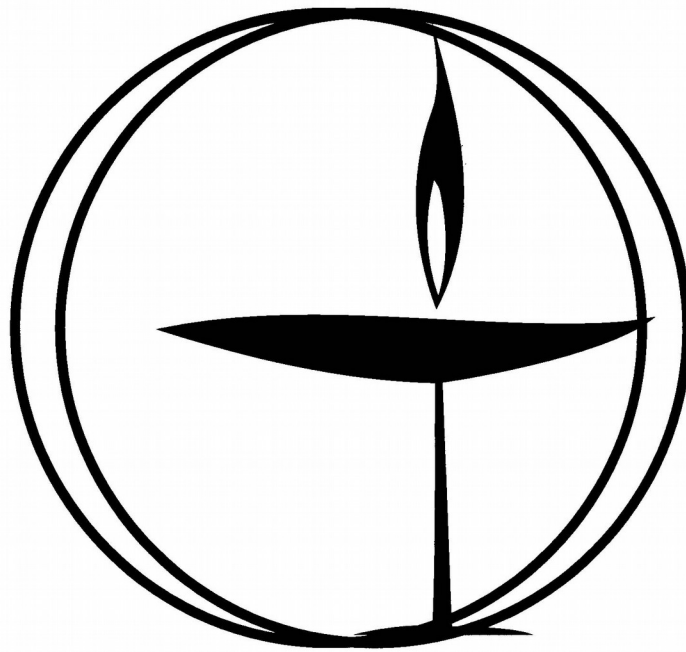


***First Unitarian Universalist Church of Columbus
Annual Report
June 4, 2017***



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Board of Trustees and Staff Member Listing

BOARD

Chair Ginnie Vogts
Vice Chair Carolee Noonan
Secretary Jim Conlan
Treasurer Debra Boyd
Karen Dawson
Marge Lynd
Youth Rep Alex Barr
Youth Rep Lee Cook
Moderator Chas Williams

STAFF

Interim Senior Minister: Rev. Jennifer Brooks
Associate Minister: Rev. Eric Meter
Minister of Religious Exploration: Rev. Lane Campbell
Music Director: Tony McDonald
Church Administrator: Brian Hagemann
Pianist/Accompanist: Nathan Hamm
Bookkeeper: Joe Voltolini
Office Manager: Marian Garcia
RE Assistant/Staff Secretary: Deb McGuire
Facilities Assistant: Naoko Kobayashi
Facilities Assistant: Cathy Hausmann
Choir Director (Chalice): Brandon Moss
Choir Director (Rising Voices, Spirit of Life): Karen Madden
Choir Co-Director, Peace Pals: Cath Saveson
Choir Co-Director, Peace Pals: Leigh Mamlin
Sound Technician: Jabar Cole
Peace Camp Director: Jennifer Bojanowski
Minister Affiliated: Rev. Suzan McCrystal
Minister Affiliated: Rev. Kathleen Fowler
SYC Co-Director: Susan Roscigno
SYC Co-Director: Amy Rudawsky
Minister Emeritus: Rev. Mark Belletini
Minister Emerita: Rev. Wendy Fish

New Members July 1, 2016 Through May 24, 2017

Leonore Abruzzo
John Boyd
Rose Carlton
Doris Cornell
Marna Fitzpatrick
Shannon Flanders
David Glerum
Amanda Graber
LuAnn Grover
Rita Haider
Kristi Hicks
Marcia Hupp
Kelly Johnson
Katherine Lawson
Rob Littleton
Janet Mangini
Bridget McHugh
Emma Merchant
Ed Oberle
Katy Oberle
Michael Premo
Dana Reynolds
Emma Ruiz
Elizabeth Speidel
Jon Vaughn
Mary Vietmeier
Elliott Willson
Lise Worthen-Chaudhari
Jane Tessier
Bernadette Vankeerbergen
Elissa Yoder

Annual Congregational Meeting, May 22, 2016

First UU of Columbus' annual congregational meeting was held on Sunday, May 22. A quorum was established with 178 members in attendance.

Rev. Jennifer commented on the graciousness and acceptance of our congregation, especially during our construction time this past summer through December. She also highlighted transition activities which have included the ongoing development of governance policies and the formation of a coordinating team. The team consists of staff members and two member volunteers, Judy Kleen and Christine Davidson who were recognized for their participation.

Stewardship updated the congregation on the results of the annual pledge drive and made an appeal for those who have not yet pledged to do so, and for those who can, to increase their annual pledge amount. Rev. Jennifer introduced the concept of "Share the Plate," which will be instituted this coming year with members selecting monthly recipients for part of the Sunday plate collection.

The annual budget was presented by our treasurer, Debra Boyd, and was approved without discussion.

Voting took place for the following: Board, Moderator, Nominating Committee and Settled Minister Search Team.

Jim Conlan and Carolee Noonan were selected for 3-year terms for Board. Chas Williams was selected for a one-year term as Moderator. Dennis Rankin, David Maywhoor and Marilyn Beerman will serve 2-year terms on the Nominating Committee. For the Settled Minister Search Team, Lou Bernard, Larry Drake, Donna Greenman, Judy Kleen and Morgan Patton were chosen. The Settled Minister Search Team will begin this very important work in the summer. Our new minister will be ultimately selected by a congregational vote in spring 2017 and will begin his/her tenure in the 2017-2018 church year!

Debra Boyd presented information about the 2016 General Assembly, which is being held in Columbus and for which we are the host congregation. Debra presented a selection of study action items, one which will be chosen at GA. Delegates to GA will be chosen by the Board, and there was a handout on which to indicate interest in serving as a delegate. An appeal was made for home hospitality. Andrea Smith is the contact person for this program.

Rev Eric concluded the meeting with the names of deceased members: Jackie Angelino, Paul Brody, Carol Fisher, Ruth Gerhold, Myra Hine, Sylvia Kelch, Cindy Kerkoff, Tex Kohles, Reuben Mayolan and Shirley Shank.

Mid-Year Congregational Meeting, Sunday, February 5, 2017

Opening Words	Rev. Jennifer Brooks	12:45 (3)
Welcome	Chas Williams, Moderator	12:48 (2)
Search Update The search is on schedule and the timeline is available on the First UU website at http://firstuucolumbus.org/images/stories/Home/Ministerial-Search-Checklist.pdf . Interviews will be taking place through February and March and candidates will be brought into Columbus. They will be taken to other cities to a neutral pulpit to preach at another UU Congregation. The final decisions will be made around the end of March to Mid -April.	Judy Kleen Search Committee	12:50 (2)
Auction Invitation The auction will be held on February 25 th . If you are not able to attend the auction you can still have a friend bid to proxy bidding on your behalf. The other option is to bid online by coming to the Fellowship Hall table and get a bidding number for \$3 dollars.	Cathy O'Neil	12:52 (3)

<p>Board Goals and Update The board has moved from a management role to a visionary oversight role with the new governance model. The board reviews the financial health of the congregation, our place in the larger community, and relationships that the congregation has with each other. The board can now focus on our role in the future by consulting with the staff, listening circles and other teams/committees. A vision has been created for Justice which is on the slide. Work is currently being done on a vision for Stewardship. Before the year is over the board will tackle building community and engaging diversity. A strategic taskforce will be created to begin work on a 5-year plan that will incorporate the visions.</p> <p>The Board unanimously approved the Declaration of Conscience. More information can be found at https://www.uua.org/pressroom/press-releases/calling-all-friends-faith-and-conscience-invitation-uua-president-and-uusc.</p>	Ginnie Vogts, Board Chair	12:52 (5)
<p>Interim Minister Report We are continuing the implementation of the new Governance Policy and old policies are being updated to reflect the new model. Staffing reviews are going on now and will take time to complete because the job descriptions need to be updated as well. Financial tasks have been identified and the new policy has moved much of this to the Staff with Brian Hagemann leading and managing that effort. A Safety Plan Taskforce has been working to improve the safety here for all of us. They will present their proposals in late spring. The Membership Taskforce has been figuring out the various roles and how we could be more welcoming to newcomers. There is also work to integrate new members with other members that have been at First UU a long time. Coming soon will be listening/visioning circles around our mission and vision, and the use of a banner to make our values visible to the outside world. Share the Plate has been successful making wider connections in the community. For example, the Clintonville Resources Center and Justice Ohio has benefited and we have a deeper connection and partnership with them. The last focus is on renewing Stewardship focus and vitality. Barry Finkelstein a UUA consultant has been helping us with our Stewardship changes. He will be coming back to help with training our volunteers.</p>	Rev. Jennifer Brooks	12:57 (5)
<p>Coordinating Team (CT)Update Steve reviewed the new organization slide that will be available on our website. The goal has been to streamline our structure and this has been ongoing for two years. Second slide on the different ministry areas. If there are questions you can contact Coordinating Team, CT@first uu .org</p>	Steve Abbott- Coordinating Team	1:02 (7)
<p>Religious Exploration Report RE program is doing well. The first Sunday of every month is Justice Sunday for children ages 5-11. The topic this month was the refugee ban. There will be a multigenerational service once a month. In the past that would only be 4 to 5 times a year. A youth led service will be February 26. The Social Justice Week is planned for June 12th through the 16th for youth ages 14-19. This year the focus will be on LGBTQIA.</p>	Rev. Lane Campbell	1:09 (5)
<p>Transition Team Update The transition team began the visioning of who we are and who we aspire to be. This is done so that we are doing the things that make us who we are and to understand our role in the community. Tony reviewed the slides in the presentation.</p>	Tony Skrabak – Transition Team	1:14 (7)
<p>Stewardship -A New Paradigm The stewardship committee has changed with the use of a coordinated set</p>	Carolee Noonan	1:21 (8) 8

of teams. Refer to the slides. Small focused teams are being used to allow more people to volunteer for a specific period. This fall we funded our values and this spring we will be funding our future. This spring there will be small group gathering in homes or at the church to discuss our budget. There will be chances to volunteer to host a discussion.		
Treasurer's Report There have been more pledges this year and income is higher because of the Fund Our Values campaign.	Debra Boyd, Treasurer	1:29 (8) 8
Justice Action Ministry Report Steve Palm Houser covered the JAM vision. See the slides in the presentation.	Steve Palm Houser, JAM	1:37 (7) 7
Adjourn	Chas Williams	1:45

After 3 Auction – Proxy bidding can be done for those that can't make the auction. Advanced online bidding. For \$3 you can bid online. Fixed price offerings.

Special Congregational Meeting, Sunday, May 7, 2017

Calling Senior Minister

11:30	Absentee voting is closed	
12:30	Members sign in and receive ballot	
12:45	Convening the meeting	Chas Williams, Moderator
	Opening Words	Rev. Eric Meter
12:55	Welcoming and explanation of process	Ginnie Vogts, Board Chair
	Quorum being determined, mark ballots	
1:00	Declaration of Quorum	Chas Williams
	Ballots collected	
1:10	Call for remaining pledges to be collected	Ginnie Vogts
1:15	Music while ballots are being counted	
1:30	Announcement of vote	Chas Williams
1:35	Reverend Dr. Marian Stewart is welcomed as our new Senior Minister	
1:40	Rev. Marian says a few words	
1:50	Extinguish the Chalice	
	Closing Words	Rev. Lane Campbell
1:55	Adjournment	

Voting Results

	Yes Vote	No Vote
<i>Attending Meeting</i>	194	2
<i>Absentee Ballot</i>	90	0
Total	284	2
Total number of Votes	286	
Percentage Yes Vote	99%	

Congratulations to Reverend Dr. Marian Stewart

Interim Senior Minister Rev. Jennifer Brooks

As First UU embarked two years ago upon its transition in ministry, with the uncertainty it inevitably brings, First UU members have been gracious, welcoming, and open-minded. A congregation's primary work during a transition is to prepare—emotionally, intellectually, and in its systems and practices—to bond well and warmly with a new Senior Minister. By the time the membership called Rev. Marian Stewart as its settled Senior Minister, First UU had done its work well. I'm happy for First UU, for Rev. Marian, for the community you will build together and for the work you will do in the world.

When I arrived in August 2015, First UU had adopted a governance change that re-defined many roles and responsibilities. One of the most challenging aspects of any interim period is the inevitable changes in roles and responsibilities; this change was one undertaken intentionally. That awareness served congregational leaders well as they have proceeded with care. They've been willing to ask questions and sometimes to explore together what the answers might be. In 2016-17, this second year of transition, both the Board and the Coordinating Team have settled into their roles, with clarity about their tasks and authority. In addition, the Finance and Personnel Committees, now advisory to the Board, are restructured with additional members and a clearer sense of their role as advisers who recommend longer-term strategies and policies.

Another key area of a congregation's interim work is the development of vision and mission that goes along with a deeper understanding of the congregation's unique purpose and identity. Last year's visioning circles and this year's visioning workshop; ingathering services that sought out member's gifts and values; and nearly two years of Diversity Learning Circles, small-group conversations about racial justice, and a deepening of ties with local worker justice and racial justice organizations have allowed this deeper understanding to emerge. This work and study empowered the Transition Team (Tony Skrabek, Amy Watson, Connor McCrystal, and Ben Sostrum) to propose a new mission and vision statement at the midyear congregational meeting. With insight from members's comments and suggestions over the last few months, they will present a revised mission and vision statement for presentation at the June 4 annual congregational meeting.

In short form, the proposed mission statement says: *With Love at the center, we create community, work for justice, and engage diversity.* Cath Saveson wrote a [song for Peace Pals](#) that expresses in music this description of First UU's members and mission. The energy, enthusiasm, and conviction that the kids bring to this song about *their* community, the place they believe in, is a giant step into the future.

Another giant step, and another important congregational effort during an interim time, is to bring renewed energy to stewardship. At the beginning of this year we restructured the Stewardship Team slightly to focus its work in smaller teams: The Stewardship Outreach Team; the Annual Gift Campaign Team; the Auction Team; the Acorn Team, the Spring Giving Campaign Team. And, in October 2016, a one-time-only (please) special "Fund Our Values" Team led a campaign to close a pledge-base gap that had left the 2016-17 operating budget seriously underfunded. Members and friends responded generously, mostly with outright gifts rather than pledge increases, but giving congregational leaders the confidence to move forward without cuts that would have impaired our ability to live our values during the current year.

The budget gap and the success of the campaign that closed it were eye-openers. If First UU was to call a new Senior Minister without resolving its persistent \$30,000 pledge-base shortfall in the longer term, it would be difficult for any congregation-minister partnership to succeed. Yet the terrific response to the "Fund Our Values" Campaign suggested that members really wanted to support First UU's values-focused work. Thanks to a bequest (from Holly Hershide), the Board was able to engage a UUA stewardship consultant, Barry Finkelstein, to investigate First UU's systems and practices and recommend next steps. This decision bore fruit. During the Spring Giving Campaign (with its house parties, hosts, party planners, stewardship facilitators, and enthusiastic participants), congregational leaders offered clear messages about the need to close that pledge gap of about \$30,000 that persisted *sub rosa* for years. In addition, your leaders asked for an additional \$30,000 to meet next year's budget needs. It was a total increase of \$60,000. Could it happen? Would First UU members and friends rise to the challenge?

The answer is YES. The Spring Giving Campaign increased the pledge base by \$60,000. Although there will always be cost increases in the future, the staff Finance Team, the Board, and the Board's Finance Committee are beginning multi-year planning centered on a commitment to placing First UU's values at the center of its budget plans.

With Love at the center...

It's been an amazing year. I'm so glad to have accompanied you along this part of your journey. My best wishes, and my love, to you and Rev. Marian. I'm confident you will build a bright future together—and a better world.

Rev. Eric Meter, Associate Minister

In many ways the highlight of my church year took place last June with the visit of Rev. Albert Kozma, our partner church minister from Bölön, Transylvania, and with the UUA's General Assembly taking place here in Columbus. As I've said before, I'm thrilled to have seen so many First UU members volunteering as guides and support staff throughout GA. And our partner church team proved amazing hosts to Rev. Albert. He's eager to return the favor and host us in his village. The photo below is of Revs. Albert and Jennifer Brooks at a rally in downtown Columbus protesting the shooting of Henry Green last summer.

This year we began offering covenant groups for newcomers to our congregation once they had gone through a Path to Membership class. Soon we will be making a group available to newcomers even earlier in the process of integrating into our faith community. The two newcomer groups brought the total groups we offered this year to seven.

While we did not have sufficient participation to offer a Grief Recovery Method class last fall, Rev. Kathleen Fowler and David Maywhoor had 13 take part in their GRM class this spring. One person who would have been part of the fall class opted to do the 1:1 version of the program with me over the winter and spring.

The congregation's Membership Committee has transitioned to become a Hospitality Team with three sub groups: welcoming, path to membership and member relations (some of these names are still not finalized). Thanks to Christine Davidson and the rest of the Welcoming Task Force, we have surveyed what First UU does well and what improvements we might make in terms of being more welcoming to newcomers. That report is currently under review with the Coordinating Team. We expect to present it to the Board of Trustees soon.

Over the course of the year I have officiated at two weddings of current and former church members, been part of naming ceremonies for four children, and either led or participated in eight memorial services, not including several separate ceremonies in our scatter garden. I am also currently working on three additional memorial celebrations. Church members who have died since the 2016 Annual meeting include Laura Adams, Carol Brody, Chris Carr, Jeanne Hammond, Bill Hurley, Tex Kohles, JoAnne Milburn and Helga Muladore.

Beyond our church walls, I continue to serve as secretary on the UUA's Partner Church Council Board and the Central East Region Commissioned Lay Minister Team.

This year I have also been mentoring two people at different stages of their ministerial formation. Rev. Jennifer Brooks and I supervised Amanda Hays during here Community Studies year as a student at Meadville Lombard, the Unitarian Universalist seminary in Chicago. I've also been mentoring Kayla Parker who is completing her first year of professional ministry serving our congregation in Charleston, WV. I cannot wait until Amanda begins her two-year part-time ministerial internship with us this September.

In closing, I want to lift up my gratitude to Rev. Jennifer Brooks. She has brought integrity, humor, compassion and keen insight to leading our transition work over the last two years. I learned from her each and every day, and I wish her all the best on her next endeavors.



Rev. Lane Campell, Minister of Religious Exploration

This past year brought many exciting changes in the Religious Exploration Program at First UU Church of Columbus. Without the support of our dedicated teachers, volunteers, and staff, none of this would have been possible.

One notable change was to switch to having whole church worship services once a month, where the entire congregation comes together for worship on Sunday morning. People of all ages have been enjoying these services this year. They have invited many of us to think creatively about what worship looks like and to embrace embodiment in the worshipping experience.

The first Sunday of every month, First UU hosted a Justice Sunday program for children ages 5-11 years old, which brought more justice programs to our kids' lives. Justice Sundays have been happening at First UU for about 7 years or so, but usually about five times a year. They are hands-on justice activities connected to the many organization JAM supports. Where possible, Justice Sunday programs were connected to the monthly justice focus for the entire church.

Both of these schedule changes came together to create a different teaching schedule for all of our RE classes, especially for classes for kids ages 5-11. Teachers were in the classroom 2-3 Sundays a month instead of all of them or 3-4.

The 2016-2017 year also was First UU's first year moving to age-based class divisions instead of grade-based class divisions. Moving to age-based programming creates a consistent peer group for children and emphasizes the difference between what children do in a traditional schooling atmosphere and what children do in church.

The Religious Exploration created and implemented an arc of learning to guide the expectation and create a framework for the RE program. This was the first year it was used and the team looks forward to more ways to raise awareness about what the RE program arc of learning is and how it can be helpful.

First UU began an experiment this year hosting a Wee Worship space in the Worship Center. Wee Worship is a space that welcomes families and children through providing open space for children to be, coloring sheets and crayons, and soft toys. The Wee Worship space has brought mixed feedback and a stakeholder meeting is planned for late May.

The youth hosted two youth-led worship services as well as regularly serving as Youth Worship Associates. Our youth group has been booming, with 35 youth who have attended at least one meeting. Youth have been taking leadership on the Board of Trustees as well as on the Search Committee.

We have just under 200 children and youth enrolled in our RE program with an average attendance of 142 children, youth, and volunteers in RE each Sunday.

The Religious Exploration program is thriving due to the effort and energy of our dedicated volunteers. Many thanks to our RE Team, teachers, assistants, and behind-the-scenes people who make the world go round and who really care about our kids.

Rev. Kathleen Fowler, Affiliated Minister

As a Community Minister affiliated with First UU, I continue to be involved with this church while continuing my work as a staff chaplain with Mount Carmel West Hospital. The services I have offered during the past year include co-facilitating both the Grief Recovery Method grief group and The Healing Journey grief group with David Maywhoor, participating in the Resilience in Grieving sermon, participating in two presentations on the benefits of the Grief Recovery Method, I am a member of the Pastoral Care Team, and I offer the Sorrow of the Season grief service with Rev. Suzan McCrystal and David Maywhoor.

As well, I officiated at several weddings and memorial service through this church and I attend the clergy cluster meetings as my schedule allows. I was also delighted to partake in the Diversity Learning Circle this past year, which gave me the opportunity to get a taste of how Church for All People ministers in their wonderful way.

Outside of this church, I co-facilitate a Sacred Conversations on Race ongoing group with many members of several Episcopal churches in the area, and I enjoy my volunteer time with Women to Women, a listening circle through the auspices of the Spiritual Network.

Tony McDonald, Music Director

Goals: Our goals continue to be to maintain the quality our four choirs, Peace Pals, Rising Voices, Spirit of Life and Chalice, to present an interesting variety of high caliber concerts and musical events, and to sustain a vibrant, educational and fulfilling musical life for the church.

Choirs:

All the choirs have thrived this year. Membership has been consistent with that of previous years, and the quality of music making has been high.

Brandon Moss returned last fall as director of Chalice Choir after being away for a year. He was welcomed back and immediately had fine results with high attendance of 55-60 and excellent performance of serious choral literature.

Peace Pals has also maintained good attendance of 15 -22 children coupled with great enthusiasm and fun. The directors, Catherine Saveson and Leigh Mamlin, have kept the kids involved by having them sing songs that directly relate to UU principles, and Cath wrote two original songs for the group this year.

Spirit of Life and Rising Voices, under the direction of Karen Madden, have continued to perform well and maintain traditional numbers. Rising Voice has been about 7-9 teens while Spirit of Life has about 16 singers, which has been its membership for its duration. Spirit of Life has also developed a better, more unified and consistent sound this year.

All choirs performed on the Holiday Concert in December and the Spring Concert on May 21. Also, Chalice, Spirit of Life and Rising Voices put on a special event, the performance during a regular service in late January, of the cantata *Remember the Dark* by UU musician David Glasgow. It was actually a one-act musical starring Cath Saveson and Willow Otten, supported by four chorus numbers. SOL and RV were the chorus in the early service and Chalice was the chorus for the later one. Everyone was pleased with the performance.

Instrumental accompaniment: The “band,” actually a rhythm section of bass and drums, continued to performance during the services once a month. Mark Merchant, bass, and Ted Royalty, drums, were under the leadership of Nathan Hamm, piano. The ensemble occasionally accompanied the choir but also played alone.

Concert Series

The church enjoyed another very successful concert season with high level performances and equally high level attendance (with one exception, see below). We brought back the Halloween Sing-along with Peace Pals directors Cath Saveson and Leigh Mamlin leading the singing, ghost stories by Debbie Shaw, and lots of kids in costume. New events this year were the Scioto Valley Brass and Percussion Company, a local brass band, performing their Christmas concert in December; nationally famous folk singer David Roth giving a solo concert; Columbus soprano Lara Colby Knights presenting a solo recital of enjoyable variety, accompanied by Nathan Hamm; and a high school choral festival featuring the show choirs and concert chorale from Whitehall Yearling High School, directed by Ann Johnson, and Central Crossing High School, directed by Brandon Moss. We also presented traditional concerts, such as Quartetto Grigio, a string quartet from Ohio State University, and the All-Church Talent Show.

The complete concert series is listed below, with attendance numbers. Note that there is no budget for this series. Thus, the only way to get money for performers is to take in voluntary donations at the door. Those amounts are also listed.

Event	date	time	attendance
Halloween Sing-along	Oct. 21, 2016	6:30 pm	70
Scioto Valley Brass Christmas Concert	Dec. 4, 2016	3:00 pm	100
Choirs Holiday Concert	Dec. 18, 2016	4:00 pm	ca. 300
Remember the Dark (cantata for service)	Jan 29, 2017	9:15 & 11:00	N/A
Quartetto Grigio, string quartet	Feb. 19, 2017	3:00 pm	ca. 50
All-church Talent Show	March 18, 2017	7:30 pm	25
David Roth, folk singer	April 1, 2017	7:30 pm	75
Lara Colby Knights, soprano	April 9, 2017	3:00 pm	100
High School Choral Concert	April 30, 2017	5:00 pm	105
Choirs Spring Concert	May 21, 2017	4:00 pm	205

SVB donations \$370
SQ donations \$315
Roth donations \$570
Lara C K donations \$530
HS Choral donations \$410

Problems: The biggest problem was the All-Church Talent Show, which had very low attendance and was missing many of the biggest-draw performers. That event may have run its course for a while and could be ready for a hiatus.

Plan for the upcoming year: Our simple plan is to keep the good music moving forward.. We strive to have all choirs continue to improve as ensembles and to perform varied and challenging music, and we want to continue to present a range of fine concerts and events for the musical enrichment of the church.

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

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 seven voting and three non-voting members this year consisting of church members, teachers, office staff and parents of the school. Our SYC Staff this year consisted of 16 staff members: 15 part-time teachers (two of whom are also co-directors), and one part-time office manager.

III. Service to church community:

- Our First UU community outreach program served 131 families with 147 children during this school year. Of these families, 10 are members of this church. Two of our staff are church members.
- This year, our annual Scholarship Auction provided \$12,412 among 15 families who applied for financial aid for the school year of 2017-18.
- A group of teachers worked together to create a new structure to the fall SYC Parent Orientation with more focus on building community within classes.
- Based on the responses to the fall orientation, we designed and hosted a New Family Orientation in April to give families who are just joining the community a chance to learn about SYC's philosophy, practices and the day-to-day details of coming to school here.
- We had our first Family Play Date last September which was a huge hit.
- 38 new families joined us this year, with 30 more new families on track to join us this fall.
- We received a very generous donation from former SYC teacher, Gene Ackerman, which will go to more scholarships in the coming years.
- Teachers traveled to Baltimore, MD to see how one school supports child-led learning.
- Teachers engaged in an in-depth study of several different child development philosophies and how they related to SYC, as well as workshops supporting racial and gender diversity and children with special needs and their families.
- Teachers renewed their certification in communicable disease prevention and ODJFS rules training.
- Several teachers have worked to prepare for our NAEYC renewal visit sometime next year, including vast documentation of the learning that happens every day in our classrooms.
- We learned and adapted to new child care licensing rules adopted by ODJFS in December.
- We were visited by educators from Toledo who are starting a program for children who are kicked out of other preschools and wanted to see how we work with social and emotional development, an educator from Chicago who had read It's OK Not to Share and wanted to see us in action, a team from Nationwide Children's Hospital who support children and preschool programs who are struggling, and a person from Marysville who wants to start her own nature-based preschool.
- We've had observations from a number of OSU students as well as long-term internships from Columbus State, CAHS, and Upper Arlington students.

IV. Issues:

We continue to make structural improvements to our learning spaces including new concrete in the side playground. We work to increase teachers' pay in order to retain our highly qualified staff.

V. Plans for the upcoming church year: Staff salaries will begin at \$15 per hour. Co-directors will attend the Great Stuff for Kids conference during the summer of 2017. One staff member is being trained in working with students who have selected mutism and will lead a workshop for the rest of the staff. We will continue to find ways to support new families and will engage in training on working effectively with parents.

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.

Board of Trustees

Ginnie Vogts, Chair

First UU Board created a new covenant by which we agreed to work together for the greater good of the congregation. We fully embraced the new governance policy model, through which the Board empowered the staff to undertake management responsibilities, as the Board turned its attention to visioning, financial health and the future of First UU as a home for members and its leadership role in the larger community.

The Board, with input from committees and teams, created Board visions for Justice, Community and Engaging Diversity. We approved a contract for a new settled Senior Minister and the congregation called Rev. Marian Stewart to fill that role. She will start August 1.

The Board oversaw and participated in successful fundraising and stewardship efforts such that we are able to fund our values-based budget for 2018.

The Board appointed new members to the Finance and Personnel Committees to ensure increased congregational capacity and transparency, as well as stability.

In summary, this year has been one of transition and tumult both in the church and the world. The Board has focused on finalizing the changes that were necessary to call our new Senior Minister, anchoring ourselves in our Principles and embracing our members in order to face a changing world and strengthen our position as a Unitarian Universalist congregation, living into our vision and mission as we go forward.

My gratitude goes to the hardworking Board members, our talented Ministers and staff and to the members of First UU of Columbus for unwavering support and dedication.

Search Committee

The Search Committee's work began by attending a workshop at General Assembly in June of 2016, and then participating in a full day retreat in August, facilitated by Rev. Lynn Kerr, our Ministerial Settlement Representative. We received an overview of the UUA-coordinated search process, and decided on the role of each committee member. In September we released the all-church survey and received over 350 responses. We sponsored the Beyond Categorical Thinking workshop to help us all broaden our views on what kind of minister would be right for our church.

In November we hosted an all-church potluck to present the results of the survey. We assembled the written portion of the material called the Congregational Record and submitted it at the end of November. We obtained Board approval for our pro-forma ministerial contract and salary range. We finalized the search website for release January 2. This website is now available for review if church members are interested in seeing what was provided for potential candidates. It is at <https://www.firstuusearch.org>.

At the beginning of January we were able to access the names and materials for the 20 ministers who had expressed an interest in serving our church. We reviewed these materials, listened to many sermons, read many Ministerial Records and viewed websites, participated in eight online interviews and then decided which candidates, a total of 4, to invite to come to Columbus for "pre-candidating weekends." We spent every weekend in February hosting candidates, doing tours of Columbus, participating in day-long interview sessions, and driving to other larger UU churches in the state to hear each candidate preach.

We had a fantastic group of candidates and spent many long hours deciding which would be the right candidate for our church. We were delighted that our first choice candidate, Rev. Dr. Marian Stewart, selected us as her first choice church. After a whirlwind marathon candidating week, church members voted to call Rev. Marian with a 99% approval result.

We would like to thank all those who helped make this process a success, including Revs. Jennifer, Eric and Lane, St. Andrew Presbyterian Church for use of their lovely conference room, and especially our partners and families. We are delighted with the outcome and are looking forward to welcoming Rev. Marian to her new church home in August.

Respectfully Submitted,

Judy Kleen, Chair
Lou Bernard
Larry Drake
Donna Greenman
Christine McDevitt
Emma Merchant
Willow Otten
Morgan Patton

Nominating Committee

Barb Fiorini, Chair

Nominating Committee Mission: We, the Nominating Committee, pledge to mindfully advise and nominate qualified candidates for specified leadership positions in the church.

Nominating Committee Ministry: To fulfill our mission, this committee identifies 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, and (our own) Nominating Committee. When needed, the Nominating Committee also nominates a slate of candidates for a settled minister. When requested, we serve as a nomination resource for other leadership positions in the church.

Membership: There are six members on the Committee, each serving two year-terms. Three members go off each year, and a dual slate of six candidates is offered for the three vacated seats to be elected at the Annual Meeting. Continuing members for 2017-2018: Marilyn Beerman, Dennis Rankin, and David Maywhoor. Out-going members: Barb Fiorini, chair, Beth McCreary, Sarah Graffagnino, and Cath Saveson. Debra Boyd served as our Board liason. (Note: This position is usually held by the outgoing Board chair; however, the previous Board Chair, Carlos Hoyt, had moved.)

Challenges and Accomplishments: We worked to update our spreadsheet of potential candidates, entering and utilizing information from previous years. The hope is that we will not be “recycling” leaders and will be broadening our base. We try to achieve balance in nominations, but would like to do a better job capturing the interest of younger people.

We developed a new web form for members of the congregation to suggest potential candidates, including themselves, to the Nominating Committee. This was an attempt to broaden our base of potential leaders, but because it was not widely publicized, no suggestions were recorded. Going forward, this will be publicized and will add to the current ways we find potential leaders.

We also worked with the Coordinating Team and the Board to come up with language for a policy on conflict of interest, which comes into play when nominating people for leadership positions.

Some of our members coordinated with the Membership Committee, Welcoming Task Force, and Adult Programs to make information available to newcomers and to answer questions at a table set up in Fellowship Hall on Sundays after both services.

During the year, we made a regular practice of recognizing service, with Thank You cards sent to the outgoing members of Board and Nominating Committee, the choir directors and music director, all of the committees who helped with the choir concert reception, Coming of Age Teachers and Mentors, members of the Green and Growing campaign, the Auction committee, the Search Committee, Stewardship Committee, individual members who helped with our bulletin board and publicity poster, and our own Marian Garcia. We spent our budget (\$200) entirely on cards (made by Deb Ballieul) to use for recognition.

We came up with excellent candidates this year: six for Nominating Committee, two for Board of Trustees, and one for Moderator.

Justice Action Ministry (JAM)

Steve Palm-Houser, Chair

Mission Statement: The Justice Action Ministry (JAM) team is the unified work of the Board of Trustees, committees, youth, choir members and musicians, covenant groups, members, friends, and staff of First UU. JAM boldly engages the justice issues of the day, providing our larger community with opportunities for public witness of their faith.

JAM Team Members: Alice Faryna, Bill Fullarton, Chris Johnson, Ian Davis, Alice Rathburn, Ginnie Vogts, Tim Hooks, Lisa Iacobellis, Rev. Jennifer Brooks, Rev. Lane Campbell, Marge Lynd, Michael Greenman, Nancy McDonald, Rev. Lynda Smith, Rick Kritzer, Steve Palm-Houser, Sue Carter, Wesley Thompson

Overview of Activities

JAM has been working to engage even more of the congregation in justice work, by opening up opportunities that are attainable by members in various life circumstances: children and youth, parents with young children, members with limited time or other resources, etc.

One such opportunity has been Share the Plate, an initiative introduced this year with great success. At each Sunday morning service, half of the collection plate has been donated to community organizations that promote social justice in a variety of areas. At the June 2016 annual meeting, the congregation selected 11 different organizations to receive Share the Plate, one each month except for December.

Share the Plate has not only benefitted the Columbus community through these vital service organizations — it has also increased overall giving at Sunday services. In the 2016-17 church year, Share the Plate has raised \$16,000 for justice organizations in the wider community. The other half of Sunday service collections — another \$16,000 — has funded programs and services that directly benefit our church community.

Below are reports from a few of the many areas of justice work supported by First UU and the JAM Team.

— Steve Palm-Houser

Clintonville-Beechwold Community Resources Center, Marge Lynd

Clintonville-Beechwold Community Resources Center (clintonvillecrc.org) is the principal social service organization that serves the First UU neighborhood, where poverty and social needs are not always evident. The center houses a foodbank; provides home services to elderly residents and after-school, summer, and other programs for children; directs clients in need to appropriate agencies; and offers many other crucial programs and services. Our church provides a small annual financial contribution to CRC, this year through a Share-the-Plate entry, and this year we are sponsors of CRC's Memorial Day Marathon fundraiser. For the past several years First UU members have served summer lunches to low-income children in the Broadmeadows neighborhood. Thanks to Thom Wheeler for organizing this yearly effort. We hope to provide more information about volunteer opportunities in coming years.

Coalition of Immokalee Workers, Sue Carter

Successes in 2016-2017: The Coalition of Immokalee Workers continues to expand the Fair Food Program in the fields, protecting the human rights of thousands of farmworkers by providing worker-to-worker training for farmworkers in six states. The Fair Food Standards Council has resolved 1700+ complaints and paid out \$25 million through the penny-per-pound bonus. First UU's continued support has helped to make these successes possible. Thank you!

- The Wendy's campaign continues with the following actions: Return to Human Rights Tour: Major mobilization of 2,000+ people over the course of two weeks and reaching millions more through extensive press coverage
- Over a month of rolling fasts undertaken by university students, supported by faith leaders and community members, to demand that Wendy's join the Fair Food Program
- Revitalization of Columbus community and student-based campaigns in Wendy's backyard, even as we face extreme challenges as a nation.

NARAL Pro-Choice Ohio Foundation, Jane Larson

The mission of the NARAL Pro-Choice Ohio Foundation is to support and protect a woman's right to make personal choices regarding a full range of reproductive choices, including preventing unintended pregnancy, bearing healthy children, and choosing safe and legal abortion. Our programs include making sure that Ohioans know all their options when it comes to an unintended pregnancy, including adoption, parenting and abortion.

We continue our work protecting abortion access in Ohio and have helped organize protests and rallies. Under a near-constant barrage of legislative assaults, many of which are clearly the product of collusion between extremist groups like Ohio Right to Life and the elected officials that pander to them, our state has lost too many of our clinics and created 18 restrictions during the Governor Kasich years. The impact of these policies land disproportionately on poor

and minority women, who are already burdened by the prohibitions on the use of Medicaid to pay for abortions and the loss of funding for Planned Parenthood.

Our Advocacy Day this April was more successful than usual because people are finally awakened to the fear of losing all the reproductive rights women had gained in the early 70s when Roe v Wade was confirmed by the Supreme Court but now is under scrutiny since the unprecedented November 2016 elections. Our Foundation is using extra money from our Anonymous donor to help the Ohio Religious Coalition of Churches & Synagogues to get back up and running and to add another staff organizer because Ohio has such a bad anti-choice legislature.

RESULTS, Ginnie Vogts

RESULTS is a movement of passionate, committed everyday people. Together they use their voices to influence political decisions that will bring an end to poverty.

Volunteers receive training, support, and inspiration to become skilled advocates. In time, volunteers learn to effectively advise policy makers, guiding them towards decisions that improve access to education, health, and economic opportunity.

With every hour of their time, volunteers multiply their impact through the enormous power of advocacy—whether it's helping change policy to support millions of families putting food on the table or helping raise billions of dollars for the world's most vulnerable children. Backed by the in-depth research and legislative expertise of staff, RESULTS advocates realize the incredible power they possess to use their voices to change the world.

During the first 100 days of the Trump Administration Results had our own 100 Day Campaign. RESULTS advocates have had over 100 face-to-face meetings with members of Congress, and 200 more with congressional aides. That's more than *three meetings per day*. On top of that, we published 300 pieces of media—almost half of last year's recordbreaking total in four short months. As a result, we helped stop the House health care bill in March. We helped convince lawmakers to leave SNAP alone for the time being. We've started the conversation about tax reform and ensuring that if it's done, it must be fair. We've also inspired countless new advocates and engaged them in the critical work of advocacy, many for the first time ever. The Columbus RESULTS group met with offices of Senator Portman, Reps. Stivers, Tiberi and Beatty and had letters to the editor published.

Single Payer Action Network (SPAN), Alice Faryna

SPAN seeks fundamental healthcare reform at both state and national levels, so every resident is guaranteed comprehensive health coverage for a full range of preventive and therapeutic services. Several studies confirm that moving to a publicly funded, privately delivered system will achieve sufficient savings to allow affordable coverage without co-pays or deductibles. We work in coalition with other states and organizations to educate the public and our elected officials. This past year SPAN has scheduled educational films, lobby days in support of Ohio SB 91 (the Health Care for All Ohioans Act); and participated in rallies to oppose the attempts of the US House of Representatives to dismantle essential benefits of the Affordable Care Act. We have also worked with other JAM programs to have letter-writing opportunities after Sunday Service to encourage UUC members to voice their opinions to elected officials. We invite interested members of UUC to become active members of SPAN by enrolling on the website www.spanohio.org

UU Animal Ministry, Rick Kritzer

We hosted a table in Fellowship Hall on the third Sunday of each month. The Board of First UU declined JAM's request to adopt the proposed change in the UUA First Principle. Ginnie Vogts said the Board decided not to take a position, since more than enough churches had voted to adopt the proposed revision and thus, it would be discussed at the GA. Fifteen churches are needed to put a proposed change on the ballot, and 24 had approved the change at the time of the JAM meeting. Rick Kritzer worked with the UU Congregation East to develop a service, with vegetarianism as the theme. It was conducted on 1/29/17. Two of the congregation's members talked about why they are vegetarian. We maintained our FaceBook site, where members and friends posted news and articles of interest. Forty-six people are on the site. We renewed our membership in the national UUA Animal Ministry (UUAM).

UU Justice Ohio, Lynda Smith

UU Justice Ohio is UU congregations and fellowships in Ohio who network to give a public voice to UU values. Last fall we held a statewide conference to understand the intersection between racial justice with economic and environmental issues. This spring we held a regional conference to understand bringing a restorative justice lens to mass incarceration and juvenile justice. We also have a monthly newsletter highlighting important bills pending in the state legislature.

BREAD, Chris Johnson

First UU is a founding member of the BREAD Organization, an interfaith, interracial community organization of approximately 40 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 seven BREAD Team members and 44 additional First UU BREAD Justice Ministry Network members were responsible for turning out 363 people to the 2017 BREAD Nehemiah Action Meeting on Monday, May 1, significantly contributing to BREAD's total turnout of 2,524 attendees. At the Action we won commitments from six local decision-makers on all four of our active campaigns:

- **Crime and Violence:** BREAD has advocated the Community Initiative to Reduce Violence (CIRV) program, an evidence-based, anti-violence intervention strategy as an alternative to aggressive policing. At this year's Nehemiah, Administrative Judge Stephen McIntosh committed to supporting CIRV, advocate for the support of the entire Court of Common Pleas and Department of Probation, and then call for a vote by the judges to support this initiative.
- **Juvenile Justice:** Columbus City Schools Superintendent Dr. Dan Good committed to working with BREAD to find effective alternatives to suspensions and set specific benchmarks for their reduction. BREAD pressed Lead Juvenile Court Judge Elizabeth Gill for outside evaluation of the Restorative Justice Circle program
- **Municipal ID:** BREAD spearheaded a coalition, OneID Columbus, to push for a city-issued ID that would meet the needs of undocumented immigrants and other vulnerable groups that have difficulty getting a state ID. At the Nehemiah Action in 2016, Council Member Michael Stinziano committed to championing municipal ID. Over the past year, OneID Columbus and Council Member Stinziano have held listening sessions on the need for a municipal ID and a summit with officials from other cities to learn how municipal ID can work. At this year's Nehemiah, he committed to draft the necessary legislation.
- **Jobs/Economic Opportunity:**
 - **Returning Citizens:** Last year, Council Member Elizabeth Brown agreed to draft an ordinance to use the city's purchasing power to provide incentives for private employers to hire people with felony records. While the ordinance as originally drafted has run into some obstacles, Council Member Brown reaffirmed her commitment at the Nehemiah to drafting and passing an ordinance.
 - **Neighborhoods:** BREAD has been exploring a development strategy centered on worker-owned businesses serving the needs of large anchor institutions to build wealth in neighborhoods like Linden and Hilltop. Last year, we invited Mayor Andrew Ginther to champion such a program. While the mayor still refuses to meet with us, the Ohio State University has expressed interest. Associate Vice Provost Stephen Myers came to the Nehemiah and committed to meeting with BREAD to explore this possibility.

Officials take BREAD seriously only because we keep turning out large numbers of people, year after year. Our congregation's Justice Ministry Network plays a vital role in doing this. Without Network members' direct, person-to-person invitations and conversations, we could not build the people power we need to hold officials accountable. This year, First UU's **Justice Ministry Network** included: Marilyn Beerman, Jeremy Bellay, Sue Carter, Marty Ciccinelli, Chris Collins, Dick Dawson, Karen Dawson, Larry Drake, David Easter, Cathy Elkins, Alice Faryna, Shannon Flanders, Bill Fullarton, Danya Furda, Jef Gamblee, Susan Gorman, Cynthia Hansen, Don Hippensteel, Pat Hoffman, Kelly Hopkins, Amy Hufferberger, Chris Johnson, Nancy Kremer, Paul L'Herrou, Jane Larson, Kathy Lin, Stephen Lovejoy, Marylou MacDonald, Kelly McConaughy, Eric Meter, Georgeann Neuzil, Susan O'Donnell, Nancy Rafert, Alice Rathburn, Ron Rathburn, Dana Reynolds, Bob Rice, Auden Roscigno, Susan Roscigno, Doug Rossiter, Amy Sievert-Wagner, Stuart Smith, Elizabeth Speidel, John Sterling, Wesley Thompson, Karen Torvik, Fred Vierow, Mary Vietmeier, Amy Watson, Marilyn Webster, Noel Williams, and Micky Wittkowski. The First UU BREAD Team, which coordinates our Justice Ministry Network's work, has included Chris Johnson, Stephen Lovejoy, Alice Rathburn (Team Leader), Bob Rice, Jef Gamblee, Marilyn Webster, and Noel Williams. In addition, First UU's members and friends helped to support BREAD's work financially with investments totaling over \$15,000.

BREAD is our church's primary and most visible vehicle for bringing about local systemic change to alleviate serious social justice problems. 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,
- supporting BREAD's efforts financially

In October of 2016, several First UU members attended the Grand Reopening of Pathway Clubhouse, a psychosocial rehabilitation clubhouse located at 1515 East Broad Street; with new funds from ADAMH, the program has been significantly expanded and is now seeking accreditation. This would not have happened without BREAD's persistence in our campaign for expanded community mental health care, and we were touched to see how First UU's work through BREAD has made a tangible difference for people with serious mental illness. BREAD power to win future victories 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.

Other Reports

Archives Team

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. (To be reviewed in 2017)

Membership: The Archives Team consists of Olwen Firestone, Sylvia Howe, Marguerite Molk, Nancy Morr, Jane Reisman, Linda Royalty, Jan Waters, Ohma Willette and historian Linda Thompson. The Team makes decisions about what goes in the files, the ordering of materials, displays, articles, etc. The team works every Tuesday morning, and sometimes additional days, for special projects. We do take off for holidays and summer vacation. The Team functions as a church working group and a support ministry for its members. They celebrate birthdays by going out to lunch. These celebrations, plus the work, laughter, and good snacks, help create a community.

Service and Accomplishments: Work has been limited the past year because of the roof leaks that flooded the Archives Room and the time necessary to replace the flooring and receive new shelves. The Team serves as a reference center for committees, staff and members. The Team continues to review, sort and organize materials and records; duplicates or unnecessary items are recycled or shredded. Currently, two major projects are to provide (1) a yearly list of significant events, individual achievements and programs; and (2) a list of restricted or special funds and their dates.

Issues

- Documents without the dates—month, day and year
- Photos, or those on CD or flash drive, with no identification of the event or the individuals
- Committees not providing a hard copy of reports
- Work space for nine volunteers

Plans

- Developing yearly goals for the Archives Team
- Purchasing a computer and the programs necessary for archives
- Creating a website connected to church website
- Considering the future of the Archives Team —replacement of volunteers and historian

Vision: The vision is to provide archival files 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.

Caring Team

Carole Wilhelm

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

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

Service to Church Community:

- Our annual “workshop” or program this spring was on Misogyny. Organized by Rochelle Lavens, there were over 70 attendees, some from the larger community.
- We sent 230 caring cards for joys, sorrows, new members, senior birthdays, Coming of Age participants, graduates, ministers’ significant dates, and a variety of special situations. There are 30 volunteers who share in writing the cards and sitting at the table.
- There were four memorial service receptions for members, one for a former member, and three for non-members. Chris Sullivan and Carole Wilhelm organize many dedicated volunteers.
- The Caring Network, led by Karen Torvik and Gail Baxter, arranged 28 meals, 16 rides, 2 sitters, and 8 visits. Numerous phone calls offering assistance and follow-ups are made.
- Holiday cards (32) were sent to staff, former ministers and members who moved. Joanne Wiggins created these.
- Cookie and fruit plates (26), prepared by the Team at Christmas, were delivered to senior members, staff, and several volunteers who assist us.
- Ministerial Appreciation provides flowers during special occasions in our ministers’ lives. This year, it included holding a reception to honor the marriage of Rev. Eric Meter and Ann DeLeon. Jane Reisman and Linda Royalty were assisted in planning by Marty Day, Su Farnlacher and Carole Wilhelm.
- Medical equipment loans numbered five. Georgeann Neuzil organizes this program.
- Several individuals not on the Caring Team are major contributors: Deb Baillieul designs and prints all of our caring cards; Pat Larson provides fresh “tussy-mussy” flower bouquets for milestone birthdays for members; and Nan Beamish helps coordinate the sending of cards.

Changes/Plans:

1) Flyers about the Caring Network and Medical Equipment Loan are now regularly available at the Caring Table, where volunteers are encouraged to “advertise” these services. The information will be placed on a bulletin board to provide awareness to members. A copy of the Caring Brochure already is posted. 2) The Caring Team is seeking new members to share in the activities and responsibilities. 3) Chris Sullivan will be the contact person for the coming year.

Defense Within Our Values (Tae Kwon Do)

Wesley Thompson

The DOV program is facilitated by Laurie Brown and Wesley Thompson. Laurie is the primary teacher of Tae Kwon Do (TDK) skills, assisted by Bob Letcher. Wesley leads the circle time curriculum focusing on self awareness.

We had nine students in the class, ranging in age from 6-16. Only one of the students was new to the program. We began with the goal of seeing our young people acquire emotional skills to facilitate interaction with difficult tasks. This is accomplished through a combination of martial arts training and a circle time curriculum focusing on anticipation of the feelings that make successful interaction with challenging situations more difficult. With a familiar group, we focused on deepening our discussion of justice and injustice. After deciding that the first attempt was insufficiently successful, we tried a more detailed course of short discussion questions designed to layout the rough relationships between justice and injustice, and truth and power. I fear that the material may have been too dry, much as the attempt to teach the Seven Ds from BREAD training a couple of years ago. I believe both the Seven Ds and detailed discussion of justice, truth, and power are good ideas for course material and will continue to look for ways to teach them effectively.

Among the greatest successes, we have a family of students who could be described as being “at risk.” In my observation, they have grown more confident and joyous, and less anxious. We also have a very young student with

remarkable focus. She has done very well in both the TDK and circle time curriculum. When she becomes a United States Senator, remember, she got her start here. At the suggestion of one of the parents last year, we tried to make circle time more activity oriented. Three of those attempts were particularly successful.

In short, I am more convinced than ever that the DOV program is on track to becoming a very positive part of the church's contribution to the development of our young people.

There is much to be done if the program is going fulfill its potential. I intend to explore possibilities for deepening the circle time curriculum. I continue to look for ways in which the emotional skills of Tae Kwon Do can be more deeply applied to real world situations. I have connected with a friend from seminary, a counselor who works on non-violent communication and Somatic Experiencing Therapy. She has agreed help develop activities for the circle time curriculum. Somatic Experiencing focuses on the nervous system's hard-wired protocols for dealing with emotionally powerful situations. My initial experiences with this body of work is very promising. I have sought, and will continue to seek, advice from teachers who use martial arts in a similar way. I have met with Paul Linden of the Columbus Center for Movement Studies and Aikido of Columbus. He has written extensively on martial arts as part of healing from trauma. I hope to have him do a workshop/class with the students. DOV generates a small amount of money, and he has told me that he generally accepts whatever a program can afford to pay. I met Thomas Carlisi, who is the outreach coordinator for Ohio State's Peace Studies and Conflict Resolution Program. He also works in nonviolent communication, based on the work of Marshall Rosenberg. I have just begun to talk with him to explore the possibility of doing something together.

I desperately want to see more young people in the class. It is unclear if moving the class to Wednesday evenings and Sunday afternoons had an effect on attendance. In previous meetings, Director of Religious Exploration, Lane Campbell, said she sees a possible connection to the Coming of Age Class. I am excited to pursue this possibility. I hope to do a better job of making the class known to the congregation. On the whole, I would like to have made more progress on getting the DOV program matured to the point of being replicable in other UU churches. To that end, I hope to document classes better and secure successes in the circle time curriculum. Teaching methods for TDK are well established. While I believe the circle time curriculum is mostly successful, there are opportunities to make it far more empowering than it is currently.

Library Team

Kathleen Boston

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

The Library Team members are Kathleen Boston, Paula Hook, Sarah Luckay and Susan Vierow. This year, Chris Johnson has been helping in categorizing the Mark Belletini collection.

Following are this year's accomplishments.

1. Added books donated by the following church members and sent letters of thanks to Farrell Brody, Ohma Willette, Karin Erickson, Tom Baillieul, Rich Humenick, Susan Williams and Kathleen Boston. NOTE: Donated books that we cannot add to the Library, e.g. (already have copies, not within our collection topics, or too "well-used" to be circulated) are, with the donor's permission, put into the next Free Book Exchange of the Bookstore.
2. Discussed how to increase the Library circulation and determined to get a Library Cart to be used on Sundays in Fellowship Hall, in conjunction with the Bookstore, to inform people about the Library and encourage its use. Sarah Luckay has agreed to purchase the cart for the church.
3. Began work on the Slowter Lounge collection which includes donations by the Orton family. Paula Hook is working on this project.
4. Obtained a bookcase for the childrens' collection at this year's auction.
5. Purchased several new books through the Leona Hollander Fund.
6. Continued processing Rev. Belletini's collection so it can be circulated.

Problems encountered:

1. Some books have been checked out for months/years and not returned in spite of followup calls by the Team.
2. We lack shelf space for adding more books. We will continue to discard books as we can but will still not have much room to add books.