natural beauty and grace, so that those who visit feel a sense of comfort and wholeness, as well as a connection between the environment and the church itself. The committee bases much of its mission on the 7th UU Principle: Respect for the interdependent web of all existence of which we are a part.

MEMBERS: The Chair is David Richter. Brian Hagemann, Church Administrator, shares in directing the committee. Other members: Paul Byard, Barb Fisher, Michael Shifrin, Karen Torvik, Sandra Aska (Arts and Space subcommittee), David Krohn, Tom Wheeler, Jeff Boughton, Don Hippensteel (Sexton) and Naoko Kobayashi (Facilities Assistant).

ACTIVITIES: This year has been busy for our committee. Problems associated the aging structure and mechanical equipment continue to cause problems. Much of our time and energy has involved preparations for the Green and Growing Capital Campaign. The Chair and Church Administrator, along with other committee members, met dozens of times with consultants, architects, contractors, suppliers to develop plans and get estimates for proposed capital campaign projects. Some of these, and much of the work, were incorporated into the priorities of the capital campaign.

We organized and ran Autumn and Spring Clean-Up Fix-Up Days Saturday mornings in October and April. Workdays serve three major functions: 1. They aid in the maintenance and improvement of the building and grounds; 2. They let church members know of the time and effort needed to maintain the building and grounds, and; 3. They build a sense of teamwork and camaraderie among church members.

The committee also organized and ran three summer evening work sessions, in June, July and August. These sessions run from 6 p.m. until dark, and concentrate on the gardens and grounds. They usually involve about a dozen volunteers. Although more help can always be used, these evening work sessions greatly aided in maintaining the gardens. The addition of the large rain garden on Weisheimer Road this past year has added to the workload of the committee.

Because of declining volunteer effort, plus the need for more professional services, we have worked with the Church Administrator to contract out more work, including lawn care, grounds care, mulching, pruning parking lot hedges, etc.

Among the accomplishments were the following:

- Plaque memorializing three different persons were restored (1) or made (2) and placed at new memorial trees and plantings around the church grounds;
- The insurance company refusal to pay for roof damage, which the committee had voted to appeal, finally paid off, with a settlement from the insurance company. The new roof has been installed.
- It was decided that Brickman would handle mulching and more garden maintenance in Memorial Gardens as part of their lawn contract.
- The Chair, working with the Church Administrator, again updated the annual "Future Needs" report for the Board. This report summarizes major projects that should be accomplished in the next five years to maintain the integrity of the building, replace deteriorated infrastructure, improve efficiency and upgrade energy efficiency. It was recommended that the Board set aside at least 3% of each annual budget for a capital needs fund. Committee members, working with the Church Administrator, met with contractors, designers, consultants and others throughout the past few months to prepare plans and estimates for numerous major renovation projects, as well as a new addition.
- Committee members worked throughout the year on various building repairs and improvements and on maintaining the extensive gardens and grounds around the church. This includes pruning, weeding, watering, and fertilizing the gardens, as well as controlling poison ivy and other noxious weeds.

FUTURE: We plan to continue setting up work sessions to encourage church members to work on various projects. In addition, committee members will continue to carry out work in the gardens, grounds and inside the building as needed.

ISSUES: A major difficulty faced by the committee this past year (and every year) is the need for additional volunteers to maintain the grounds on a continuing basis. Attempts to recruit additional volunteers through church bulletin announcements, information tables in Fellowship Hall and personal contacts have not been successful.

GOAL: The B&G Committee envisions a church atmosphere that inspires members and guests with its beauty, comforts users with its warmth, and welcomes all with its openness. We will strive for a greener building and grounds. We want an atmosphere that is in touch with the natural environment, and a building as energy-efficient as possible.

Caring Committee and Neighborhood Network
Olwen Firestone and Claire Hagan-Bauza, Co-Leaders

Committee members for 2013-2014: Rev. Carol Brody, Chaplain Dick Dawson, Vanda Hughes, Florence Jain, Rev. Eric Meter, Linda Miller, Nancy Powlick, Christine Raffaele, Jane Reisman, Erica Scurr, Chris Sullivan, Carole Wilhelm, and Ohma Willette.

Mission Statement: The Caring Committee seeks to be aware of, and respond to, joys and sorrows of church members and friends by sending Caring Cards, which are signed by church members and friends. The Committee also provides: a Caring Network of volunteers, under the leadership of Florence Jain, which offers short-term supportive and emergency care in 12 local geographic areas; memorial service reception coordinators, Carole Wilhelm and Tina Thonnings; medical supplies coordinator, Susan Marcum; an annual educational workshop related to life's issues; and an umbrella under which the Ministerial Appreciation Committee and the Funeral Consumers Alliance exist.

There were 190 Caring Cards sent from mid-May 2013 to mid-May 2014. These cards included acknowledgements of joys, sorrows, special birthdays, graduations, Coming of Age, and significant dates of our ministers. The Joys and Sorrows request form is in the process of being improved.

There were seven memorial service receptions held between mid-May 2013 and mid-May 2014.

There were 39 holiday cards sent, as well as 24 cookie and fruit plates delivered to senior members in the congregation and to staff.

The Caring Network assisted 24 members by providing 67 transportation trips, visiting seven, making 16 calls, and providing 45 meals. Florence adds, "These numbers just scratch the surface. Most of these members also received support provided spontaneously by church friends, that isn't recorded anywhere. We are a generous community!"

Durable medical supplies were requested by six people. There were many items donated and more offered for loan. Susan is updating the list.

The March workshop, "Courageous Conversations for Life's Transitions" was held on March 2 with approximately 60 people attending. It was held in partnership with the Pastoral Team. The presenters were Chaplain Dick Dawson, Rev. Kathleen Fowler, Dr. Bill Fiorini, and Carole Wilhelm.

The Ministerial Appreciation Committee, led by Jane Reisman and assisted by Linda Royalty, sent cards to ministers for birthdays and anniversaries, and distributed flowers for notable birthdays and anniversaries.

Erica Scurr, the committee's bookkeeper, kept track of our reimbursable items and expenses.

We also acknowledge the following church members: Deb Baillicul, whose original artwork is on the cards of joys and sorrows; Nan Beamish, who helped coordinate the caring table information; Patricia Larson, who created and provided "tussie mussies" (small flower arrangements) for milestone birthdays of older church members; and Marian Garcia, for her help in getting Caring Committee dates on the busy church calendar.

Central Ohio UU Walkers
Erica Scurr, Leader

Mission Statement: To enjoy the changing seasons and appreciate the web of life during a regular weekly walk in nature at Highbanks Metro Park.

This group meets on a continuing basis every Friday in the Nature Center parking lot at Highbanks Metro Park for a 2-3 mile walk on one of the park trails. Meeting time is 9:30 am except for the winter quarter, for which the time changes to 10:00 am to allow for an evaluation of bad weather or road conditions. The walk takes about an hour.

Group size ranges from 2 to 14, and is most often 5 to 9. The walk includes many stops to identify or admire wildflowers, mushrooms, and birds. Observations have included the two adult eagles nesting along the Olentangy River, a barred owl, bluebirds, and pileated woodpeckers. Some group members are also photographers, and have posted photos of these sightings on a Facebook Page, *Central Ohio UU Walkers*.

In the course of the year, 40 members and friends, listed below, have participated in this activity:

Erica Scurr	Deanne Witiak & Hugh	Steve Lovejoy
Robert Ziegler	Karen Townsend	6 out-of-town guests
Susan & David Carr	Judy Fettman	
Marcia & Rich Canter	Alison ?	
Tom & Deb Baillieul	Michael Greenman	
Pat Larson	Margaret ?	
Karen Torvik	Mary Lou & Dave MacDonald	
Ohma Willette	Ben Baillieul	
Pat Snyder	Gabriel Jaskolka	
Bob & Carole Wilhelm	Donna & Bob Papps	
Jeannie Sperling	Tony Skrabak	
Elaine Fujimura	Betty Morss	

MISSION STATEMENT

The primary function of the Committee on Shared Ministry (COSM) is the stewardship of First UU's Mission and Vision. Therefore, COSM focuses on shared ministry, congregational vitality and respectful relations. Together with the Board of Trustees and our professional leadership, COSM helps develop objectives and standards of excellence within the mission of the church. COSM will appraise, report and advise the congregation, the professional leadership and the board on the progress of our mission and vision.

MEMBER ROSTER

David Easter served as Chair for the 2013-2014 church year. Members included Chas Williams, Su Farnlacher, Donna Greenman, Julie Henderson and Rich Humenick. Rich Humenick will serve as Chair in 2014-2015.

SUMMARY OF ACCOMPLISHMENTS

COSM has followed a three-year plan for assessing the overall health of First UU's congregational life. The first two years focused on in-depth interviews with staff members and Standing Committee chairs. This year COSM focused on the congregation at large, by conducting a survey designed to assess overall satisfaction levels at First UU. The survey response rate was outstanding: 329 members, friends and visitors completed the survey. The responses revealed high levels of satisfaction in almost all areas of congregational life and ministry. Below is a summary of the findings.

1. "Our congregation has a sense of community, caring, friendliness and supportiveness."
93% agreed or strongly agreed
2. "Our congregation warmly and openly welcomes visitors and newcomers."
74% agreed or strongly agreed
19% neither agreed nor disagreed, likely reflecting those who have not had recent experience as newcomers
3. "Our congregation handles its conflicts in a healthy and productive manner."
55% agreed or strongly agreed
40% neither agreed nor disagreed, likely reflecting those who have not experienced conflict or conflict resolution at First UU
4. "Our congregation provides an opportunity for an individual's spiritual journey and growth."
88% agreed or strongly agreed
5. "Our congregational life is an accurate reflection of our mission statement."
76% agreed or strongly agreed
20% neither agreed nor disagreed, likely reflecting lack of knowledge of our mission statement
6. "Our children's religious education program provides a rewarding experience for our children."
73% agreed or strongly agreed
26% neither agreed nor disagreed, likely reflecting those who do not have experience with children in religious education
7. "Our adult religious education program provides a rewarding experience for our adults."
54% agreed or strongly agreed
33% neither agreed nor disagreed, likely reflecting those who do not have experience with adult religious education
8. "The overall quality of our Sunday services is good."
92% agreed or strongly agreed
9. "The overall quality of our music programs for Sunday services is good."
92% agreed or strongly agreed
10. "Our congregation has an interesting variety of social activities and events for our members to get together."
87% agreed or strongly agreed
11. "Our congregation is aware of, and involved in, social justice issues."
96% agreed or strongly agreed
12. "Our pastoral care ministry meets the needs of our congregation."
73% agreed or strongly agreed
23% neither agreed nor disagreed, likely reflecting those who have not made use of pastoral care

13. "Our congregation communicates an awareness and connection to our district organization and the Unitarian Universalist Association."

67% agreed or strongly agreed

29% neither agreed nor disagreed, likely reflecting those who have no direct knowledge of the congregation's relations with the district and UUA

14. "The present method of raising funds for our congregation is satisfactory."

57% agreed or strongly agreed

32% neither agreed nor disagreed, likely reflecting those who do not have a strong opinion on current fundraising practices

15. "Our facilities are adequate for our staff, our congregation and its needs."

44% agreed or strongly agreed

25% neither agreed nor disagreed

31% disagreed or strongly disagreed

The mixed results on this issue were not unexpected. Funds raised in the Capital Campaign are largely earmarked toward improving our facilities. We expect satisfaction levels to increase as improvements are made.

16. Respondents also were asked to rank the importance of areas of congregation life and ministry to their own experience at First UU. The results were, ranked on percentage of respondents who agreed or strongly agreed:

Community (92%)

Worship (84%)

Social Justice (81%)

Music (81%)

Pastoral Care (67%)

Social Activities (67%)

Children's Religious Education (66%)

Adult Religious Education (60%)

Information also was collected on the demographic characteristics of our congregation. Below are some of the results:

"What is your age?" 61-70 (25%), 41-50 (25%), 51-60 (18%), 71-80 (12%), 31-40 (11%), 81-90 (3%), 26-30 (3%), 21-25 (1%), under 18 (1%), 18-21 (0%), 91+ (0%)

"What is your faith background?" (Respondents could choose multiple categories.) Protestant Christian (42%), Roman Catholic (16%), Unitarian Universalist (9%), Atheist/Agnostic (9%), Other (7%), None (6%), Jewish (4%), Evangelical Christian (4%), Buddhist (1%), Hindu (1%), Muslim (0%), Mormon (0%)

"How would you best describe your current religious identity?" (Respondents could choose multiple categories.) Unitarian Universalist (43%), Atheist/Agnostic (20%), Earth/Nature-Centered (10%), Humanist (9%), Buddhist (5%), Other (4%), Christian (3%), Mystic (3%), Theist (2%), Jewish (1%), Hindu (0%), Muslim (0%)

"Do you consider yourself part of a multiracial family?" Yes (15%), No (85%)

"If you have children, are they currently participating in the RE program?"
Yes (28%), No (72%)

CONCLUSION: Based on the survey results and its monitoring of congregational life over the past year, COSM concludes that our congregation is healthy and vital, with high levels of satisfaction.

PLANS FOR NEXT YEAR

COSM will continue to monitor the overall health of our congregational life, and monitor potential areas of conflict and the need for conflict resolution. While we have not yet determined the focus of the committee for the coming church year, assessing the various ministries of the church will continue. Of particular interest will be how the congregation transitions through Rev. Belletini's retirement, and the search process that will commence next year.

VISION STATEMENT

To envision and foster a culture of shared ministry at First UU.

Justice Action Ministry (JAM) and BREAD
Steve Palm-Houser, Chair

Working for justice is as much a spiritual practice as prayer and meditation. Justice Action Ministry (JAM):

- is the unified work of the Board of Trustees, committees, youth, choir members and musicians, covenant groups, members, friends and staff of First UU, and
- boldly engages the justice issues of the day and provides our church members and our larger community with ample opportunities for public witness of their faith.

Membership:

JAM currently has a church-wide email list of over 200 people and a community-wide email list of another 200 interested in its events and activities. Non-UU participants at JAM events have been from different faith backgrounds such as UCC, Muslim, Episcopalian, United Methodist, Hindu, and Jewish. The chair of JAM is Steve Palm-Houser. Meetings are held usually on the fourth Monday of every month.

JAM members and meeting attendees include Alice Faryna, Bill Fullarton (Treasurer), Alice Rathburn, Ginnie Vogts, Marge Lynd, Jane Larson, Michael Greenman, Beth Jewell, Barb Avery, Cathy Elkins, Marilyn Webster, Sue Carter, Rick Kritzer, Lisa Iacobellis, Tim Hooks, Barbara Taylor, Peter McDonald, Wesley Thompson, Jamal Gilcrease, Ben Iten, Lane Campbell (DRE), and many other justice workers.

SPONSORED EVENTS:

The events sponsored by JAM during 2013-14 included:

- Fair Trade Coffee
- Numerous rallies and store visits on behalf of the Coalition of Immokalee Workers
- Clintonville Resource Center (CRC) Summer Lunch Program
- Understanding Reproductive Justice for All Families class
- Youth Justice Trip focused on Reproductive Justice
- Bread Nehemiah Action
- UU Justice Ohio Network (UUJO) statewide conference
- Standing on the Side of Justice rally at the Ohio Statehouse
- Candidates/Issues Forum
- Affordable Care Act signup information sessions

JAM completed its two-year special focus on two justice areas selected by a congregational vote in the February 2012 midyear meeting: Poverty Alleviation and Women's Reproductive Health. At the February 2014 midyear meeting, the congregation chose these two justice areas for special focus over the next two years

- The Beacon Project at OSU
- Poverty and Economic Inequality.

COALITION BUILDING WITH OTHER LIKE-MINDED GROUPS

Metropolitan Area Council of Churches (MACC)

RESULTS

Equality Ohio and Human Rights Coalition (HRC)

Move to Amend

Mid-Ohio Workers Association

Lahore Ahmadiyya Islamic Society

Ohio Fair Food

Ohioans to Stop Executions

Simply Living

Projects currently* supported by JAM include:

Athens County Appalachia Project
Building Responsibility Equality and Dignity (BREAD)--see report, below
Care and Share Time Bank
Clintonville-Beechwold Community Resources Center
Coalition of Immokalee Workers
Community in Challenging Times
Equality Ohio
Fair Trade Coffee
Faith Mission Dinners
Franklin County Consortium for Good Govt.
Immigration Reform
Heifer International
Mid-Ohio Workers Association
Move to Amend
NARAL Pro-Choice Ohio Foundation
Ohio Religious Coalition for Reproductive Choice
Ohioans to Stop Executions
RESULTS: Power to End Poverty
Single-Payer Action Network Ohio
UUs for a Just Economic Community
Unitarian Universalist Service Committee
YWCA Family Center

*supported projects may change based on budget and current priorities. The list is by no means comprehensive.

BREAD

First UU is a founding member of BREAD, an interfaith, interracial community organization of more than 50 central Ohio churches, temples, synagogues, and mosques. BREAD's **mission** is "to build the power of people of faith to act effectively to solve local community problems through processes of relationship building, direct action, and negotiation with decision makers." It is a 501(c)(3) non-profit, non-partisan corporation that does not provide direct services nor accept government money for its internal budget.

First UU's BREAD Team and 39 additional First UU BREAD Justice Ministry Network members were responsible for 364 of the 3,000 attendees of the 2014 BREAD Nehemiah Action Meeting. Ever-larger numbers are crucial to persuading public officials and other decision makers to work with BREAD to bring about systemic improvements in criminal justice, health care, mental health care, education, jobs, and housing.

The First UU BREAD Team this year has included Chris Collins, Larry Drake, Cara Greenberg, Don Hippensteel, Chris Johnson, Susan Marcum, David Maywhoor, Roger McElroy, Rev. Eric Meter, Morgan Patten, Alice Rathburn (Captain), and Noel Williams, several of whom have served on BREAD committees:

Executive Board – Alice Rathburn

Board of Trustees – Alice Rathburn

Crime and Violence – Noel Williams

Jobs – Noel Williams

Health Care – Don Hippensteel, Tracy Moebius

Truancy Stakeholders – Alice Rathburn

Keeping Kids In School – Rev. Eric Meter, Alice Rathburn, Noel Williams

And the 2014 First UU Justice Ministry Network members, pivotal to our achieving the second-largest Nehemiah Action turnout of any congregation and our largest ever are: Laura Adams, Ryan Agnew, Marilyn Beerman,

Rev. Mark Belletini, Carol Bohumolski, Matt Booth, Patricia Boughton, Sue Carter, Chris Collins, Sandy Coen, Brad Day, Marty Day, Larry Drake, David Easter, Cathy Elkins, Alice Faryna, Carol Fisher, Bill Fullarton, Danya Furda, Jane Gardner, Michael Greenman, Don Hippensteel, Pat Hoffman, Jake Huber, Florence Jain, Chris Johnson, Lauri Jones, Oliver Jones, Nancy Kremer, Jane Larson, Steve Lefevre, Danny Lemmon, Marylou MacDonald, Susan Marcum, David Maywhoor, Beth McCreary, Tony McDonald, Roger McElroy, Rev. Eric Meter, Tracy Moebius, Marguerite Molk, Georgeanne Neuzil, Steve Palm-Houser, Roy Pantle, Jim Pinkham, Alice Rathburn, Ron Rathburn, Susan Roscigno, Doug Rossiter, Ingrid Silvian, Tony Skrabak, Katie Swett, Karen Thimmes, Wesley Thompson, Gleb Tsipursky, Fred Vierow, Agnes Vishnevkin, Ginnie Vogts, Jan Waters, Amy Watson, and Noel Williams.

In addition, 70 First UUs and friends helped to support BREAD's work financially with investments totaling \$10,512.50.

BREAD is our church's primary and most visible vehicle for bringing about local systemic change to alleviate serious social justice issues. Our membership in BREAD helps us to develop stronger relationships among ourselves and with people of different faiths and cultural backgrounds. Our church's participation allows members of this congregation to contribute to making change for justice in the central Ohio community on many levels, including:

- serving on our own BREAD Team,
- working on one or more of BREAD's research and action committees,
- participating in the listening process to surface problems in the Central Ohio community for BREAD to address,
- becoming a member of the First UU BREAD Justice Ministry Network to help increase BREAD's power to make change
- attending meeting(s) with public officials to win and/or monitor implementation of an issue
- working on BREAD's corporate investment drive
- recruiting for and/or attending BREAD's public assemblies to gain allies,
- financially supporting BREAD's efforts.

Since its 2013 Nehemiah Action, BREAD has had the following issue victories:

- 2.1 million dollars allocated by City Council to expand small business incubators and loans.
- Continued funding for the KEY (Keep Engaging Youth) Truancy program.
- A 65% reduction of out-of-school suspensions for truancy and Level 1 disruptive behavior in Columbus City Schools (CCS) compared to the same period last year.
- Restorative Justice circles established in six high-crime neighborhoods to reduce youth crime and divert first-time, non-violent youth offenders from the juvenile justice system.
- In conjunction with other organizations, Medicaid expansion in Ohio became a reality.

At the 2014 Nehemiah Action, (1) CCS Superintendent Dan Good committed to further reduce truancy, to reduce to zero out-of-school suspensions for attendance-related incidents, and to expand efforts to reduce CCS' attendance problems and (2) ADAMH CEO David Royer committed to identifying funding for one new Assertive Community Treatment (ACT) Team and to visit Magnolia Clubhouse and, depending on the outcome of that visit, to send a team for training to learn how to establish an accredited Clubhouse in Franklin County. Subsequent to the Nehemiah Action, the Franklin County Sheriff met with BREAD and committed to attending a meeting with Mexican Consulate to learn about the Matricula Consula and to make a policy change to stop holding people for I.C.E. after they no longer have an "active charge."

BREAD's power to effect change is directly related to the number of people attending BREAD's public assemblies, especially the annual May Nehemiah Action. The response of First UU's members and friends to BREAD's call for justice is a source of inspiration and motivation to other BREAD congregations and to the BREAD staff.

Leadership Development Committee
Susan Williams, Acting Chair

Leadership Development Committee Mission: We, the Leadership Development Committee, pledge to nurture the leadership gifts of congregation members, and to mindfully advise and nominate qualified candidates for specified leadership positions in the church.

Leadership Development Committee Ministry: To fulfill our Mission, this committee:

Develops: We sponsor and conduct leadership-related learning and development events.

Supports: We award scholarships to events that provide leadership and development experiences.

Identifies and recruits: We identify candidates who reflect the church's commitment to inclusiveness and diversity. We recruit and nominate, for election by the congregation, candidates for: Board of Trustees, Moderator, Search Committee for a Settled Minister (and our own) Leadership Development Committee. We recruit and nominate, for selection by the Board of Trustees, candidates for: Strategic Planning Committee and Committee on Shared Ministry. We serve as a nomination resource for other leadership positions, as we are able.

Recognizes: In small ways and in large, we thank, celebrate, honor and commemorate our congregation's leaders, both past and present.

Membership: Susan Williams, chair; Past Board Chair: Beth Jewell; out-going members: Jeannie Sperling, Thom Pegan, Amy Watson, Susan Williams; continuing members: Judy Vazquez, vice-chair; Steve Abbott, Jim Bailey and Tony Rice.

Summary of Accomplishments: LDC chose two goals for 2013-2014: to revise the nominating process and to devise an adaptable and flexible leadership development blueprint. The revision of the nominating process included starting with a review of the entire membership database over the summer, ranking close to half of the congregation in early fall, and making initial contacts by mid to late fall. Interviews with the most likely candidates took place from January through March, meeting our March 30 deadline. In January, LDC presented a proposal to the Board of Trustees to reduce the number of elected leaders, which would result in a decreased nominating workload for LDC and, according to current best practice recommendation, would lead to a more effective and focused Board of Trustees.

The Leadership Development Blueprint was completed by February, 2014. In addition, LDC has continued to recognize leadership accomplishment with thank you notes. Since our budget was cut from \$2,000 to \$500, only one scholarship for Advanced Art of Hosting training has been awarded this year. In-house leadership development has consisted of three 30-minute segments at the Program Council.

In addition to pursuing our goals, LDC researched the Search Process, sharing some new and different practices along with LDC's need for a workable time table with the Board of Trustees. The committee is currently wrapping-up a revision of our scholarship application to make the process more expedient and online-friendly. Finally, in response to an unexpected withdrawal of an LDC candidate, the Committee proposed to the Board of Trustees that the constitutional option of nominations by petition be publicized through an email blast. There were two inquiries in response to the blast but no requests for petition forms.

As a committee, we maintained our commitment to model leadership, using our covenant, which we revisited this year. We also chose to divide the workload of the chair and distributed it evenly among next year's senior members.

Looking forward: After completing a spring assessment, visioning and goal-setting process, LDC has chosen two goals for 2014-2015. The first goal is to develop broad knowledge of congregational members, culture, and dynamics. The second goal is to recruit and charge a (to be defined) team to develop leadership training. From the assessment of our previous goals, LDC learned that a larger database does not equal a deeper knowledge of the congregation's leadership potential, and that a leadership blueprint needs volunteers free of the nominating workload to carry it forward.

Living our mission: The mission of our church calls us to practice true hospitality in ways that claim diversity and question unexamined privilege. This year, the LDC has grappled with whether a thorough nominating process is sufficient if it does not push us to become acquainted with those members who are strangers to the elected leadership. We have spoken our truth with love to the Board and the congregation through a constitutional amendment proposal that addresses the challenge of a nominating workload that impedes the committee's ability to provide meaningful leadership development. The committee's goals address the challenge of inviting members into leadership in a church culture where there is a gap between the invitation to be a member and an invitation to participate in membership.

Religious Education Council
Christine Davidson, Chair

REC supports the RE mission statement: Exploring Faith, Building Community, Having Fun

Member roster:

Carolee Noonan
Brandi Nicholson
Cheryl Smith
Christine Davidson (chair)
Dave Gill
Marla McMichael-Liston
Scott Schricker
Tom Baillieul
Lane Campbell
Rev. Eric Meter

In the past year the REC has been working with Lane to ascertain what works well for our community and what has not. This year has primarily been one of determining the path we wish to take into the future while at the same time supporting the programming already in place. We held information gathering sessions to determine what the community finds valuable in a religious education program and are using that information not only to guide our mission statement and visioning but the structure of the program going forward.

Our plans for the coming year include completing our vision statement over the summer. Incorporating new programming for the elementary and pre-K ages into Sunday School. Exploring ways to be more welcoming to new members and create opportunities for growing our community. Finally, several board members will be finishing their time on the REC, therefore we will be finding new members to continue the work and be bringing them up to speed.

School for Young Children
Stephanie Rottmayer, Director

I. Mission Statement:

Our weekday preschool is open to young children and their families without regard to race, creed, sex, socioeconomic level or physical or mental abilities. A child development approach to growth and development is facilitated in an environment of play.

II. Membership:

The SYC Committee had voting and non-voting members this year, consisting of church members, teachers, office staff and parents of the school.

Our SYC Staff this year consisted of 20 staff members: 17 part-time teachers, 1 full-time director and 2 part-time office personnel.

III. Service to church community:

- Our First UU community outreach program served families with children during this school year. Many of these families include members of First UU. Four of our staff of 20 are church members.
- SYC mentored student teachers from the EC M.Ed. dept. at the Ohio State University and Columbus Community College.
- Our annual Scholarship Auction provided scholarships to families who applied for financial aid for the school year of 2012-13.
- Long time teachers Patti Zahara and Deb Baillieul both retired at the end of this year.
- Our social media presence continues to increase due to our improved website (by Brian Hagemann) our school Facebook page and an independent SYC parent Facebook page. This has increased communications in our school community to include old friends and alumni families in our daily operations.

IV. Issues:

Our positive publicity continues this year due to the SYC book and our social media presence. Heather Shumaker has written a second book, less about SYC and more about home parenting, but she is using information she has partially gathered through interviews with our staff. So we continue to struggle with an overwhelming number of applications and long waiting lists for classes next year.

V. Plans for the upcoming church year:

We are considering several new ideas for parent education opportunities and to improve new teacher training in our program.

VI. Vision Statement:

We will continue to promote our play-based learning environment with a focus on social/emotional development along with meeting the requirements of the Ohio Jobs and Family Services Daycare Licensing and the accreditation guidelines of National Association for the Education of Young Children.

Strategic Planning

Doug Rossiter, Anita Bucknam, Co-chairs

Committee members:

Doug Rossiter, Anita Bucknam, co-chairs; Dennis Rankin, Jim Conlan, Phyllis Byard, Christine Raffaele

Mission statement: The purpose of the Committee is to identify and articulate priorities, planning options and recommendations essential to the long-term health of the Church, consistent with its mission and vision. Strategic Planning is a key activity of the Board for which this committee is the Board's representative.

Accomplishments this year:

- Spent most of the year continuing to consider how best to organize activities at First UU Columbus.
- Met twice monthly, including several times with other interested committees, particularly COSM and LDC
- Met with Congregation Tifereth Israel to discuss their organization.
- Researched how other UU congregations are organized.
- Discussed our ideas with our Board, Church Administrator, and our District Representative Joan Van Becelaere.
- Conceived and organized the Activity Fair held in September, 2013.

Plans for next year:

1. Will continue to refine and finalize our organization proposal.
2. Will consider what changes the proposal would require to our Constitution and Standing Rules.
3. May initiate a pilot project in one area to test concepts and ideas
4. Plan to hold sessions next fall to ask for input from congregants and to answer any questions they may have.
5. Will ask for Board approval of the final proposal.
6. Will submit final proposal to the congregation for a vote, either at the February or June annual meeting.
7. Will organize another Activity Fair in the fall.

Worship Committee

Wesley Thompson, Gina Phillips, Co-Chairs

Mission Statement

The Worship Committee assists the ministers and the congregation in planning and promoting worship services of quality and meaning. It supports the spiritual and intellectual life of the congregation by creating, coordinating, and presenting worship services in collaboration with the ministers and guest speakers. It ensures the provisions of worship services when the ministers are absent, and is responsible for the quality of setting, accessibility and ambiance of all services. This will include qualities of music, aesthetics, and technologies in our religious community.

Vision Statement

Promote and implement the mission, vision, and goals of the church;

Assure a welcoming atmosphere in the Worship Center and during services for all church members, visitors, and guests;

Assist the ministers by possible means to assure that they shall have freedom of the pulpit;

Foster inclusiveness and diversity in worship services;

Envision ideas for renewal and development of the Worship Committee and the church.

Member roster: Gina Phillips, Wesley Thompson, Co-Chairs; Judith McDowell, Rev. Mark Belletini; Carolynn Aurnou; Mary Rogers; Steve Abbott; Steve LeFevre; Don Hippensteel; Joe Pierce; Shane Roussi; Ruby Linhan; Rev. Kathleen Clark Fowler; Su Farnlacher; Debbie Shaw; James Brown

Summary of accomplishments:

Improved function of Christmas services

Improved communication with other committees and subcommittees that have roles in worship services

Initiated discussions of summer services earlier

Initial inquiries into greater budgetary support for Soulful Sundown services

Digitized Worship Workbook

Plans for next year:

Improve follow-through on early efforts on summer services

Deepen involvement in budget process

Create a calendar of church installations and other ceremonies

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Addendum

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Animal Ministry

Rick Kritzer

Mission Statement:

We understand that human beings are only a single strand in the intricate web of life. Our mission is to raise awareness of the inherent worth and dignity of all animals and to encourage the exploration of, and transition to, a more humane lifestyle.

Animal Ministry Members:

We are a chapter of the UUA Animal Ministry. Members include: Barbie Luna, Betty Virag, Brian Hagemann, Deb McGuire, Jamal Gilcrease, Lisa Iacobellis, Mike Cipolla, Rick Kritzer, Ruth Vandersall, Stephanie Ozbun, Steve Molk, Steve Palm-Houser, Sue Carter, Sue Pascual and Dan Welch.

In addition, six others have asked to be on our email list, and there are 28 on our Face Book page (UUAM).

Accomplishments and services provided to church community and beyond. We:

Donated a coupon for a meal at Portia's Cafe at the church auction.

Presented the proposed change in the First Principle, and discussed the 2011 SOC at the Oct 28 JAM meeting. Unanimously voted to ask the Board to address both items.

Started, and continue to collect, food and supplies for the Ohio Wildlife Center (OWC), based on the current OWC "wish list."

Announced (in February) that we would start donating healthy vegetarian and vegan options for the Sunday breakfasts, and encouraged church members to contribute.

Conducted a lay-led service July 14, 2013: Blessing of the Animals. Five AM members participated.

Conducted a church service at the UU Congregation East (Reynoldsburg). The topic was the First Principle Project, a national effort which proposes to change the UUA principle from, "To affirm the inherent worth and dignity of every "person" to every "being." Lisa Iacobellis and Rick conducted the service on Nov 17.

Discussed opportunities for collaboration with the Midwest Faith Outreach Consultant for the Humane Society of the United States (HSUS). Lisa Iacobellis met with Sean Carroll on March 31.

Joined a protest of the Ringling Bros and Barnum and Bailey Circus at the Schottenstein Center May 8-11 (two members). Three members demonstrated against the new Petland in Hilliard on May 31st.

Staff a table in the church on third Sundays, to hand out literature and discuss our work.

Received \$200 from the Social Justice Committee/JAM, in response to our application

Issues:

At the GA in 2008, delegates choose Ethical Eating: Food and Environment Justice as the topic congregations were encouraged to explore and act on related issues for the next four years, 2008-2012. Our church did not participate.

Then at the 2011 General Assembly in Charlotte, NC, delegates approved **Ethical Eating: Food and Environmental Justice** as Statement of Conscience.

Justice Action Ministry (Additions to Annual Report)

Michael Greenman

Move to Amend – Central Ohio

An Affiliate of Move to Amend: a multi-racial, multi-ethnic coalition of groups and individuals across the nation coming together to demand a constitutional amendment to eliminate “corporate personhood” and “money as speech”, an action that will return democracy to our nation. The successful implementation of this objective supports all of our Seven UU Principles.

Sixteen of the 40+ active members of the area-wide organization are members of First UU or UUCE.
Farrell Brody, Becca Calhoun, Susan Carter, Colleen Dempsey, Alice Faryna, Emily Fogel, Michael Greenman, Danny Lemmon, Madeline Lowery, Pat Marida, Sharon Oliver, Victoria Parks, Pam Patsch, Bertina Povenmire, Karen Torvik, Ruth Vandersall.

In addition to regular planning meetings, MTA-CO carried out a number of local activities publicizing the issue of democracy,

- Presenting the play “The Prosecution of Judge Waite” at North UU Congregation;
- Leading group in developing a national coalition of faith/ethical communities, with involvement so far from Lutheran, Catholic, Humanist, Methodist and others. Developed and presented at UU and other churches in Florida, Illinois, New York and Arizona.
- Staffing a booth at Annual ComFest
- Displaying banner on Interstate overpasses
- Tabling at farmers’ markets and libraries,
- Collaborating with Ohio-PIRG and Progress Ohio.

Care and Share Time Bank

A community-building organization that is part of a national network of groups seeking to build more self-sufficient, interactive communities of caring and supporting each other. Over 20,000 members worldwide.

Our local group has grown to a total of over 290 members since starting in October, 2011. Of this number, some 20 are Members or Friends of First UU: Alice Rathburn, Carl Yaffey, Chris Johnson, Chris Hardin, Debbie Shaw, Debra Boyd, Elaine Fujimura, Florence Jain, Gina Philips, Joseph Del Medico, Lindsey Krupla, Lou Bernard, Michael Greenman, Michael Shifrin, Ruby Linhan, Sandy Coen, Stephen Lovejoy, Steve Crim, Tina Thonnings, Tony Skrabak.

Monthly orientation meetings and potlucks help to bring members into the community, where they build relationships through exchanging services at no financial cost, exchanging services offered for “credit hours” that can be exchanged with any other member in the groups.

A number of affiliates have evolved in the broader Columbus metropolitan area that are using the system to support their own members as well as to develop relationships between themselves; Interfaith Alliance of Central Ohio, Simply Living, and the Clintonville Energy Co-operative are the most active.

Community in Challenging Times

This group is mostly inactive, but has been continuously providing job information to its listserv consisting of some 303-50 individuals. In the past year Carol Fleming, who operates the listserv, has disseminated over 80 emails listing job, job training, and networking opportunities.

We are developing a housing program to provide temporary housing to UUs from other congregations that either move to Columbus or require temporary housing during a short stay.

Personnel Committee

Kevin O'Neil, Chair

Members: Steve Abbott, Betsy Duckworth, Brian Hagemann, Judy Kleen and Kevin O'Neil (Chair)

The mission of the Personnel Committee is specified in First UU's Standing Rules, Article V, Section 2:

The Personnel Committee is responsible for making recommendations to the Board of Trustees regarding the conditions of employment, including salaries, wages and benefits and working conditions for employees of the church. The Personnel Committee may assist in resolving employee relations issues.

A. Responsibilities. The committee's responsibilities include:

- 1) Review current denominational information regarding the employee policies, practices and working conditions. Review surveys and market analysis data which will help it in its determinations;
- 2) Review and revise the church employment handbook;
- 3) Serve as a communication link between staff members and the Board;
- 4) Assure the administration of annual performance appraisals, and review and update of job descriptions, for non-ministerial staff members;
- 5) Advise the Board on personnel issues including, but not limited to, salary and benefit recommendations.

B. Membership. Members of this committee shall be appointed by the Board of Trustees.

C. This committee shall serve as a committee of the Board and shall report to the Board.

Our mission aligns with First UU's mission most closely in the words "true hospitality" and "committed stewardship".

Our major accomplishments for FY14 are as follows. We organized an Appreciation Dinner (with the Board) for our ministers and staff. We reviewed the updated UUA Retirement Plan and made a recommendation to the Board which was approved. We updated the Personnel Handbook for consistency of language and UUA Retirement Plan changes. For FY15, we expect to advise the interim minister search committee and update the Personnel Handbook and other documents as needed.

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Section II: Finance Reports

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**First Unitarian Universalist Church
of Columbus, Ohio
Consolidated Income Statement
for the Period Ending June 30, 2013**

	Operating Funds	SYC Funds	Restricted Funds	Endowment Funds	Capital Funds	Total Funds
Income:						
Contributions	\$724,108	\$11,548	\$25,672	\$40	\$6,300	\$767,668
SYC Tuition		\$243,991				\$243,991
Other Income / Transfer	\$93,495	\$14,557		\$28,273		\$136,325
Total Income:	\$817,603	\$270,096	\$25,672	\$28,313	\$6,300	\$1,147,984
Expenses:						
Personnel & Benefits	\$574,533	\$209,396	\$1,047			\$784,976
Religious Education	\$6,821		\$17,769			\$24,590
SYC Programs		\$46,344				\$46,344
Justice Action Ministry	\$19,169					\$19,169
Church Programs	\$13,289		\$5,580	\$168		\$19,037
Denominational; Support	\$39,221					\$39,221
Administration Expense	\$26,456					\$26,456
Facilities Expense	\$86,527		\$6,000	\$21,486		\$114,014
Mortgage and Property Tax	\$57,868				\$3,221	\$57,868
Capital Expense						\$3,221
Other Expense / Transfers	\$24,550	\$14,356				\$38,907
Total Expense:	\$848,435	\$270,096	\$30,395	\$21,654	\$3,221	\$1,173,803
Net Income / (Loss):	(\$30,832)	\$0	(\$4,724)	\$6,659	\$3,079	(\$25,819)

**First Unitarian Universalist Church
of Columbus, Ohio
Statement of Financial Position
June 30, 2013**

	Operating Funds	SYC Funds	Restricted Funds	Endowment Funds	Capital Funds	Total Funds
ASSETS						
Checking and Savings Accounts	(\$14,518)	\$88,147	\$45,906	\$185	\$3,079	\$122,799
Other Investments	\$13,254	\$6,939		\$249,241		\$269,434
Plant, Property & Equipment					\$2,770,823	\$2,770,823
Total Assets	(\$1,264)	\$95,086	\$45,906	\$249,426	\$2,773,902	\$3,163,056
LIABILITIES						
Current Liabilities	\$5,616	\$1,688	\$1,000			\$8,304
Prepaid Pledges and Tuition	\$15,350	\$74,497			\$531,204	\$89,847
Mortgage						\$531,204
Total Liabilities	\$20,966	\$76,185	\$1,000	\$0	\$531,204	\$629,355
EQUITY						
Fund Balance	\$8,602	\$18,901	\$49,630	\$242,768	\$2,239,619	\$2,559,519
Current Year-To-Date Net Income	(\$30,832)	\$0	(\$4,724)	\$6,659	\$3,079	(\$25,819)
Total Equity	(\$22,230)	\$18,901	\$44,906	\$249,426	\$2,242,698	\$2,533,701
Total Liabilities & Equity	(\$1,264)	\$95,086	\$45,906	\$249,426	\$2,773,902	\$3,163,056

First Unitarian Universalist Church of Columbus
Operating Budget Indicators
For the twelve months ended June 30, 2013

	FY13	FY12
Total Pledging Units		
1 Number of Actual Pledges	459	466
2 Total Pledged	\$686,571	\$642,748
3 Budgeted Pledges	\$711,000	\$656,000
4 Average Pledge	\$1,496	\$1,379
5 YTD Amount Payment Due	\$686,571	\$642,748
6 YTD Actual Pledge Payments	\$657,952	\$624,635
7 YTD Actual Pledge & Prior Year Payments	\$666,350	\$632,727
8 YTD Payment Over/(Short)	(\$28,619)	(\$10,021)
9 Pledges (Short) Long to Budget	(\$24,429)	(\$13,252)
10 Collection Rate - Current Year Pledges	95.8%	97.2%
11 Collection Rate - Current + Prior Yr Payments	97.1%	98.4%
12 Holiday Appeal Increased Pledges	\$340	\$335
13 New Members/Households	14	32/20
14 New Pledges	9	20
15 New Pledge Dollars	\$6,905	\$10,128

FY 2013 Actual FY13 Budget FY 2012 Actual

Total Income	\$817,602	\$846,044	\$808,616
Total Expenses	\$848,432	\$846,044	\$812,820
Net Income	(\$30,830)	\$0	(\$4,204)

First Unitarian Universalist Church
Income Statement
For the Twelve Months Ending
June 30, 2013

June 30, 2016							% to
Account		Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	Budget
Revenues							
Contributions							
4000-1210	Pledge Payments-Operating	711,000	51,115	657,952	624,635	711,000	93%
4000-1220	Prior Year Pledge Payments	13,000	0	8,398	8,092	13,000	65%
4000-1230	Uncollectible Pledges	(14,220)	0	0	0	(14,220)	0%
4000-1240	Holiday Appeal Income	13,800	533	24,797	15,000	13,800	180%
4000-1250	Non-Pledged Contributions	11,000	570	9,739	9,914	11,000	89%
4000-1260	Plate Cash Collection	13,200	1,077	15,803	12,837	13,200	120%
4000-1500	JAM Contributions	0	(270)	432	12,635	0	0%
4000-1515	Feed My Sheep Contributions	0	0	375	50	0	0%
4000-1535	FSM Dinner	0	0	1,957	0	0	0%
4000-1540	CSTB	0	0	149	122	0	0%
4000-1545	Move to Amend	0	(50)	0	91	0	0%
4000-1550	Move to Amend Ohio	0	125	402	0	0	0%
4000-1555	Animal Ministry	0	0	72	0	0	0%
4000-1560	Hale Storm Ohio	0	0	50	0	0	0%
4000-1574	Uganda School Support	0	0	0	3,350	0	0%
4000-1579	Fair Trade Coffee Expenses	(5,600)	(677)	(6,213)	(6,327)	(5,600)	111%
4000-1580	Fair Trade Coffee Sales	6,000	454	6,850	7,548	6,000	114%
	Sub Total JAM Contributions	400	(418)	4,074	17,469	400	1019%
4010-1325	Contrib -Caring Comm.	0	50	50	0	0	0%
4010-1420	Contrib -GAYT	1,200	0	1,010	988	1,200	84%
4010-1622	Contrib -Campus Ministry	2,700	0	2,283	3,500	2,700	85%
	SubTotal Contributions	752,080	52,927	724,106	692,435	752,080	96%
Other Income							
4610-1075	Facility Use and Rental Income	14,000	876	15,265	12,699	14,000	109%
4610-1080	Facility Use SYC	7,474	623	7,474	7,327	7,474	100%
4610-1082	Year End SYC Split	4,500	0	0	0	4,500	0%
4610-1085	Miscellaneous Income	1,250	1,364	2,221	4,108	1,250	178%
4610-1095	SYC Year End Split	0	837	837	8,127	0	0%
4700-1000	Realized Gains-Operating	0	9	40	(58)	0	0%
4701-1000	Unrealized Gains-Operating	2,000	(4,956)	(5,124)	6,742	2,000	-256%
4710-1000	Interest/Div.-Operating	1,500	129	1,791	2,330	1,500	119%
4710-1110	2nd Minister Search	0	0	0	87	0	0%
4710-1200	Tax Credit	3,540	1,780	1,780	4,540	3,540	50%
4710-1300	Retail Rewards Program	500	166	437	789	500	87%
4715-1000	Vang - Operating/SYC Gains/Los	0	0	944	102	0	0%
	Subtotal Other Income	34,764	828	25,665	46,793	34,764	74%
Miscellaneous Sales							
4600-1005	Auuction Items Sale Income	30,000	62	33,082	25,263	30,000	110%
4600-1006	Auction Ticket Sales Income	0	0	2,923	3,076	0	0%
4600-1007	Auction Refreshment Sale Incom	0	0	638	598	0	0%
4600-1008	Auction Bake Sale Income	0	0	957	985	0	0%
	Sub Total Auction Income	30,000	62	37,600	29,922	30,000	125%
4600-1010	Bookstore Sales	4,000	4	3,937	3,894	4,000	98%
4600-1015	Sunday Breakfast Income	1,800	0	1,713	1,747	1,800	95%
4600-1020	Congregation Retreat Income	5,000	0	7,125	5,055	5,000	143%
4600-1028	Entertainment Books	0	0	234	330	0	0%
4600-1030	Fellowship Dinner	0	0	0	49	0	0%
4600-1031	Fellowship SSL Income	0	40	40	715	0	0%
4600-1040	COA Fund Raising Income	2,500	0	0	0	2,500	0%
4600-1043	Contra Dance Income	4,500	374	4,135	4,814	4,500	92%
4600-1050	Seder Supper Income	800	0	641	795	800	80%
4600-1053	Senior Group Income	0	0	0	214	0	0%

First Unitarian Universalist Church
Income Statement
For the Twelve Months Ending
June 30, 2013

		Annual	Current	Year to	Prior Year	YTD Budget	% to
Account		Budget	Actual	Actual	Actual		Budget
4600-1055	Fellowship Dance Income	2,000	331	2,804	1,994	2,000	140%
4600-1058	Peace Camp	1,700	0	1,465	1,890	1,700	86%
4600-1065	Coffee Hour	1,000	71	1,089	919	1,000	109%
	Subtotal Misc Sales	53,300	882	60,783	52,338	53,300	114%
RE Income							
4600-1610	RE Other Income	0	100	405	134	0	0%
4600-1620	RE Fees - Adult	2,000	141	2,500	2,712	2,000	125%
4600-1640	RE Coming of Age Income	0	0	0	40	0	0%
4600-1645	RE Youth Group	0	0	232	174	0	0%
	Subtotal RE Income	2,000	241	3,137	3,060	2,000	157%
Transfers							
4900-1000	Transfer to Operating	3,900	336	3,911	13,990	3,900	100%
	Subtotal Transfers	3,900	336	3,911	13,990	3,900	100%
	Total Revenues	846,044	55,214	817,602	808,616	846,044	97%
Expenses							
Personnel							
Senior Minister							
6010-1100-A	Minister Salary	69,430	5,786	69,431	65,422	69,430	100%
6012-1100-A	Minister Housing Allowance	27,070	2,256	27,070	25,578	27,070	100%
	Subtotal Senior Minister Salary	96,500	8,042	96,501	91,000	96,500	100%
Associate Minister							
6020-1110-A	Assoc. Minister Salary	42,894	3,574	42,894	40,288	42,894	100%
6022-1110-A	Assoc. Minister Housing Allow.	18,566	1,547	18,566	17,712	18,566	100%
	Subtotal Associate Minister Salary	61,460	5,121	61,460	58,000	61,460	100%
Minister Benefits & Expenses							
6051-1100-A	Minister Pension	10,388	866	10,388	9,796	10,388	100%
6052-1100-A	Minister Health Insurance	8,300	739	8,526	8,185	8,300	103%
6053-1100-A	Minister Workers Compensation	220	(51)	334	219	220	152%
6054-1100-A	Minister Life/Disability Ins.	900	142	1,299	893	900	144%
6055-1100-A	Professional Exp. - Minister	7,500	9	7,500	7,500	7,500	100%
6056-1100-A	Minister SSA Equivalent	7,379	615	7,379	6,961	7,379	100%
6061-1110-A	Assoc. Minister Pension	6,616	551	6,616	6,244	6,616	100%
6062-1110-A	Assoc. Minister Health Ins.	5,400	476	5,514	5,401	5,400	102%
6063-1110-A	Assoc. Minister Workers Comp.	140	(34)	217	135	140	155%
6064-1110-A	Assoc. Minister Life/Disability	920	91	1,003	919	920	109%
6065-1110-A	Professional Exp. - Asso. Min.	6,146	(919)	6,146	5,800	6,146	100%
6066-1110-A	Associate Minister SSA Equival	4,703	392	4,703	4,437	4,703	100%
	Subtotal Minister Benefits & Exp	58,612	2,877	59,625	56,490	58,612	102%
Staff Salaries							
6100-1120-C	Administrator Salary	48,624	4,052	48,624	46,780	48,624	100%
6100-1122-M	Chalice Choir Director Salary	13,817	1,151	13,817	13,546	13,817	100%
6100-1123-M	Music Director	10,027	830	10,038	9,830	10,027	100%
6100-1124-M	Pianist Salary	12,555	1,046	12,555	12,309	12,555	100%
6100-1125-M	Children's Choir Director	7,521	627	7,521	7,373	7,521	100%
6100-1126-E	RE Director	55,000	4,583	55,000	53,100	55,000	100%
6100-1128-E	Sunday School Assistant	11,466	851	10,463	11,039	11,466	91%
6100-1130-E	RE Summer Director	1,587	317	1,576	1,547	1,587	99%
6100-1132-C	Office Manager Salary	31,470	2,623	31,470	30,288	31,470	100%
6100-1134-C	Staff Secretary Salary	3,234	270	3,234	3,134	3,234	100%
6100-1136-C	Bookkeeper Salary	17,262	1,225	17,262	17,263	17,262	100%
6100-1139-E	Campus Ministry	4,000	265	3,180	2,469	4,000	80%
6100-1140-J	ASL Interpreter Stipend	2,925	0	1,616	0	2,925	55%

First Unitarian Universalist Church
Income Statement
For the Twelve Months Ending
June 30, 2013

		Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
6100-1142-A	Sound Technician Stipend	400	0	900	700	400	225%
6100-1144-C	Toddler Room Lead Teacher	2,312	202	1,777	1,722	2,312	77%
6100-1146-C	Sexton Salary	16,219	1,354	16,219	16,219	16,219	100%
6100-1148-C	Facilities Assistant Salary	26,610	2,046	26,693	25,950	26,610	100%
6100-1150-C	P T Facilities Assistant Wages	13,710	950	12,440	11,898	13,710	91%
6100-1153-C	Salary & Bonus Pool	200	0	200	0	200	100%
6100-1154	Toddler Care Sitter	0	0	0	58	0	0%
6100-1155-C	Sunday Kitchen Maintenance	800	0	385	700	800	48%
	Subtotal Staff Salaries	279,739	22,392	274,970	265,925	279,739	98%
Staff Benefits & Expenses							
6600-1120-C	Administrator Professional Exp	1,500	0	982	595	1,500	65%
6600-1124-M	Music Director Prof Expense	1,500	(197)	1,500	90	1,500	100%
6600-1126-E	DRE Professional Development	4,500	(349)	4,500	4,500	4,500	100%
6610-1190-C	Staff Pensions	22,480	1,932	21,553	21,170	22,480	96%
6615-1190-C	Staff Health Insurance	21,824	1,805	22,192	20,986	21,824	102%
6615-1195-C	Health Reimbursement Account	5,500	239	6,936	8,428	5,500	126%
6615-1196-C	Health Plan Administration	500	42	504	539	500	101%
6620-1190-C	Staff Workers Compensation	1,200	(317)	918	1,211	1,200	77%
6625-1190-C	Staff Life/Disability Insuranc	1,350	141	1,972	1,318	1,350	146%
6635-1190-C	Staff FICA & Medicare	20,951	1,736	20,921	20,432	20,951	100%
	Subtotal Staff Benefits & Exp	81,305	5,032	81,978	79,269	81,305	101%
	Total Salary and Benefits	577,616	43,464	574,534	550,684	577,616	99%
Church Programs							
Religious Education							
7000-1610-E	RE Council	400	151	457	472	400	114%
7000-1615-E	RE Adolescent	500	0	0	0	500	0%
7000-1620-E	RE Adult	1,000	(1,000)	332	1,762	1,000	33%
7000-1630-E	RE SSP	2,125	547	3,611	3,592	2,125	170%
7000-1640-E	RE COA	0	(1,921)	234	370	0	0%
7000-1645-E	RE OWL	1,250	1,766	1,955	461	1,250	156%
7000-1646	R E Youth Advisor Training	700	0	0	455	700	0%
7000-1647	RE Youth Group	0	(72)	232	174	0	0%
7000-1648-E	RE Adult OWL	650	0	0	0	650	0%
7000-1649-E	R E Volunteers	1,000	0	0	0	1,000	0%
	Subtotal Religious Education	7,625	(529)	6,821	7,286	7,625	89%
Denominational Support							
7100-1000-D	UUA Annual Program Fund	27,994	0	25,661	23,328	27,994	92%
7108-1000-D	UUSC Dues	627	0	627	603	627	100%
7110-1000-D	UU-OMD District Dues	14,108	0	12,932	13,266	14,108	92%
	Subtotal Denominational Support	42,729	0	39,220	37,197	42,729	92%
Programs & Committees.							
7000-1300-P	Board of Trustees	200	(78)	258	665	200	129%
7000-1305-E	DRE Search/Moving Committee	0	1,191	2,089	0	0	0%
7000-1320-B	Building Comm.	350	10	10	0	350	3%
7000-1325-P	Caring Comm.	700	70	420	622	700	60%
7000-1326-P	Caring/Pastoral	600	0	67	650	600	11%
7000-1327-P	Chaplain Professional Develop	500	0	0	0	500	0%
7000-1330-P	Child Care Comm	1,000	269	1,995	1,400	1,000	200%
7000-1335-M	Choirs	3,800	297	3,772	2,964	3,800	99%
7000-1336-M	Comm on Shared Ministry	100	0	0	0	100	0%
7000-1345-P	Communication Comm.	500	0	0	69	500	0%
7000-1355-P	Covenant Group	200	0	28	80	200	14%
7000-1365-P	Stewardship Comm.	1,200	0	549	420	1,200	46%
7000-1374	FOCUUS	250	0	0	30	250	0%

First Unitarian Universalist Church
Income Statement
For the Twelve Months Ending
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Account		Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
7000-1375-B	Grounds Comm.	300	(5)	0	0	300	0%
7000-1380-P	Historian Comm.	75	0	70	32	75	93%
7000-1390-C	Info/Tech Comm.	200	0	220	0	200	110%
7000-1395-P	Leadership Development	2,000	620	1,993	735	2,000	100%
7000-1405-P	Membership	800	123	679	1,171	800	85%
7000-1425-A	Worship Comm.	1,700	380	774	998	1,700	46%
7000-1430-P	Social Committee	150	0	60	162	150	40%
7000-1432-P	Soulful Sundown	1,500	37	153	0	1,500	10%
7000-1435-P	Library	0	(43)	0	0	0	0%
7000-1450-P	Partner Church Committee	150	150	150	150	150	100%
	Subtotal Programs & Committees	16,275	3,021	13,287	10,148	16,275	82%
Justice Action Ministry Programs							
7000-1500-J	Justice Action Ministry	15,200	0	65	(22)	15,200	0%
7000-1505-J	Faith Mission/Pater Noster	0	328	3,545	2,128	0	0%
7000-1506-J	YWCA Family Center	0	551	3,260	2,198	0	0%
7000-1507-J	Feed My Sheep Pantry	0	250	3,375	3,370	0	0%
7000-1508-J	BREAD Contribution	0	0	1,240	1,244	0	0%
7000-1509-J	BREAD Misc Expenses	0	0	0	72	0	0%
7000-1511-J	Reproductive Rights (ORCRC)	0	0	340	625	0	0%
7000-1512-J	Clintonville Resource Center	0	0	1,200	1,000	0	0%
7000-1513-J	Travel to Mineral OH	0	90	1,080	1,180	0	0%
7000-1515-J	Mid-Ohio Workers Assoc.	0	0	500	125	0	0%
7000-1516-J	NARAL Pro-Choice Educ.	0	0	900	1,100	0	0%
7000-1517-J	SPAN-Ohio -Single Payer Health	0	0	500	250	0	0%
7000-1518-J	RESULTS	0	0	600	300	0	0%
7000-1520-J	UU for JUST Economic Committee	0	250	250	250	0	0%
7000-1522-J	Franklin Co. Good Gov't	0	0	50	50	0	0%
7000-1528-J	GSA Contribution	0	0	0	200	0	0%
7000-1529-J	I am Youth Better Together	0	0	0	50	0	0%
7000-1535	FSM Dinner Expense	0	0	1,956	0	0	0%
7000-1550	Move to Amend Ohio	0	50	50	0	0	0%
7000-1555	Animal Ministry Expense	0	152	257	0	0	0%
7000-1574-J	Uganda School Support	0	0	0	3,350	0	0%
	Subtotal JAM Programs	15,200	1,671	19,168	17,470	15,200	126%
	Total Church Programs	81,829	4,163	78,496	72,101	81,829	96%
Administration							
7210-1000-C	Bank Service Charges	0	20	334	62	0	0%
7215-1000-C	Bank Card Processing Fees	2,300	202	2,745	2,311	2,300	119%
7220-1000-C	Copier Maintenance	3,500	443	4,937	3,676	3,500	141%
7225-1000-C	IT Equipment & Maintenance	2,000	219	1,981	2,598	2,000	99%
7226-1000-C	IT Communication	1,200	0	215	1,218	1,200	18%
7230-1000-C	Office Equipment/Maintenance	0	0	0	835	0	0%
7235-1000-C	Office Supplies	3,800	417	4,124	3,569	3,800	109%
7240-1000-C	Newsletter Printing/Mailing	600	25	604	638	600	101%
7245-1000-C	Payroll Processing Fees	3,000	225	3,203	2,945	3,000	107%
7250-1000-C	Postage	1,200	56	1,416	1,237	1,200	118%
7255-1000-C	Telephone	3,350	288	3,500	3,338	3,350	104%
7290-1000-C	Miscellaneous Expense	1,000	751	1,395	1,644	1,000	140%
7293-1000-C	Financial Audit Fund	2,000	167	2,000	2,000	2,000	100%
	Total Administration	23,950	2,813	26,454	26,071	23,950	110%
Facilities							
Buildings & Grounds							
7310-1000-B	Grounds Maintenance	8,200	669	10,151	4,454	8,200	124%
7315-1000-B	Parking Lot Maintenance	3,300	280	3,891	2,228	3,300	118%

First Unitarian Universalist Church
Income Statement
For the Twelve Months Ending
June 30, 2013

	Account	Annual Budget	Current Actual	Year to Actual	Prior Year Actual	YTD Budget	% to Budget
7320-1000-B	Building Maintenance/Repair	14,300	603	16,728	17,633	14,300	117%
7330-1000-B	Building & DOO Insurance	7,000	1,143	7,898	7,065	7,000	113%
7340-1000-B	Building Supplies	5,700	322	6,184	4,941	5,700	108%
7350-1000-B	Bldg. Equip. Purchase/Maint.	4,500	1,084	3,431	5,733	4,500	76%
7360-1000-B	Sound Equip. Purchase/Maint.	0	(1,001)	0	806	0	0%
7365-1000-B	Security	360	30	360	360	360	100%
7370-1000-B	Utilities	38,500	2,285	37,885	38,834	38,500	98%
	Subtotal Building & Grounds	81,860	5,415	86,528	82,054	81,860	106%
Mortgage							
9020-1000-B	Mortgage Principal Payment	21,327	1,793	21,534	20,206	21,327	101%
9025-1000-B	Mortgage Interest Payment	33,008	2,735	32,832	34,129	33,008	99%
9040-1000-B	Parking Lot Taxes	3,110	0	3,503	3,451	3,110	113%
	Subtotal Mortgage	57,445	4,528	57,869	57,786	57,445	101%
	Total Facilities	139,305	9,943	144,397	139,840	139,305	104%
Miscellaneous Expenses							
8000-1005-Q	Auction Expenses	2,600	0	3,559	2,526	2,600	137%
8000-1010-Q	Bookstore COGS and Expenses	2,444	1,096	3,162	4,343	2,444	129%
8000-1015-Q	Sunday Breakfast Expense	1,400	0	1,277	1,347	1,400	91%
8000-1020-Q	Congregation Retreat Expense	5,000	0	6,073	4,560	5,000	121%
8000-1031	Fellowship SSL Expense	0	0	0	1,015	0	0%
8000-1040	COA Fund Raising Expense	2,500	0	0	0	2,500	0%
8000-1043-Q	Contra Dance Expense	4,500	0	4,239	4,835	4,500	94%
8000-1050-Q	Seder Supper Expenses	800	0	172	851	800	22%
8000-1053-Q	Senior Group Expenses	0	71	149	214	0	0%
8000-1055-Q	Fellowship Dance Expense	400	0	601	707	400	150%
8000-1058	Peace Camp	1,700	0	1,500	1,791	1,700	88%
8000-1059	Holiday Appeal Split	0	0	2,000	0	0	0%
8000-1065-Q	Coffee Hour Expenses	800	99	809	951	800	101%
8000-1080-Q	UUSC Contribution-GAYT	1,200	0	1,010	984	1,200	84%
	Total Miscellaneous Expense	23,344	1,266	24,551	24,124	23,344	105%
	Total Expenses	846,044	61,649	848,432	812,820	846,044	100%
	Net Income	0	(6,435)	(30,830)	(4,204)	0	

First Unitarian Universalist Church
Statement of Financial Position
June 30, 2013

June 30, 2013						
	<u>Operating Funds</u>	<u>SYC Funds</u>	<u>Restricted Funds</u>	<u>Endowment Funds</u>	<u>Capital Funds</u>	<u>Total Funds</u>
ASSETS						
Current Assets						
Petty Cash-SYC	0.00	300.00				300.00
Petty Cash-Babysitting	100.00					100.00
Checking-CS Bank	<62,849.44>	63,900.61	6,813.82	185.12	3,078.80	11,128.91
Credit Card Business Account	3,178.47					3,178.47
Savings-Operating Vanguard MM-050		23,946.45	39,092.38			23,946.45
Vanguard Restricted Savings-757						39,092.38
Savings-CS Bank	45,052.56					45,052.56
Investments-Endowment	0.00			16,330.88		16,330.88
TIAA Endowment	0.00			78,352.31		78,352.31
Endowment - Vanguard-407	0.00			154,558.05		154,558.05
Prepaid Expenses	2,855.45	6,938.95				9,794.40
Sound System Purchase	1,001.31					1,001.31
Health Insurance Receivable	3,967.48					3,967.48
Deposit-BWC	467.25					467.25
Cookbook Inventory	694.00					694.00
Fair Trade Coffee Inventory	1,868.60					1,868.60
Bookstore Inventory	2,400.00					2,400.00
Total Current Assets	<1,264.32>	95,086.01	45,906.20	249,426.36	3,078.80	392,233.05
Property and Equipment						
Furniture,Fixtures & Equipment					125,060.96	125,060.96
Land & Real Estate					1,352,732.05	1,352,732.05
Church Building & Plant					1,293,030.04	1,293,030.04
Total Property and Equipment	0.00	0.00	0.00	0.00	2,770,823.05	2,770,823.05
TOTAL ASSETS	<1,264.32>	95,086.01	45,906.20	249,426.36	2,773,901.85	3,163,056.10

First Unitarian Universalist Church
Statement of Financial Position
June 30, 2013

	<u>Operating Funds</u>	<u>SYC Funds</u>	<u>Restricted Funds</u>	<u>Endowment Funds</u>	<u>Capital Funds</u>	<u>Total Funds</u>
LIABILITIES						
Current Liabilities						
Accounts Payable	4,373.04	1,687.85	1,000.00	0.00	0.00	7,060.89
Sales Tax Accrual	98.83					98.83
Advance Tuition-SYC	0.00	55,884.99	0.00		0.00	55,884.99
Advance Play Camp-SYC	0.00	18,612.00	0.00		0.00	18,612.00
Prepaid Pledges-FY 13	15,350.00	0.00	0.00		0.00	15,350.00
Other Liabilities	744.00					744.00
Facility Use Deposits	400.00	0.00	0.00		0.00	400.00
Total Current Liabilities	20,965.87	76,184.84	1,000.00	0.00	0.00	98,150.71
Long-Term Liabilities						
Mortgage Payable					531,204.25	531,204.25
Total Long-Term Liabilities	0.00	0.00	0.00	0.00	531,204.25	531,204.25
TOTAL LIABILITIES	20,965.87	76,184.84	1,000.00	0.00	531,204.25	629,354.96

First Unitarian Universalist Church
Statement of Financial Position
June 30, 2013

	<u>Operating Funds</u>	<u>SYC Funds</u>	<u>Restricted Funds</u>	<u>Endowment Funds</u>	<u>Capital Funds</u>	<u>Total Funds</u>
FUND BALANCES						
Fund Bal.-Operating	8,602.30				0.00	8,602.30
Fund Bal.-Art & Space			550.00			550.00
Fund Bal.-Choir Enrichment			3,982.56			3,982.56
Fund Bal.-Concert Series			392.22			392.22
Fund Bal.-Caring Committee			639.69			639.69
Fund Bal.-Ministers Discretionary			2,939.94			2,939.94
Fund Bal.-Sound Assistance System			3,283.47			3,283.47
Fund Bal.-Memorial Garden			863.73			863.73
Fund Bal.-CPA Audit Fund			10,000.10			10,000.10
Fund Bal.-Organ & Piano Fund			6,541.67			6,541.67
Fund Bal.-JAM			5,496.40			5,496.40
Fund Bal.-RG&E Programs			1,155.57			1,155.57
Fund Bal.-Coming of Age			1,839.76			1,839.76
Fund Bal.-COA Justice Trip			5,054.02			5,054.02
Fund Bal.-Leadership			579.22			579.22
Fund Bal.-G S A			2,195.92			2,195.92
Fund Bal.-Humanists			1,022.33			1,022.33
Fund Bal. RDTF			665.98			665.98
Fund Bal. Hymnal Fund			54.50			54.50
Fund Bal.-Historian			200.00			200.00
Fund Bal.-Senior Group Funds			491.79			491.79
Fund Bal.-Staffing Needs			1,440.27			1,440.27
Fund Bal.-General Endowment			240.89	242,767.75		242,767.75
Fund Bal.-Partner Church Fund					2,239,618.80	2,239,618.80
Fund Bal.-Capital Fund						6,218.19
Fund Bal.-SYC Enrichment		6,218.19				6,218.19
Fund Bal.-SYC Scholarship		11,547.98			0.00	11,547.98
Fund Bal.-SYC Accreditation Fund		1,135.00				1,135.00
Net Income	<30,832.49>	0.00	<4,723.83>	6,658.61	3,078.80	<25,818.91>
TOTAL FUND BALANCES	<22,230.19>	18,901.17	44,906.20	249,426.36	2,242,697.60	2,533,701.14
TOTAL LIABILITIES & FUND BALANCES	<1,264.32>	95,086.01	45,906.20	249,426.36	2,773,901.85	3,163,056.10

First UU Church
SYC Summary for FY 2013

7/18/13

Income Statement
Income

Fund Raising Income	\$1,219.00
Auction Income - Scholarship	\$11,548.00
Misc	\$1,082.00
Parent Education	\$978.00
Playcamp	\$16,640.00
Transfer - Scholarship	\$11,278.40
Tuition	\$227,351.00

Total: \$270,096.40
Expense

Salaries	\$158,610.84
Playcamp Salaries	\$16,120.08
Consultants	\$93.00
Staff Substitutes	\$8,014.00
Accreditation - Staff Preparation	\$1,000.00
Portfolio Preparation	\$1,250.00
Pensions	\$2,979.37
Workers Comp	\$2,680.93
FICA	\$15,188.56
Staff Education	\$3,459.23
Staff Scholarship	\$0.00
Advertising	\$64.86
Bank Card Fees	\$0.00
Building Maintenance	\$3,402.56
Building Usage Fee	\$7,473.96
Fundraising Expenses	\$455.00
Auction/Scholarship Expense	\$0.00
Info Tech	\$1,299.98
License/Accreditation	\$1,754.00
Misc	\$2,299.65
New Staff	\$1,515.00
Office Supplies	\$1,201.95
Payroll Processing	\$272.70
Postage	\$268.00
Printing & Copying	\$0.00
Telephone	\$562.91
Art Supplies	\$3,900.56
Class Picture	\$0.00
Equipment	\$2,327.80
Food	\$1,128.87
Home Visits	\$3,625.00
Parent Conferences	\$2,876.00
Parent Education	\$1,282.40
Playcamp	\$382.83
Teachers Meetings	\$10,250.00

Total: \$255,740.04
Current Net Income: \$14,356.36
Scholarship Fund Raising Activity:

Auction Income - Scholarship \$11,548.00

Net Scholarship Fund Raising: \$11,548.00
Operating Profit: \$2,808.36
Set Aside for Accreditation (\$1,135 annua (\$1,135.00)
Net Profit Available to Share: \$1,673.36
Balance Sheet Activity
SYC Enrichment

3000-5000

Beginning Balance	\$26,917.59
Playground	(\$21,536.08)
Year End Final Split	\$836.68
Ending Balance	\$6,218.19

SYC Scholarship

3010-5000

Beginning Balance	\$11,278.38
Monthly transfers	(\$11,278.40)
Ending Balance	(\$0.02)

SYC Staff Scholarship

3020-5000

Beginning Balance	\$1,252.86
Fund Scholarsgip & Staff Education	(\$1,252.86)
Ending Balance	\$0.00

SYC Accreditation Fund

3030-5000

Beginning Balance	\$0.00
Set Aside from Ending FY13	\$1,135.00
Ending Balance	\$1,135.00

FY14 Scholarship Funds Available \$11,548.00

Full Amount of Scholarship Fund Raising

Year End Reconciliation

Net Income:	\$14,356.36
Fund Scholarship Pool for FY 13	(\$11,548.00)
Set Aside for Accreditation	(\$1,135.00)
Remaining Net Income	\$1,673.36
50% to SYC Enrichment	\$836.68
50% to Operating Income	\$836.68

Agreement:

SYC will cover any future operating loss from their Enrichment Fund

SYC will split 50/50 any proceeds from

 Past due tuition from 2009-10
Global Galleries fund raisers for FY09 and FY10

 Full Scholarship fund raising amount will be transferred annually
and may generate an operating profit that will be split 50/50.

 Accreditation Funds will be set aside annually before 50/50 split
Operating profit or \$1,135, whichever is less

J. Kleen 7/18/13

Justice Action Ministry Reconciliation for FY 2013

7/30/13

Beginning Balance		
Justice Action Ministry	3000-2240	\$5,226.82
Total Beginning Balance:		\$5,226.82
Operating Fund Contributions:		
Justice Action Ministry		\$702.00
Feed My Sheep		\$375.00
CSTB		\$149.45
Move to Amend		\$402.00
Animal Ministry		\$72.00
Hailstorm Ohio		\$50.02
FSM Dinner		\$1,957.32
Fair Trade Coffee		\$6,743.67
Total Contributions:		\$10,451.46
Operating Fund Budget		\$15,200.00
Operating Fund Expenditures:		
Justice Action Ministry		\$64.71
Faith Mission/Pater Noster		\$3,545.18
YWCA Family Center		\$3,260.41
Feed My Sheep Pantry		\$3,375.00
BREAD Contribution		\$1,240.00
Ohio Religious Coalition for Reproductive Choice		\$339.99
Clintonville Resource Center (CRC) ** See Note		\$1,200.00
Travel to Mineral Ohio		\$1,080.00
SPAN - Ohio		\$500.00
Mid Ohio Workers Association		\$500.00
Naral ProChoice Educ		\$900.00
Move To Amend		\$50.00
RESULTS		\$600.00
Franklin County Good Government		\$50.00
UU for Just Economic Co		\$250.00
FSM Dinner		\$1,956.32
Animal Ministry		\$257.40
Fair Trade Coffee Purchases		\$6,212.87
Total Expenditures:		\$25,381.88
FY 2013 Net Activity:		\$269.58
Ending Balance:		\$5,496.40

Note: An Additional \$2,000 was given to CRC from Holiday Appeal Operating Funds.

Racial Diversity Task Force for FY 2013

Beginning Balance	3000-2218	\$665.98
Contributions	4200-2218	\$0.00
Expenditures	7000-2218	\$0.00
Ending Balance:		\$665.98

Restricted Funds Summary FY 2013

Caring Committee	3000-2105	
Beginning Balance		\$639.69
Additions to the Fund		
Expenses from the Fund		
Ending Balance		\$639.69
Arts and Space	3000-2102	
Beginning Balance		\$550.00
Additions to the Fund		
Expenses from the Fund		
Ending Balance		\$550.00
Campus Ministry	3000-2229	
Beginning Balance		\$1,782.50
Additions to the Fund		
Expenses from the Fund		(\$1,782.50)
Ending Balance		\$0.00
Choir Enrichment	3000-2120	
Beginning Balance		\$3,982.56
Additions to the Fund		
Expenses from the Fund		
Ending Balance		\$3,982.56
Concert Series and Arts Council Grant		
Beginning Balance	3000-2123	\$392.22
Concert Series Revenue		\$1,332.00
Expenses from the Fund		(\$1,116.00)
Ending Balance		\$608.22
Coming of Age	3000-2130	
Beginning Balance		\$3,761.18
Additions to the Fund		
Expenses from the Fund		(\$1,921.42)
Ending Balance		\$1,839.76
Youth Justice Trip Fund	3000-2132	
Beginning Balance		\$4,144.21
Additions to the Fund		\$13,624.41
Expenses from the Fund		(\$17,768.62)
Ending Balance		\$0.00
CPA Audit Fund	3000-2139	
Beginning Balance		\$8,000.06
Additions to the Fund		\$2,000.04
Expenses from the Fund		
Ending Balance		\$10,000.10
Historian	3000-2140	
Beginning Balance		\$200.00
Additions to the Fund		
Expenses from the Fund		
Ending Balance		\$200.00
Humanists	3000-2150	
Beginning Balance		\$1,022.33
Additions to the Fund		\$50.00
Expenses from the Fund		
Ending Balance		\$1,072.33
Gay Straight Alliance (GSA)	3000-2160	
Beginning Balance		\$2,195.92
Additions to the Fund		
Expenses from the Fund		(\$673.70)
Ending Balance		\$1,522.22

Restricted Funds Summary FY 2013

DRE Retirement Fund		
Beginning Balance		\$0.00
Additions to the Fund		\$1,047.00
Expenses from the Fund		(\$1,047.00)
Ending Balance		\$0.00
Leadership Fund		
	3000-2180	
Beginning Balance		\$579.22
Additions to the Fund		
Expenses from the Fund		
Ending Balance		\$579.22
Memorial Garden		
	3000-2190	
Beginning Balance		\$863.73
Additions to the Fund		\$2,002.00
Expenses from the Fund		(\$1,590.60)
Ending Balance		\$1,275.13
Ministers Discretionary Fund		
	3000-2200	
Beginning Balance		\$2,939.94
Additions to the Fund		\$1,725.00
Expenses from the Fund		(\$1,780.67)
Ending Balance		\$2,884.27
Piano and Organ Fund		
	3000-2210	
Beginning Balance		\$4,909.67
Repayment of Loan for Copier		\$1,632.00
Expenses from the Fund		
Ending Balance		\$6,541.67
RE Programs		
	3000-2220	
Beginning Balance		\$1,227.29
Additions to the Fund		
Expenses from the Fund		(\$71.73)
Ending Balance		\$1,155.57
Slower Lounge		
	3000-2230	
Beginning Balance		\$0.00
Additions to the Fund		\$6,000.00
Expenses from the Fund		(\$6,000.00)
Ending Balance		\$0.00
Sound Assistance System		
	3000-2260	
Beginning Balance		\$3,283.47
Additions to the Fund		
Expenses from the Fund		
Ending Balance		\$3,283.47
Partner Church		
	3000-2265	
Beginning Balance		\$1,150.70
Additions to the Fund		
Expenses from the Fund		(\$909.81)
Ending Balance		\$240.89
Senior Group		
	3000-2270	
Beginning Balance		\$491.79
Additions to the Fund		
Expenses from the Fund		(\$276.03)
Ending Balance		\$215.76

Restricted Funds Summary FY 2013

Staffing Needs	3000-2340	
Beginning Balance		\$1,440.27
Additions to the Fund		
Expenses from the Fund		(\$32.81)
Ending Balance		\$1,407.46
Hymnal Fund	3000-2156	
Beginning Balance		\$54.50
Additions to the Fund		\$500.00
Expenses from the Fund		(\$110.00)
Ending Balance		\$444.50
Restricted Holding	3000-2349	
Beginning Balance		\$3,911.00
Additions to the Fund		
Expenses from the Fund		(\$3,911.00)
Ending Balance		\$0.00
Rainy Day Fund	3000-2999	
Beginning Balance		\$0.00
Additions to the Fund		\$301.00
Expenses from the Fund		
Ending Balance		\$301.00
Racial Diversity Task Force (RDTF)	3000-2218	
Beginning Balance		\$665.98
Additions to the Fund		
Expenses from the Fund		
Ending Balance		\$665.98
Justice Action Ministry (JAM)	3000-2240	
Beginning Balance		\$5,226.82
Additions to the Fund		\$269.58
Expenses from the Fund		
Ending Balance		\$5,496.40
Total Beginning Balance including JAM		\$53,415.05
Fund Additions		\$30,213.45
Fund Additions - Justice Action Ministry		\$269.58
Expenses		(\$38,991.89)
Expenses - Justice Action Ministry		\$0.00
Ending Balance		\$44,906.20

Endowment Summary for FY 2013

Beginning Balance	\$242,768
Balance Sheet Activity	\$0
Fund Additions	
Contributions	\$40
Investment Earnings & Realized Gains/(Losses)	\$4,951
Investment Unrealized Gains / (Losses)	\$22,830
Change in Value of Life Insurance	\$492
Total Additions:	\$28,313
Expenditures	
Hallway Garden Pillar Repair	\$17,986
Ackley Consulting - Capital Campaign Consultant	\$3,500
Hollander Library Expense	\$168
Total Expenditures:	\$21,654
Unspent Allocation:	\$0
Net Annual Activity:	\$6,659
Accounts Payable	\$0
Ending Balance:	\$249,426
Made Up Of:	
Life Insurance Policy	\$16,331
TIAA Investments	\$78,352
Vanguard Investments	\$154,558
CS Checking Balance from Vanguard Withdrawal	\$145
Gift to be Invested	\$40
Total Investments	\$249,426
FY2014 Allocation:	
One Time Recruitment / Retirement Expenses	\$5,808
Sound Equipment	\$1,000
Library Fund	\$200
Total	\$7,008

FY 2014 Total Allocation Funds Available:	
Lesser of:	
5% of Value 4/1/12	\$12,327
Value Change 4/1/12 - 3/31/13	\$24,636
FY 2014 Allocation to Date:	\$7,008
Total Remaining Funds Available:	\$5,319

Capital Fund Summary FY 2013

Beginning Fund Balance

Capital Fund	\$2,226,185
Total:	\$2,226,185

Balance Sheet Activity

Copier Loan Repayment	<i>Paid in Full</i>	\$1,632
Mortgage Principal Reduction		\$21,571
Adjustment to reflect copier loan across funds that generated a duplicate fund entry		(\$9,770)
Total:		\$13,434

Income:

	\$6,300
Capital Campaign Advance Contributions	

Expense:

	\$3,221
Capital Campaign Preliminary Design Drawing	

Capital Campaign Net Activity:	\$3,079
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Ending Fund Balance	\$2,242,698
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Transylvania Youth Justice Trip

June 2013

Trip Funding through 6/30/13:

COA Justice Trip Fund (3000-2132)	\$4,144
Partner Church Fund (3000-2265)	\$1,151
Donations (4200-2225) Nov	\$60
Dec	\$1,350
Jan	\$0
Feb	\$970
Mar	\$700
Apr	\$60
May	\$595
June	\$125
Total Donations:	\$3,860

Youth Fund Raisers:

Rain Concert	\$108
Hungarian Feast	\$2,962
Other	\$694
Total Fund Raisers:	\$3,765

Trip Participant Paymer Mar	\$715
Apr	\$2,875
May	\$1,500
June	\$0
Total Participant Payments:	\$5,090

Total FY13 Income: \$12,715

Jusitice Trip Fund	\$4,144
Partner Church Fund	\$910

Total Income: \$17,769

Balance in Partner Church Fund: \$241

Trip Costs:

(7000-2225)

Wire Transfer	\$8,949
Wire Transfer Fee	\$20
Golden Rule Travel Agency	\$994
Travelex Insurance	262
Chris Colegrove	\$229
Alison Katz	\$21
Pat Collins	\$35
Ben Iten	\$205
UU Partner Church Council	\$7,992
Transfer to J. Stephens Prof Exp	-\$1,998
Bolon Gifts	\$59
UU Partner Church Contribution	\$1,000

Total Expense: \$17,769

First Unitarian Universalist Church of Columbus, June 30, 2013 Financial Statements

Notes to the Financial Statements

Summary of Significant Accounting Policies

Funds – The accounting system for First UU uses five separate funds for tracking purposes. These are operating, SYC (School for Young Children), restricted, endowment and capital. We have a consolidated checking account, segregated investment accounts for our endowment, and separate fund balances for each of these five funds. All income and expense transactions track to one of these funds.

Accounting System/Staff - First UU uses Peachtree as a general ledger and accounts payable system. We use Church Windows, a database program for tracking contributions and pledge payments. Payroll and quarterly tax reporting is provided by ADP payroll service. First UU manages its finances with a part time bookkeeper, a church administrator, volunteer Treasurer and Assistant Treasurer, a volunteer chief accountant, Finance Committee and Investment Subcommittee. Bank reconciliations are prepared by the bookkeeper every month and reviewed by the Treasurer. Financial Statements are reviewed monthly by the Finance Committee and the Board of Trustees. Access to the accounting software is password protected and regular back ups are made. Access to the bank and investment accounts is authorized by the Board and resides with the Board Chair, Board Vice Chair, Treasurer and Assistant Treasurer.

Sources of Operating Funds – First UU operating fund revenue is primarily from contributions of members and friends. Pledges are received during the pledge drive for the coming July – June fiscal year. Pledges are not recognized as income or as accounts receivable. They are used as one item in establishing the budget for the forthcoming year. Other sources of income include special collections and cash donations, building rentals, bookstore sales, interest income, and special events including the annual service auction and other small projects. Pledge reminders are mailed/emailed on a monthly basis.

Cash/Accrual – First UU operates primarily on a cash basis accounting system. Pledges are recognized when pledge payments are received or credit cards/automatic bank transfers are charged. Expenses are recognized when invoices for purchases made are entered into Peachtree. However, at the end of the fiscal year we may accrue additional expenses and/or payroll that we want to match up with the fiscal year budget. These are not material amounts. Pledge payments received in July and August from members who have not fulfilled their pledges from the previous year, are posted in the category of ‘prior year pledges’ unless specifically marked as current year. Prior year pledges are included as an income category in the annual operating budget.

Operating Budget – according to the constitution, the membership adopts an operating budget during the annual meeting every spring. This may not be a deficit budget. This budget may be revised by the Board of Trustees during the fiscal year as needed. The Board must advise the membership of any anticipated operating deficit greater than 3% of the annual operating budget.

Cash Handling and Sunday Morning Collections – First UU has two services each Sunday with a collection at each service. The ushers take the collection proceeds to the bookkeeper’s office and place it in a sealed envelope. A church member opens the envelope and that member and the bookkeeper count all funds after the second service each Sunday. A deposit ticket is prepared and initialed by both of the individuals who counted the money. Funds are deposited in Cooper State Bank after they are counted since the bank is open until 3pm on Sundays. Deposit of checks is done on a weekly basis. Other cash

received during the week is counted, identified, placed in a sealed deposit envelope in the bookkeeper's office and is deposited daily as needed. The bookkeeper's office is protected by the security system. All donation checks are photocopied for reconciliation to bank deposits.

Justice Action Ministry (JAM) – The outreach ministry of the church is funded as 2% of the pledge budget less the allowance for uncollectible pledges. In addition the church receives some designated gifts for JAM.

Non-cash Gifts – First UU receives gifts of stock and other items such as equipment and furniture. Gifts of stock are, by policy, sold immediately and the funds are deposited according to the designation of the donor.

Capital Campaign – At the June meeting of the membership a vote was taken to authorize a Capital Campaign to begin in the Fall of 2013. The goal for the campaign is \$1,800,000, with a challenge goal of \$2,000,000 and a four year giving period. Priorities for the campaign are Worship Center repair and replacement of roof, doors and windows; renovation of restrooms and corridors; classroom addition; mortgage retirement; green facility/renewable energy upgrades. The Church has engaged Ackley Consulting Group as our capital campaign advisor. Several advance gifts were received during FY13 and architect renderings of possible building improvements were provided to assist discussion during the focus group process prior to the congregational vote.

Indebtedness – First UU has a consolidated mortgage with Cooper State Bank. This mortgage #814411605 is for the remainder of the construction of the new Worship Center as well as the new RE wing. The principal balance owing as of 6/30/13 is \$531,204. The interest rate is fixed at 5.95% and the mortgage is in year 6 of a 10 year loan with a 20 year amortization basis. The loans matures 5/1/2018 with a balloon payment due at that time.

The constitution requires membership approval for any real property transactions, and for obligation of external indebtedness in excess of 3 % of the annual operating budget.

Operating Fund – The operating budget for FY13 was \$846,044, which reflected a 3.8% increase over FY12. Current year pledges were budgeted at \$711,000. The final outcome for the year was a loss of \$30,832. This is a significant loss that was a result of reduced revenue. Expenditures were very slightly (.3%) over budget. Contribution revenue was 3.4% below budget. The budget for FY14 has been reviewed and pledge income has been reduced to reflect a more realistic amount. The Board will review the budget early in the year and will make adjustments to prevent another loss year.

School for Young Children – SYC is a pre-school run by First UU. It is fully licensed and accredited. It has a full time director, an office manager and a team of qualified teachers. It operates on a projected break even annual budget that is approved by First UU Finance Committee. Revenue is derived primarily from tuition income. For FY13 SYC ended with a surplus of \$14,356. After setting aside the scholarship fund raising proceeds of \$11,548 for the FY14 school year, the surplus was evenly divided between the SYC Enrichment Fund and Operating Income per church policy. Potential operating losses are funded from the SYC Enrichment Fund.

Restricted Funds – First UU has a series of donor restricted funds that are spent in accordance with the wishes of the donors.

Endowment Funds – First UU has an endowment fund that is managed by the church through the Investment Subcommittee of the Finance Committee. Annually the lesser of 5% of the beginning March 31st value or the annual investment growth may be allocated for extraordinary items outside of the

operating budget. For FY13 funds were allocated for repair of the structural pillar that supports the fellowship hall roof and library purchases. For FY14 funds have been allocated for sound equipment and for one time moving expenses and vacation payout related to our Director of Religious Education retirement and recruitment process. Endowment funds are currently invested with Vanguard and TIAA according to the investment policy adopted by the Board. The value of the investments is reflected in the financial statements at the current market value. The Investment Policy provides for moderate flexibility for investment within an appropriate moderate risk philosophy as well as investment in socially responsible vehicles.

Capital Funds – the capital fund reflects property, building, furniture and equipment recorded at cost or estimated value if received as a gift. No depreciation is currently recognized. During FY00 a Capitalization Policy was adopted which directs the Treasurer to capitalize all purchases of furniture and equipment with a single item value of more than \$1,000 and an expected useful life of at least five years. This policy is currently being updated. All activity related to the building expansion project has been reflected in this fund. During FY13 we had a material repair related to the structural pillar. This was expensed rather than capitalized as it was not an addition or improvement to the facility.

Outstanding Legacies – Through our Acorn Society, First UU is occasionally named as a beneficiary under members' wills and trusts, the total recognizable amounts of which are not presently determinable. Such bequests are recorded when actually received by First UU.

Investments – First UU maintains checking, credit card and savings accounts with Cooper State Bank. There are investment accounts with Vanguard for excess operating and restricted cash. Endowment funds are currently invested with TIAA and Vanguard. The church has a brokerage account with Charles Schwab for stock gift transactions. By policy all securities given to the Church are sold at the earliest possible opportunity.

Insurance – First UU carries fire, theft and liability insurance with Philadelphia Insurance. There is a special liability rider for the Board of Trustees.

Employees – First UU employs 2 fulltime ministers and other full and part time employees in addition to the SYC staff. All staff except the ministers participate in FICA and Medicare. Staff are not covered by Unemployment Insurance. All staff are covered by Workers Compensation and staff who work more than 1,000 hours per year participate in the Unitarian Universalist Association pension plan #57517 through Fidelity Investments. This is a qualified 401(a) defined contribution retirement plan. The church provides 10% of salary to the pension plan on a monthly basis. Ministry staff have signed contracts. Other staff are subject to personnel policies as laid out in the recently revised Employee Handbook. All staff report to the ministers. Staff policies are reviewed and maintained by the Personnel Committee.

Non-Personnel Expenditures – First UU does not maintain any kind of inventory of supplies. All items purchased under \$1,000 are expensed. An inventory is maintained for the bookstore and for fair trade coffee. Items over \$1,000 are evaluated for capitalization (see Capital Funds above). Expenditures are made according to the budget categories. All expenditures are approved by a committee chair, staff member, or the Treasurer. All checks are prepared by the bookkeeper for signature. One signature is required, except for non-compensation checks to individuals for more than \$1,000, which require two signatures. The Treasurer, Assistant Treasurer, Board Chair and Board Vice Chair are all authorized signatories.

First Unitarian Universalist Church of Columbus
Operating Budget Indicators
For the Ten Months ended April, 2014

	FY 14	FY 13	
Total Pledging Units			
1 Number of Actual Pledges	460	459	
2 Total Pledged	\$701,682	\$687,573	
3 Budgeted Pledges	\$701,000	\$711,000	
4 Average Pledge	\$1,525	\$1,498	
5 YTD Amount Payment Due	\$584,735	\$572,978	
6 YTD Actual Pledge Payments	\$567,341	\$558,302	
7 YTD Actual Pledge & Prior Year Payments	\$582,706	\$566,700	
8 YTD Payment Over/(Short)	(\$17,394)	(\$6,278)	
9 Pledges (Short) Long to Budget	\$682	(\$23,427)	
10 Collection Rate - Current Year Pledges	97.0%	97.4%	
11 Collection Rate - Current + Prior Yr Payments	99.7%	98.9%	
12 Holiday Appeal Increased Pledges	\$30	\$340	
13 New Members/Households	58/25	14/9	
14 New Pledges	23	7	
15 New Pledge Dollars	\$10,037	\$6,905	
	Actual	Budget	Prior
Total Income	\$718,249	\$698,933	\$709,626
Total Expenses	\$702,541	\$698,933	\$711,237
Net Income	\$15,708	\$0	(\$1,611)

Operating Income Statement

First Unitarian Universalist Church
Income Statement
For the Ten Months Ending April 30, 2014

	Account	Annual Budget	Current Actual	YTD Actual	Prior Year Actual	YTD Budget	% To Budget
Revenues							
Contributions							
	SubTotal Contributions	737,585	51,434	626,455	620,785	614,654	101.92%
Other Income							
	Subtotal Other Income	29,517	1,339	18,420	23,600	24,598	74.89%
Miscellaneous Sales							
	Subtotal Misc Sales	64,810	12,802	65,489	59,273	54,008	121.26%
RE Income							
	Subtotal RE Income	1,000	226	2,077	2,718	833	249.24%
Transfers							
	Subtotal Transfers	<u>5,808</u>	<u>0</u>	<u>5,808</u>	<u>3,250</u>	<u>4,840</u>	120.00%
	Total Revenues	838,720	65,801	718,249	709,626	698,933	102.76%
Expenses							
Personnel							
Senior Minister							
	Subtotal Senior Minister Salary	96,500	8,042	80,417	80,417	80,417	100.00%
Associate Minister							
	Subtotal Associate Minister Salary	61,460	5,121	51,217	51,217	51,217	100.00%
Minister Benefits & Expenses							
	Subtotal Minister Benefits & Exp	60,863	4,754	52,503	50,488	50,719	103.52%
Staff Salaries							
	Subtotal Staff Salaries	279,330	21,785	228,919	229,497	232,775	98.34%
Staff Benefits & Expenses							
	Subtotal Staff Benefits & Exp	72,094	5,038	54,117	66,871	60,078	90.08%
	Total Salary and Benefits	570,247	44,740	467,173	478,490	475,206	98.31%
Church Programs							
Religious Education							
	Subtotal Religious Education	7,625	1,477	6,474	5,267	6,354	101.89%
Denominational Support							
	Subtotal Denominational Support	49,903	4,213	40,877	35,712	41,586	98.30%
Programs & Committees							
	Subtotal Programs & Committees	9,560	651	8,121	9,486	7,967	101.94%
Social Justice Programs							
	Subtotal Social Justice Programs	14,140	1,128	17,343	16,342	11,783	147.18%
	Total Church Programs	81,228	7,469	72,815	66,807	67,690	107.57%
Administration							
	Total Administration	21,030	1,893	19,363	21,887	17,525	110.49%
Facilities							
Buildings & Grounds							
	Subtotal Building & Grounds	82,660	5,354	77,984	73,657	68,883	113.21%
Mortgage							
	Subtotal Mortgage	57,851	4,528	47,038	47,060	48,209	97.57%
	Total Facilities	140,511	9,882	125,022	120,717	117,093	106.77%
Miscellaneous Expenses							
	Total Miscellaneous Expense	25,704	819	18,168	23,119	21,420	84.82%
	Total Expenses	<u>838,720</u>	<u>64,803</u>	<u>702,541</u>	<u>711,020</u>	<u>698,933</u>	100.52%
	Net Income	0	998	15,708	-1,394	0	

April 30, 2014

	<u>Operating Funds</u>	<u>SYC Funds</u>	<u>Restricted Funds</u>	<u>Endowment Funds</u>	<u>Capital Funds</u>	<u>Total Funds</u>
ASSETS						
Current Assets						
Petty Cash-SYC		300.00				300.00
Petty Cash-Babysitting	100.00					100.00
Checking-CS Bank	<71,829.18>	94,033.84	6,503.75	<2,484.20>	<235.96>	25,988.25
Savings-CS Bank	60,063.69					60,063.69
Credit Card Business Account-CS Bank	2,499.61					2,499.61
Checking-Kemba Credit Union					6,739.25	6,739.25
Savings-Kemba Credit Union					2,457.68	2,457.68
Money Market-Kemba Credit Union					412,127.59	412,127.59
Kemba ACH Clearing Account					0.00	0.00
Savings-Operating Vanguard MM-050		23,879.96				23,879.96
Vanguard Restricted Savings-757			38,973.41			38,973.41
Investments-Operating	0.00					0.00
Investments-Endowment				16,330.88		16,330.88
TIAA Endowment				92,000.52		92,000.52
Endowment - Vanguard-407				164,032.51		164,032.51
Prepaid Expenses	327.75					327.75
Advanced Playcamp Salaries						0.00
Accounts Receivable	0.00					0.00
Health Insurance Receivable	5,176.70					5,176.70
Deposit-BWC	467.25					467.25
Cookbook Inventory	694.00					694.00
Fair Trade Coffee Inventory	1,868.60					1,868.60
Bookstore Inventory	3,792.75					3,792.75
Total Current Assets	3,161.17	118,213.80	45,477.16	269,879.71	421,088.56	857,820.40
Property and Equipment						
Furniture, Fixtures & Equipment					125,060.96	125,060.96
Land & Real Estate					1,352,732.05	1,352,732.05
Church Building & Plant					1,293,030.04	1,293,030.04
Total Property and Equipment	0.00	0.00	0.00	0.00	2,770,823.05	2,770,823.05
TOTAL ASSETS	3,161.17	118,213.80	45,477.16	269,879.71	3,191,911.61	3,628,643.45

Statement of Financial Position

	<u>Operating Funds</u>	<u>SYC Funds</u>	<u>Restricted Funds</u>	<u>Endowment Funds</u>	<u>Capital Funds</u>	<u>Total Funds</u>
LIABILITIES						
Current Liabilities						
Accounts Payable	2,809.87	107.39	0.00	0.00	0.00	2,917.26
Sales Tax Accrual	0.00					0.00
Accrued Pensions, Payroll & Taxes	0.00	0.00				0.00
Accrued Payroll	0.00	0.00				0.00
Advance Tuition-SYC		42,784.00				42,784.00
Advance Play Camp-SYC		7,108.00				7,108.00
Advanced SYC Scholarship Contributions		0.00				0.00
Advanced SYC Scholarship Income		0.00				0.00
Prepaid Pledges-FY 14	5,700.00	0.00			0.00	5,700.00
Prepaid RG&E Fees	75.00	0.00	0.00		0.00	75.00
Other Liabilities	694.00					694.00
Facility Use Deposits	400.00	0.00				400.00
Total Current Liabilities	9,678.87	49,999.39	0.00	0.00	0.00	59,678.26
Long-Term Liabilities						
Mortgage Payable					512,215.56	512,215.56
Copy Machine Payable	0.00					0.00
Total Long-Term Liabilities	0.00	0.00	0.00	0.00	512,215.56	512,215.56
TOTAL LIABILITIES	9,678.87	49,999.39	0.00	0.00	512,215.56	571,893.82
FUND BALANCES						
Fund Bal.-Operating	<22,230.19>					<22,230.19>
Fund Bal.-Art & Space			550.00			550.00
Fund Bal.-Choir Enrichment			3,982.56			3,982.56
Fund Bal.-Concert Series			608.22			608.22
Fund Bal.-Caring Committee			639.69			639.69
Fund Bal.-Ministers Discretionary			2,884.27			2,884.27
Petty Cash-SYC		300.00				
Petty Cash-Babysitting	100.00					
Fund Bal.-Sound Assistance System			3,283.47			3,283.47
Fund Bal.-Rainy Day Fund			301.00			301.00
Fund Bal.-Memorial Garden			1,275.13			1,275.13
Fund Bal.-CPA Audit Fund			10,000.10			10,000.10

Statement of Financial Position

	<u>Operating Funds</u>	<u>SYC Funds</u>	<u>Restricted Funds</u>	<u>Endowment Funds</u>	<u>0.00</u>	<u>Total Funds</u>
Fund Bal.-Organ& Piano Fund			6,541.67			6,541.67
Fund Bal.-JAM			5,496.40			5,496.40
Fund Bal.-R E Programs			1,155.57			1,155.57
Fund Bal.-Coming of Age			1,839.76			1,839.76
Fund Bal.-COA Justice Trip			0.00			0.00
Fund Bal.-Campus Ministry			0.00			0.00
Fund Bal-Leadership			579.22			579.22
Fund Bal.-G S A			1,522.22			1,522.22
Fund Bal.-Humanists			1,072.33			1,072.33
Fund Bal.-Slower Lounge			0.00			0.00
Fund Bal. Restricted Holding			0.00			0.00
Fund Bal. RDTF			665.98			665.98
Fund Bal. Hymnal Fund			444.50			444.50
Fund Bal.-Historian			200.00			200.00
Fund Bal.-Senior Group Funds			215.76			215.76
Fund Bal.-Mortgage Fund			0.00			0.00
Fund Bal.-Staffing Needs			1,407.46			1,407.46
Fund Bal.-General Endowment				249,426.36		249,426.36
Fund Bal.-Partner Church Fund			240.89			240.89
Fund Bal.-Capital Fund				2,261,686.29		2,261,686.29
Fund Bal.-SYC Enrichment		4,487.19				4,487.19
Fund Bal.-SYC Scholarship		0.00			0.00	0.00
Fund Bal.-SYC Accreditation Fund		1,135.00				1,135.00
Fund Bal.-SYC Staff Scholarship		0.00				0.00
Net Income	15,712.49	62,592.22	570.96	20,453.35	418,009.76	517,338.78
TOTAL FUND BALANCES	<6,417.70>	68,514.41	45,477.16	269,879.71	2,679,696.05	3,056,749.63
TOTAL LIABILITIES & FUND BALANCES	3,261.17	118,513.80	45,477.16	269,879.71	3,191,911.61	3,628,643.45

First Unitarian Universalist Church of Columbus

	2014 Budget	2015 Proposed Budget	% of Total Budget
Revenues			
Contributions			
Pledge Payments - Operating	\$701,000	\$711,000	85%
Prior Year Pledge Payments	\$15,165	\$15,000	2%
Uncollectible Pledges @ 3%	-\$21,030	-\$21,330	
Holiday Appeal Income	\$14,100	\$15,000	2%
Non-Pledged Contributions	\$10,000	\$10,000	1%
Plate Cash Collection	\$16,000	\$17,000	2%
Social Justice Contributions	<i>Included above in Operating Pledge line @ 2%</i>		
Other Contributions	\$2,350	\$1,900	
Total Contributions	\$737,585	\$748,570	90%
Other Income			
Facility Rentals	\$13,196	\$12,000	
SYC Space and Year End Split	\$12,161	\$12,429	
Rummage Sale	\$6,800	\$0	
Auction	\$34,000	\$31,500	4%
Bookstore	\$3,500	\$3,500	
Retail Rewards	\$1,300	\$2,647	
Other Income	\$24,370	\$23,400	
Transfers	\$5,808	\$0	
Total Other Income	\$101,135	\$85,476	
Total Income	\$838,720	\$834,046	
Expenses			
Personnel			
<i>Second Year of No Raises for Personnel</i>			
Ministers Salaries	\$157,960	\$158,987	<i>Restatement Only -</i>
Ministers Benefits	\$60,863	\$61,414	<i>net no change</i>
Staff Salaries	\$279,330	\$263,123	<i>Leave Sexton Vacant</i>
Staff Benefits	\$72,094	\$77,331	
Total Personnel Expense	\$570,247	\$560,855	67%
Denominational Support @ Fair Share	\$49,903	\$49,572	6%
Religious Education	\$7,625	\$7,625	1%
Programs and Committees	\$9,290	\$11,160	1%
Justice Action Ministry	\$14,140	\$14,193	2%
Administration	\$21,300	\$23,370	3%
Facilities	\$86,176	\$89,236	11%
Mortgage	\$54,335	\$54,335	7%
Other Expenses	\$25,704	\$23,700	3%
Total Expense	\$838,720	\$834,046	
Net Income	\$0	\$0	