



— THE —  
**UNITARIAN UNIVERSALIST**  
— CHURCH, ROCKFORD —  
A LOVING CONGREGATION THAT CONNECTS

# Annual Report 2017—2018

# The Unitarian Universalist Church

## 2017-18 Annual Report

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# Officers of the Congregation

## 2017-18

President: Rebecca Quirk  
Treasurer: Sue Molyneaux

Vice President: Ross Ticknor  
Clerk: Rayo Tata

## Board of Trustees

Skip Abare

Matt Menze

Pam Wilson

## Committee Chairs & Team Leaders

### **BUILDING & GROUNDS**

#### **LIBRARY TEAM**

#### **FINANCE COMMITTEE**

Investment Panel

Fall Fundraiser

Trash or Treasure

Memorials & Special Gifts

Stewardship Committee

#### **DENOMINATIONAL AFFAIRS COMMITTEE**

#### **MEMBERSHIP TEAM**

#### **RELIGIOUS GROWTH & LEARNING**

#### **SOCIAL JUSTICE TEAM**

#### **WORSHIP TEAM**

Music Team

#### **CARING TEAM**

#### **NOMINATING PANEL**

Dave Schubert

Mike Ullrich

Steve Lewis

Steve Blomgren

Sandi Campbell

Carol Foster & Dianne Stenerson

Pat Tollefsrud

Linda Johnson, Matt Menze, Nikki Ticknor

Teresa Wilmot

Jami Edmonds

Ellyn Ahmer, Jason Peckels

Dave Lantz

Carol Foster

Wendy Bennett

## Staff

#### **SENIOR MINISTER**

#### **DIRECTOR OF RELIGIOUS EDUCATION**

#### **MUSIC DIRECTOR**

#### **MINISTER EMERITUS**

#### **MUSIC DIRECTOR EMERITA**

#### **MEMBERSHIP COORDINATOR**

#### **DIRECTOR OF CONGREGATIONAL LIFE**

#### **OFFICE ASSISTANT**

#### **BOOKKEEPER**

#### **CUSTODIAN**

The Rev. Dr. Matthew Johnson

Lindsay Dunn

Tim Anderson

The Rev. David R. Weissbard

Kay Hotchkiss

Chris Ainsworth

Jamie Gaffke

Autumn Fredricks

Julie Borck

Autumn Fredricks

# President's Report

This has been an exciting and challenging church year. As president, I have grown and I am honored to have had the opportunity to serve the congregation in this capacity. Through the year, I have supported our values in the community through involvement with the budding Rockford Coalition for a Sustainable Future, Eliminate Racism, A Stronger Thought of Peace and enjoyed "breaking bread" with other women in the community during the monthly Faithful Sisterhood Potlucks. I have also connected with members of the congregation. Friendships have grown in the process as well as the sense that this is a home, a house where extended family gathers and supports one another.

My term basically started with negotiating a lease with Spectrum. So many came together quickly in August to help reach an agreement that satisfied both parties. History, the experience of the past, played a role as we ensured that there was an ongoing forum for both parties to have an opportunity to discuss, connect and collaborate. Therefore we have had monthly meetings with Spectrum, their Board and staff, and our Board and staff. Our meetings have been an opportunity to troubleshoot problems and discuss our potential future. Although, at this time, Spectrum has not voiced whether they plan to renew their lease after August 2019. This is something the Board is keenly aware of, especially as we discuss future plans and budget. We hope they will stay for many years to come but nothing is for sure at this time. They have hired a new Director and so we hope to have a better idea in the coming months.

In October, we had Reverend Jake Morrill facilitate a retreat in which we, as a congregation, came together to share our desires, passions and vision for this church. The retreat then provided insight the writing team used as their creative springboard to bounce forth a vision statement, mission and ends. The result was unveiled during January's Chili Cook-off. We then had a period of time for feedback. Matthew then shared the tactics that he developed and met with various groups for further discussion. The end result is a dynamic document that will guide us for at least the next seven years as outlined in our Bylaws. We will vote on the mission, vision and value/ends at the Annual Meeting.

Shortly after our retreat, we had a horrific incident at the church resulting in the deaths of Eddie Patterson and Jamie Cox. It happened the same night so many of us gathered for the annual auction. It was a particularly challenging time. I personally, struggled with finding my role as president and as a member within this congregation and community. I questioned my responsibility and my role. While some answers have presented, it is something that I have continued to work on. I am especially thankful to the Caring Team and the Social Justice Council.

From the accident and keeping in mind Spectrum school, it was decided that a video camera system would be a wise investment. In response, the Board created a team to research and develop a policy regarding access to the information. Wendy Bennett, Dave Schubert, Ross Ticknor and myself had several discussions before presenting a policy to the

Board for approval. That policy was shared with the congregation in the Kairos prior to the motion to approve.

In January, we had the first, of what is hoped to be yearly, Gathering of Presidents. I called the Gathering so that I could connect with the past leaders, learn and grow. We had an enjoyable potluck meeting sharing stories and learning about past obstacles as well as successes. The congregation is part of the history of this church. It seems that is sometimes overshadowed or overlooked or maybe just taken for granted. This is a community that challenges each other, provides support and has a history of innovative, compassionate leaders willing to take a chance. I hope going forward that we will be able to share the people's history of this congregation as a way to connect to the past and learn. This congregation has quite the history in the community. I also feel we are fun group to be part of!

In the spirit of continuity, Teresa Wilmot, during her term, instituted a "Consent Agenda." This has continued. It has proved to be an excellent way to be prepared for the monthly meeting and share information. Teresa was also instrumental in developing a Board calendar. This has helped to keep us on track.

This year, the Board has been looking closely at Article VII, Section 5 of the Bylaws that outlines the Board's duties. From that, we asked the Finance Committee to come up with a policy regarding financial record reviews. This resulted in the adoption of 5a.iv.F Financial Review Policy. In July, during the transition when both outgoing and incoming Board members gather, we will be reviewing the actions of the Board as well as setting the Board calendar for the upcoming year. We will also review the revised charters that many of teams and committees have submitted.

In response to many members voicing that they value the paper directory and were disappointed with the prospect of discontinuing it, the Board created a team under the direction of the Board. We delegated Carolyn Arevalo to lead the member run team that will be responsible for coordinating. We will now have a directory that is updated yearly. Currently, we have contracted with LifeTouch for the photography sessions and for printing. Carolyn and team have planned to have the photography sessions in September. Please plan to scheduled a session. You'll then be part of the directory and receive a free photograph. There is no cost to members and it is a great way to show that you are part of this vibrant community.

This vibrant community, also joyously supported ordaining Misha Sanders. This has been one of the highlights for me. In May, I had the great pleasure and honor of participating in Misha's ordination ceremony. It was a beautiful ceremony and reaffirmed the connection I feel with this faith.

This has been an exciting and challenging year. Through it all, I feel fortunate to be part of this community. May we continue to connect, guided by our seven principles.

# Draft Mission and Vision Statement

<h2>The Unitarian Universalist Church</h2> <p>Rockford, Illinois Established 1841</p>	
<p>A loving congregation that connects.</p>	<ul style="list-style-type: none"> <li>• Each person in the congregation is <b>spiritually alive. We are inspired and equipped to extend radical love through our daily lives and authentic conversations.</b></li> <li>• <b>Our woven community celebrates differences, inspiring generosity of talent, time, and treasure, sustaining the congregation.</b></li> <li>• <b>Our networks of connections and focused acts for justice foster a world of understanding, equity, repair, and solidarity.</b></li> </ul>
<p>We care for ourselves, each other, and our neighbors and risk acting for justice. Our connections create self-acceptance, empathy, and empowerment in this inclusive and diverse community.</p>	
<p>A Welcoming Congregation and a Green Sanctuary.</p> <div style="display: flex; justify-content: space-around; align-items: center;">   </div>	

## Draft Implementation Plan

This plan defines the terms of the ends statements and lays out strategies and tactics to achieve those ends. Based on the ideas from the visioning weekend, best practices, conversations with teams, and the wisdom of the minister, this plan should move us toward our vision of ourselves. It is a living document and will be adapted each year. The minister will report to the board progress toward these ends.

### Vision

A loving congregation that connects.

### Mission

We care for ourselves, each other, and our neighbors and risk acting for justice. Our connections create self-acceptance, empathy, and empowerment in this inclusive and diverse community.

### Ends

- **Each person in the congregation is spiritually alive. We are inspired and equipped to extend radical love through our daily lives and authentic conversations.**

“Each person in the congregation” means all persons, of every age, who are active in the congregation through worship, religious education, and/or small group ministries. They may or may not be members. We will expect that people who are more active, and with a longer tenure, will usually but not always indicate more spiritual aliveness and extension of radical love than those who are less active and newer.

“spiritually alive” means that a person considers spiritual and theological questions with intention, experiences and seeks feelings of wonder, connection and empathy, and acts on these thoughts and feelings through personal and social ethical living.

We measure spiritual aliveness through self-reports. A simple survey may suffice.

“inspired and equipped to extend radical love through our daily lives and authentic conversations” means that people hear, and are provoked and encouraged by, stories, examples, suggestions and guides about how to align their personal and family habits and practices with the call of love, and about how one-to-one and small group engagement and conversations can deepen relationships, change their own and other lives, and connect people to truth and community. By “radical love” we mean the love preached by Jesus of Nazareth and other prophets, which calls us to expand our care and solidarity to wider and wider circles, and to challenges existing systems of power.

- We measure “daily lives” through self-reports of alignment and activity. Are our suggestions and examples and inspiration effective in helping form habits and practices that align with our values? Do children, adults, and families try those practices and stick with them?

- We measure “authentic conversations” through percentage engagement in “authentic conversation opportunities” in and out of the congregation (small groups, human library, social justice listening campaign, pastoral care, and so forth). Do people report awareness, participation, and ongoing engagement?

**Strategy 1A: Our leaders and staff lead, create, and offer spiritually alive worship and programs.**

— The Minister, Music Director, Intern, DRE, and key volunteers create and lead sensory-rich, meaningful and memorable worship; these worship experiences make people feel connected, alive, and inspired to live lives of purpose and love all week long. We use the best practices from Worship Design Studio, and other resources, to produce quality and engaging experiences.

— The DRE and key volunteers create and lead Religious Education programs that engage people and families in self-discovery, community building, and religious growth. These programs engage the sense of wonder, creativity, compassion, and integrity that makes life good and beautiful.

— Key volunteers, with support from the DRE, lead family ministry programs that connect whole families with each other and others. These programs build community, engage in service, and explore our world together.

— Key volunteers, with staff support as needed, offer expanded opportunities to sing, make and experience art, and engage in a variety of spiritual practices. These “spiritual arts” engage people’s bodies, creativity, and soul in both one-time and ongoing practices.

— Key volunteers, with support from the Minister and Intern Minister(s), ground social justice in spiritual depth. Social justice efforts come from theological reflection on the world, our hungers and hurts. Those efforts feed back into further reflection and alignment with personal and social life.

Tactic	Authority	Timeline	Resource
SR + M + M Worship	Minister and Music Dir and Intern(s)	ongoing	Minister time 17K/annual for intern
RE program engage	DRE + team	ongoing 2018-2019 more volunteers with leadership 2020-2021 youth programming	DRE time Volunteers to step up
Family Ministry	Team with DRE support	ongoing 2018-2019 volunteers lead	2K annual Volunteers to step up
Embodied art and spirit	Team with staff support	ongoing 2018-2019 encourage projects 2019-2020 create team 2020+ clear offerings	include with intern time

Social Justice that's spiritually alive	SJ team	ongoing	minister and intern time
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**Strategy 1B: We connect more people to worship and programs.**

— The minister, working with key volunteers, arranges to stream worship for both live and later viewing. Homebound, traveling, and not-ready-to-visit persons can engage more fully in worship.

— The DCL creates a monthly postal mailing with the theme packet and a monthly calendar of events and programs, so that more people are aware and engaged with these materials.

— Key volunteers, and the DCL and membership coordinator, support a wide variety of small groups and activities. We improve our sign up and communication efforts, and continuously assess, create, and cease groups to focus on what is working to connect people. This can include ongoing groups for interest, affinity, or theme, one-time programs, and social events (for example, a return of the once-successful UniSupper program).

— The DCL, DRE and minister encourage and facilitate attendance at conferences, summer camps, and other wider UU events where people can connect with our faith at depth.

— Key volunteers, the membership coordinator, and other staff, use technology effectively, including social media, texting, and the website, to extend our message to our people and the public.

— We offer strong support family ministry events, including families and people with and without young children. (See above.)

— Key volunteers, with staff support, offer in-person and electronic programs to reach people at a distance from the church.

Tactic	Authority	Timeline	Resource
Stream Worship	Minister + volunteer	Spring 2018	Equipment Copyright permissions
Mailing content	DCL	Fall 2018	Paper and postage \$500 annual
Small Groups	DCL + Membership Coord.	ongoing 2018-2019 improve signup 2019 + create more groups, cull list	Time for DCL hours for Membership Cord.
Camps and conferences	Minister + DRE + Membership Coordinator	2018-2019 identify opportunities, publish 2019-2020 create scholarship fund, send people	3-5K for scholarships, beginning 2019
Tech/Web/Social	volunteer + mem cord?	2018- recruit volunteer, define scope	500/year for tech
Family ministry —above			

Distance reach	Minister + DCL + team	2019-2020 - identify remote leaders 2020+ begin programs	1000/year supplies and outreach, beginning 2020
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**Strategy 1C: Inspire and equip leaders and members to connect and converse with each other.**

— The minister, intern minister(s), and the DCL collaborate to offer regular trainings to the Caring Team to inspire and equip them to do pastoral care work in the congregation.

— The minister and DCL hold a Group Leader Summit and training twice yearly, to equip leaders, share knowledge, and created common programs.

— The social justice team, with staff support, supports the social justice listening campaign. “Listeners” spend time with 2 people per month (1 new to the church) and create a useable inventory of passions and gifts.

Tactic	Authority	Timeline	Resources
Caring Team Trainings	Minister, Intern, DCL, team	Trainings in spring of 2019, 2021, and 2023	Intern stipend - above. Honorarium/travel - 500 per
Group Leader Summit	Minister, DCL	Beginning fall 2019, 2x year	time for minister
Listening campaign	Team with support from minister/intern	ongoing. 2 “listens” / month / team member summer 2018 - create inventory database	volunteer time

To accomplish all these tactics, we need the following resources:

We need to have an intern each year, or part-time assistant minister.

We need to expand membership coordinator to 17hrs/week.

We need to allow DCL to focus on pastoral admin and small groups, by shifting other responsibilities to the membership coordinator and using automated systems when possible.

We need to purchase the tech for live stream and have volunteers who can run it.

We need to allow minister and music director to focus on life-changing worship, but removing other tasks and distractions.

We need scholarship money for people to attend conferences and camps.

We need to allow the DRE time for family ministry and RE programming by having strong volunteers and using automated systems.

- **Our woven community celebrates differences, inspiring generosity of talent, time, and treasure, sustaining the congregation.**

“our woven community” means the interlocking circles of members, friends, children, family members, and community partners.

“celebrates differences” means that we provide quality ministry to people who identify as people of color and/or indigenous, working class, disabled, and/or LGBTQ, and that we include people, perspectives, and connections with these identities in leadership of worship, education, justice, caring, and governance. This inclusion is accountable, genuine, and avoids tokenization.

- We measure through a survey of members and friends in the church as a whole.
- We can also evaluate how many people from diverse identities are in leadership positions.
- We also measure through the content of worship, curriculum, and justice partnerships — verifying that perspectives from these identities are included in each worship service and other content we produce.

“inspiring generosity of talent, time and treasure, sustaining the congregation” means that members, friends, and partners give more of their gifts — their skills, their time, and their wealth — to the church. This generosity keeps the congregation thriving.

- We measure through the number of volunteers and an increase in median giving.
- The “sustained congregation” is measured through non-deficit budgets which are uniformly “fair compensation” and “fair share.” We can measure the gap between our actual budget and what it would take to be fair compensation and fair share.

**Strategy 2A: Celebrate Differences**

— The minister, the music director, the DRE, and the DCL, with key volunteers, ensure that all content is diverse in image, creator, and story.

— The minister and the Justice for All Team invest in POCI and LGBTQ members and friends, through providing pastoral care, leadership development, social and support groups, and other resources as requested.

— The social justice council and staff offer support for the Justice for All Team so they can be effective in their work.

— The Board and JFA team uses the Beloved Conversations program to engage each other, learn, and move toward depth.

— The minister and JFA team educates our folks about how to be good allies and accomplices. We regularly offer cultural competency training, “vocabulary lessons,” and so on.

— We all build connections between people within and beyond the congregation, through programs like human library, listening campaign, interfaith choir festivals or other partnerships, and so forth.

Tactic	Authority	Timeline	Resource
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Diverse content	Minister, DCL, Music Director w/ justice for all team	ongoing spring 2019 - create sub-team for accountability	Minister, Music time
Invest in POCI/LGBTQ	Minister and JFA team	fall 2018 - ID team leaders, wants fall 2019+ fund it	2-4K annual for conferences, etc.
Support Justice for All Team	SJ Council, JFA Team, minister, intern	ongoing. ID needs, make happen	above
Beloved Conversations	Board, Justice for All Team	Spring 2020	\$2200
Educate our folks	Minister and JFA team	ongoing	time
Build connections	JFA and SJ team	ongoing	time

**Strategy 2B: Inspire Generosity.**

— The DRE and Membership coordinator hold regular volunteer open houses to recruit volunteers for their vital programs.

— The minister, with intern minister(s), offers the Harvest the Power leadership program every three years.

— The finance team, with staff support, ensures that there are strong stewardship efforts each year.

— The finance team, with staff support, promotes alternative giving ideas, including legacy giving and gifts discernment. We make sure to follow through on existing ideas.

Tactic	Authority	Timeline	Resource
Volunteer Open House	Membership Coord, DRE, teams	beginning fall 2018	staff time
leadership development	Minister	Harvest the Power in Fall 2019 and Spring 2022	minister time
Stewardship	Finance Team	ongoing	staff time volunteers
Alt. giving	Finance Team + DCL	ongoing. annual legacy giving event - oct each year.	DCL time to organize

**Strategy 2C: Sustaining the congregation**

— The Board aligns our governance with best practice, by using an appropriate version of policy governance to clarify roles and responsibilities, improve transparency, and release leaders (staff and lay) to do their best work. We also make an annual review of this plan, including the measurement of effectiveness. That annual review will include revision of tactics as necessary depending on circumstances, volunteer commitment, and so forth.

— The Building and Grounds team, with Finance and Board support, works to reduce, if not eliminate, deferred maintenance on our building.

— The Board, with the minister, ensure we have the right staff size and structure for our growing ministry. We continuously improve and communicate staff functions. We are fair compensation to all staff.

— The Board, Minister, DRE, and Office Assistant leverage our building for income through rentals and fee-based offerings. We have and execute a plan, whether Spectrum School continues or departs.

Tactic	Authority	Timeline	Resource
Governance	Board	2018-2019 - policy review, board retreat, clarify responsibilities Fall 2020 - Policy Governance Shift	3.5K consulting/year 2020-2022
Deferred Maint. reduction	B and G team, DCL, Board	Spring, annual: review list Summer/fall, annual: tackle projects	existing cap. maint. reserve fund. funds to employ qualified maint. person.
Staff for size	Board, Minister	spring 2018 - comp. plan beginning fall 2018 - fair comp. increase mem. coord hours. annual - review, align needs have intern — if funds, consider 1/2 time assistant minister.	10K+ added annually to keep pace with fair comp standards and needs.
Leverage for income	Board, Minister, Office Assist	2018-2019 begin 2/3yo preschool keep or create major renter	hope to net 20-30K per year

To accomplish all these tactics, we need the following resources:

We need the fee for for beloved conversations (currently \$2200 for our size congregation).

We need money for leadership development opportunities for POCL and GLBTQ leaders.

We need funds to eliminate deferred maintenance.

We need funds for fair compensation, and growing staff needs.

We need funds for policy governance consulting.

We need funds to employ a qualified maintenance person, especially if our B&G chair steps back from day-to-day repairs.

- **Our networks of connections and focused acts for justice foster a world of understanding, equity, repair, and solidarity.**

“networks of connections” means our personal and institutional associations and connections — organizations, neighborhood groups, collections of friends, co-workers, and more.

“focused acts of justice” means our intentional, supported efforts to serve needs, educate ourselves and others, witness to our values in the world, and organize with others for a more just world — organizing that is effective, with a concrete goal, strategy, and in relationship with others. It means that our justice is not passive but active.

“foster a world of understanding, equity, repair and solidarity” means a world with less hatred, inequality, despair, and disconnection. It means a world where people connect across differences to both serve the present needs and build structures which are more just and liberating. In small and large ways, our personal, collective, and cooperative efforts make a difference in the world.

- We measure our effectiveness in helping to foster this world by assessing the number and strength of the interventions, projects, and partnerships engaged in. Are our connections strong? Do our task forces, partnerships, and the work of the senior minister have diverse ways to engage, a plan to make change, and are making progress on that plan?

**Strategy 3A: Create and sustain strong networks within and without the congregation.**

— The SJ council and others create connections with our local neighborhood and in the greater Rockford region. We prioritize participation in projects that build a sense of place and relationship — such as community gardens, little free library, and so forth.

— The SJ council and the minister nurture key partnerships with interfaith and secular groups, including state, national and international UU groups (including UUPCC). We assess what partnerships are working, what they need, and how we can be good partners.

— We invest in listening campaign, training more folks to do relationship work and creating an inventory of the connections and hopes of members and others. (also in 1C above).

Tactic	Authority	Timeline	Resource
Connections	SJ Council and teams	annual review and plan	In STP for \$
Key Partnerships	SJ Council and Minister	fall 2018 — assess each partnership: who, what, etc?	In STP for \$
Listening campaign - above			

**Strategy 3B: Effective focused acts for justice.**

— The SJ Council, with minister support, strengthens, creates, and sustains justice teams by investing money, training time, and more, so those teams are effective in their work.

— The Board and SJ council empowers the minister and staffs the church so the minister can co-lead a community wide effort to improve early childhood services, referrals,

and outcomes, as well as participate in efforts to promote racial justice and dismantle white supremacy.

— The SJ council, with staff support, clearly communicates opportunities to engage in this work to the congregation, and celebrates successes, and witnesses to our values in the world

Tactic	Authority	Timeline	Resource
Justice Teams	SJ Council and Minister	assess and strengthen annual	Minister time, existing budget for training/support/outreach
Minister project	Minister	ongoing	existing + Alignment Rockford Staff
Communication	SJ Team, DCL, Office Assist	ongoing	above

To accomplish all these tactics, we need the following resources:

We need to ensure that Share the Plate funds are allocated for key partnerships.

We need trained and supported volunteers who lead teams and projects.

We need sufficient staff in other areas so the minister is able to do his work in this area.

# Senior Minister's Report

It is said, by the church experts, that in your 10th year, your ministry really begins. That is this year. If, by that statement, they mean that the minister has a depth of relationship with the congregation, then they are absolutely right. I love you. The joys we experience together are sweeter. And the losses are harder. Our resilience is stronger. It is an honor to serve you.

Each year, we lose beautiful people who come to the end of their lives. This year's losses hit me hard — I grow to know you more each year. And the sweetness of the care that you provide to each year warms my heart.

Of course, this is the year that Eddie Patterson and Jamie Cox died on, or from injuries sustained, after a police stop went wrong near the church. The tragedy of that and its complicated nature, was trying to say the least. I'm grateful to the Rev. Eric Lemonholm and the folks at the Lutheran Church of the Good Shepherd for opening their space to us, and deeply grateful to so many of you for your love and support in the days and weeks that followed. The work for racial justice and crossing borders continues — I've continued to put my energy into education, and cultural competency training, and public advocacy.

Two things ended before I planned them to: Andrea Hawkins-Kamper's internship, and our ministry in Beloit. Not everything works out, and the error is to not see when it's time, rather than to carry on past when we should.

One of the best parts of this year has been the visioning work. Begun with Jake Morrill in October, and carried forward by the writing team and then the board, you've created a compelling vision of what we are about. I've worked hard to create a plan based on that vision, and we've started to begin on some of those items already.

We also made it possible for Tim Anderson to take a sabbatical this year, and I'm so grateful for his excellent pre-planning, which made that run so smoothly.

The truth is, as I write this, I'm tired. I **adore** being your minister — **and** I look forward both to some time off this summer, and to having a little more staff time next year in support of our efforts. And, to the extent you yourself can give some time to our work, please step forward. We are stronger together.

The year that has been.

The numbers. During this church year, I preached a total of 32 sermons. I was often the worship associate or worship leader for other services as well. I performed 2 weddings and led nine memorial services. There was too much death. I had hundreds of meetings or events. I've had dozens of pastoral care meetings. (I used to count them, but I stopped).

At the end of last year, I set some goals for myself — and it is against these goals that I measure my performance. My goals, and progress toward them:

*My first goal was **do the essentials well**. To preach for you, and care for and with you, the church, as we create, sustain, and renew our beloved community so that we might witness to the world and make it more just. That is my work.*

We have grown deeper and more connected. Because of, and in spite of, the challenges of our shared world, our ministry together has mattered and been strong.

*Second, I'll work with the Board and our **governance consultant**, the Rev. Jake Morrill, do help you articulate our mission, vision, and goals for the coming years; and with the Rev. Scott Aaseng, our **social justice ministry consultant**, to support your work in deepening and boarding our social justice ministry. I am a cheerleader for your work with these experts.*

These have been real highlights this year. Jake helped us think clearly about what difference we make in the world. Your writing team did great work. And working with Scott was a real joy. He brought both competence and creativity, and I don't think it's a coincidence that our social justice team is one of our strongest teams right now. I'm excited for the continued work of the listening campaign, and our clarity about how important it is for us to work in partnership.

*Third, we'll push hard to **expand our ministry in Beloit** with more folks. I'll do outreach and connections up there. We'll continue to worship monthly, but we'll add a discussion group.*

This was not, in the end, successful. The momentum we had last year stalled out over the summer. People felt a need for a larger community than we could offer. A snowstorm or two got in the way. Eventually, we called it off — the right choice. Not everything works.

*Fourth, I'll work with Jamie, Lindsay, Andrea (our next intern), and you to implement our new **all-ages religious growth program** — including a new theme-based service (Touchstones), new adult education offerings, and a new approach for family ministry and children's education.*

I'm enjoying working with the touchstones themes in worship, and looking forward to continuing to implement them, adding a sensory-rich focus that I learned at a continuing education conference this year. The end of the internship causes us to scale back a bit on adult offerings. Those who have participated in the Touchstones groups have gotten a lot out of them — please consider signing up this fall.

This coming year, my goals are centered around the implementation plan.

1. Work with others to create and lead sensory-rich, spiritually-alive, memorable and meaningful worship experiences. These worship services will encourage, provoke, and connect people to the themes, each other, our values, and, most importantly, to a life of purpose. This will include working with other speakers, recruiting an "altar guild", and being highly intentional in planning including ensuring diverse content in every service. This also includes streaming worship.
2. Work with the board on a policy and governance review, to ensure that we are working collaboratively and clearly towards our ends.
3. Supervise our 2018-2019 Intern, Christe Lunsford. With them, do a caring team training in the spring.
4. Work with social justice team leaders to support vital teams, key partnerships, and our POC/I and LGBT people. With Christe, connect us to UUANI and other networks, especially before the Nov. state elections and ballot initiatives. Including the congregation as possible, move forward on my Alignment Rockford social justice efforts.
5. Supervise and support the other staff and team leaders on the implementation plan tactics, and finding a sustainable and successful distribution of responsibilities.

It is an honor to serve to and with you. Thank you.

In faith,  
Matthew

# Director of Religious Education Report

This was a wonderful year of continued growth and change for the Religious Education Program. Our focus for the year was once again to create an environment that offered a place of belonging and fellowship that would promote regular attendance and allow children to explore Unitarian Universalism.

Because of the increase in attendance that we experienced last year, we were able to redistribute the age groupings for the Religious Education classes. In the ages 0-4 age classroom, the average attendance was 5 children. In the grades K-1 class, the average attendance was 6 children. In the grades 2-4 classroom, the average attendance was 8 children. And, in the grades 5-8 classroom, the average attendance was 3 youth. The continued growth of the Religious Education program has been wonderful, and the children are making the connections with friends and caring adults for which we have striven.

Of course, another obvious change to the Religious Education Program has been the physical space in which the classes are held. Due to Spectrum Progressive School renting a portion of the downstairs area, our classrooms required some rearranging. The classrooms that are used by the church on a 24/7 basis (classroom 25, 26, and 18) are easy to access, maintain, and set up for Sunday activities. That is not the case with the shared classrooms. To that end, we have suggested a change to room usage that will allow us an opportunity to use the Commons area regularly as a space for gathering and a place in which we can more prominently display items that represent our UU identity. The Children's Library has been relocated to the hallway between the Commons area and the addition with the generous help of Barb and Pam Wilson. Classrooms 8, 9, and 10 will be used by Spectrum on a 24/7 basis and will remain locked during church activities. This solution will give our Religious Education area a better flow, it will allow us to more fully display our artwork, posters, and so on, and it will hopefully eliminate the challenges of sharing classrooms. This change will be part of the new lease agreement with Spectrum Progressive School for the 2018-19 school year.

In looking at the attendance patterns of the children in the Religious Education Program and the changes to the space, we will be grouping the children into three different multi-age classes next church year. Children age 0 - Kindergarten will gather in room 25. Children in grades 1-3 will gather in room 26. And, children in grades 4-6 will gather in room 18. This change will allow the children to be grouped in ages that align with the developmental planes, it will make the best use of the classrooms, and it will require fewer adult volunteers to be present on Sunday mornings.

Unfortunately, the attendance of youth in grades 7-12 on Sunday morning is little to none. We have very few members of that age, and when they do come to church, they typically tend to stay in the sanctuary for worship. Our hope is that in the next few years as the children in grades 4-6 continue to participate in the Religious Education Program and form bonds with the teachers and each other, they will begin to reinvigorate the youth programming. In the meantime, we are considering options for youth of that age to gather and connect at times other than Sunday morning.

This year we continued to offer midweek programming for the children in grades 7-9. On the first and third Wednesday of each month we offered the Coming of Age class. Classes were led by Leah Krippner and Billie Callahan. The programming was offered in conjunction with the Wonderful

Wednesday adult education programming. The response to the midweek programming was positive. We have 5 youth that attend the classes regularly and will be taking the traditional trip to Boston, MA in June. We will continue to offer programming for the children in grades 7-9 midweek as a three-year cycle on an ongoing basis. Next year we will offer the Neighboring Faiths curriculum followed by the Our Whole Lives Sexuality Education grades 7-9 curriculum.

We used the theme based Religious Education curriculum from Touchstones to set up our classrooms for children in the Ages 0-4 group through the Grades 5-8 group. The Touchstones curriculum provided a rich assortment of resources, books, and activities ideas. This year we set up the classrooms in such a way as to allow the children to explore the monthly themes more deeply and participate in thoughtful discussion around the themes. The curriculum planning team met regularly beginning in the summer to design the classrooms and activities that would be available to the children for an exploratory approach to the themes. Each room had activities set out that related to the month's theme, and those activities remained in the room through the end of the month. We received a good deal of positive feedback about the change in format. The advantages of having the room set up for the entire month were that children in an age group could have a shared experience whether they attended church one of the weeks or all of the weeks during the month. Children could choose which activities they participated in and how long they engaged in each activity. They could also choose an activity that fit their personality. For instance, a child that is drawn to quiet activities might choose to read some of the books that relate to the month's theme while a more active and outgoing child might choose to engage in one of the hands on activities in which they create something. Others might choose an activity that requires collaborating with a partner while others might dive right into an art project. We designed the experiences available in each room each month in a way that would allow each child to seek out the way in which they felt most comfortable exploring the month's theme. At the end of each class, the teacher would lead an informal discussion using the same guiding questions to help the children relate their experiences to each other, the world outside the church, and our Unitarian Universalist principles.

On the first Sunday of each month, Lauren Smith and I led Children's Chapel. Lauren led the group of children age 0- grade 1 with an assistant, and I led the children in grades 2-8 with an assistant. By splitting the large group into two smaller groups, we were able to better meet the needs of the different ages of children in the group. We introduced the new theme for the month and incorporated many familiar elements of worship in the sanctuary to familiarize the children with the format of a typical worship service. We would read a story, lead a discussion and engage in an activity that reflected the theme for the month. Most importantly, it provided an opportunity for children of all ages to engage in fellowship and a greater sense of community. We will continue to gather for Children's chapel once a month next year.

This year we offered the Our Whole Lives Sexuality Education Curriculum to children in grades K-1. The facilitators of the group were Lindsay Dunn, Lauren Smith, and Laurel Burke, a member of the Rock Valley Unitarian Universalist Church and a friend of our church. We provided the 8 sessions of O.W.L. from January through March during a one hour session that followed the regular Religious Education classes. The children had a short break in between the morning session and our O.W.L. session so they could participate in Children's Choir and have a snack while the facilitators set up the room for the session. We followed the Our Whole Lives curriculum and had meaningful and in-depth discussions about families, babies, bodies, and feelings. We were able to get to know the children in a new way, and the children had a safe and open environment in which they could ask questions about changes they are experiencing in their families. It was a wonderful experience for all of those involved. We will offer the Our Whole Lives Sexuality Education curriculum for grades 4-6 next year.

Our Summer Fun program replaces our regular Religious Education classes Memorial Day through Labor Day weekend. Each Sunday either myself or a volunteer leads the children in grades K-8 in a multi-age activity. This year I would like to keep the focus of the activities on science and nature to optimize the use of our beautiful grounds. We will also continue the social justice work of the R.E.S.C.U.E.S. (Reaching Every Student by Collecting Used Education Supplies) program created by Max Freund. With the help of his family, Max recycles unused school supplies and redistributes them to children in need throughout the community.

The Family Ministry Team met on the second Sunday of each month after service. Our goal was to plan at least one whole congregation event each month that we could invite new members to so they could connect with other families and church members. We as a team found this to be a highly effective way of helping new members and families feel connected and welcomed. This year's events included Service Sunday, a donation drive for MELD, a Chili Cook-off and board game night, a family roller skating evening, Bowling Bonanza, Easter Egg Hunt, a church grounds clean up, and volunteering at the Northern Illinois Food Bank. The team has already scheduled a whole congregation event for each month next year and will work in conjunction with the adult education programming and other committees to plan and implement the events. We hope to see our membership and attendance grow.

We have continued to use the Simple Church database to help with record keeping and communication. This software has helped us track attendance with ease. During the 2017-18 Religious Education year we had 97 children and youth that were members or visitors at the church. The average weekly attendance was attendance was 22 children and youth. The database also helped us communicate more effectively with the parents about upcoming lessons, whole congregation events, and special opportunities such as summer camp.

We also began using the Ministry Scheduler Pro software to schedule Religious Education volunteers. The advantages of using the software are that the volunteers are able to indicate which days that are not available to volunteer, set the frequency with which they choose to volunteer, and request a sub with ease. The software also automatically generates a schedule based on the information that the volunteers have entered regarding their availability. Using the software has freed up a great deal of time that I would normally have had to spend scheduling volunteers. We are very pleased and excited to offer UU Summer Camp for the second time this summer. The camp will be four days long for three hours each morning. The focus of the camp will be the beauty of the natural world, and we will take full advantage of the grounds of the church. Finally, I coordinated with our senior minister Matthew Johnson to select and read the story for all ages and plan the multigenerational worship services throughout the year.

#### In Gratitude

The success of the Religious Education Program is due in large part to the love and commitment of our volunteers. I would like to heartily thank the following people for their time, talent, and generosity: Shiraz Tata, Dianne Stenerson, Rebecca Quirk, Jason Buell, Krysta Wasilewski, Kim Lowman Vollmer, Fred Stellema, Heather Gunnell, Jennifer Rowe, Tom Harrison, Billie Callahan, Leah Krippner, Matthew Huckstep-Fields, April Kane, Ryan Vyborny, Paul Jordan, Jason Peckels, and Cynthia Swacina. Thanks also to the Family Ministry Team members: Rebecca Quirk, Kim Lowman Vollmer, Spitty Tata, Rayo Tata, Melissa Vyborny, Ryan Vyborny, Sandi Campbell, and Paul Jordan.

Respectfully Submitted by Lindsay Dunn

# Music Director's Report

Anyone who has ever taken a leave from work or has been away from home for an extended period of time knows all too well that it takes more time to get everything ready before leaving than it would just to stay and do it all. Even so, the extra effort pays big dividends in at least two important ways. First, it guarantees that everything will go as smoothly as possible in one's absence. Second, it eliminates the need to worry about things at home while one is away.

By all accounts, everything went well during my sabbatical leave this year. Careful planning certainly laid the groundwork for that success. However, more importantly, the leadership and talent of the individuals who took over for me in my absence were key. **Jesse Parker** and **Amber Bruns** played for worship in December and March, and **Jesse** also directed the choir at the Christmas Eve Candlelight Service. In January and February, **Julia Schade Armstrong** and **Timm Adams** both rehearsed and directed the **Unicantors**, as well as playing for worship. **Ron Holm** and **Jannie Nelson** provided music for one worship service in February, and **Dave Lantz** and **Toni Tollerud** rehearsed and directed the **Unicantors** in March. Along with my deep and abiding gratitude to our hard-working and dedicated **Unicantors**, I greatly appreciate the talents and commitment of each of these fine musicians. Their efforts ensured that our music program did not suffer in the least during my leave, for which I am glad.

On December 10, the last Sunday before my sabbatical leave began, we celebrated our first Music Sunday of this program year. The service featured *Like Dust I Rise*, a choral song cycle by composer Mark Hayes based on texts from the poetry of Maya Angelou. Our guest soloist for the morning was **Brittani Moore**, a recent graduate of Northern Illinois University whose ability to bring the words of Maya Angelou to life both musically and expressively was truly amazing. **Julia Schade Armstrong** served as our piano accompanist. Financial support for this Music Sunday was provided by the Thomas Eliseo Fund, and as she has done for many years, **Nancy Eliseo** hosted a lovely reception after the service.

Our second Music Sunday for this program year was celebrated on May 20. The service that day featured composer Gwyneth Walker's *Journey on the Open Road*, a musical setting for choir and soloists of selections from Walt Whitman's famous poem "Song of the Open Road." Soprano **Margo Stedman** and baritone **Timm Adams** joined us as guest soloists for the morning, and **Julia Schade Armstrong** served again as our piano accompanist.

On April 15, the **Unicantors** joined choirs from six other Unitarian Universalist congregations for the Sixth Annual UU Western Crescent Choral Festival, hosted again this year at the UU Church of Elgin. Due to a number of personal conflicts, our contingent at the festival this year was small, but unsurprisingly, we sang well. As always, our singers appreciated the opportunity to sing in the mass choir, which undeniably is the highlight of the event.

New this year was the formation of a children's choir led by **Libby Parker**. The children rehearsed on Sunday mornings after the worship service so as not to interfere with their participation in religious education classes and activities, and they presented music in worship on the third Sunday of each month. The response to the choir from both the children and the congregation has been overwhelmingly positive, and we look forward to continuing this new program in the years to come.

In closing, I wish to express my heartfelt thanks to the congregation for granting me a sabbatical leave in my fourteenth year here. My time away was both productive and rejuvenating. As I have

said on so many occasions before, I feel blessed to be your Music Director. It is both enjoyable and rewarding leading a strong music program in a congregation where an appreciation for the essential role of music in worship is so evident. I look forward to what I hope will be many more years of making music with you all. I am proud of all that we accomplish together, and I am grateful for the many ways in which you support me and our music program.

Respectfully submitted,

Tim Anderson

Music Director

## Director of Congregational Life Report

As I reflect upon my seventh year at the church and my first year as Director of Congregational Life I am once again struck with a sense of gratitude, pride, and desire to accomplish more.

As we entered into a new church year, my main goal was to create a more intentional and robust Adult Engagement plan, in collaboration with Matthew, Lindsay Dunn, and Intern Minister Andrea Hawkins-Kamper. The plan consisted of Touchstones Groups, Wonderful Wednesdays, Intergenerational Activities, Adult Religious Education classes and more.

While not perfect, Touchstones Groups were more successful than the previous iteration of small group ministry we pursued. I believe that the shorter time commitment and more frequent meetings played a big role in that success, as well as the very capable facilitators and dedicated members. Approximately 40 members and friends participated in a Touchstones Group over the course of the year. A special thank you to the following members who facilitated Touchstones Groups: Matthew Fields, Carol Foster, Kim Lowman Vollmer, Matt Menze, Neita Webster, and Teresa Wilmot.

On Wonderful Wednesdays we gathered at the church for fellowship and learning/spiritual growth. The goal of the program is to connect to our community outside of Sunday morning, make new friends, and find spiritual nourishment in the midst of our busy weeks. I believe that in general, Wonderful Wednesday fell short of its intended goals. Some programming was popular, but attendance was low overall. Perhaps this format is not what the congregation needs or the schedule of events needs to be better. Regardless, Matthew, our new Intern Minister, and I will reevaluate the program during the new church year.

The Family Ministry Team, which DRE Lindsay Dunn very ably leads, planned several fun and successful events this year. We found that I was not directly involved in the development of these programs, but assisted how I could with promotion in the greater Adult Engagement context.

We were very fortunate to have Scott Aaseng facilitate several Adult Religious Education classes during his time at the church, focusing on Social Justice. Scott was a great asset to the church and his programs were thoughtful, aimed at narrowing and inspiring the social justice goals of the church, and well received. With the early departure of Andrea from her internship, we were unable

to offer additional minister lead Adult RE programs. I hope that with a full-time intern minister starting this fall, that we will be able to enhance the Adult RE experience.

Caring Team, Finance Team, Building and Grounds continued to do excellent work on behalf of the church. Special thanks to Carol Foster, Steve Lewis, and Dave Schubert who so capably and gracefully chair the work of these teams.

While I still found myself taking on superfluous administrative duties out of habit and convenience, Autumn learned many new skills and took on many new responsibilities over the course of the church year. In the upcoming church year, Chris Ainsworth will be working additional hours and will take on some of the financial record keeping that better fits her role in membership.

I look forward to another round of goal setting once I return from my maternity leave. Thanks to all of you for making the work that I do rewarding and enjoyable. Here's to continued growth and success!

Best,

Jamie Gaffke

## Membership Coordinator Report

I'm happy to be starting my third year at the church as Membership Coordinator. As such, I continue to welcome and connect newcomers, encourage active participation in church life for both members and potential members, track membership, assist Director of Congregational life with managing giving, and assist AIM team meetings.

### Welcome & Hospitality

As Membership Coordinator, a most beloved component of my position is working as Sunday morning guest table host. My presence provides consistency for guests as well as a friendly and informed presence each week for guests and congregants. I help manage the scheduling of hospitality volunteers using our newly implemented program, Ministry Scheduler Pro. Using our visitor intake form, I connect with new visitors and provide them with information they've indicated an interest in as well as church news.

Our team of Sunday welcome volunteers consists of 80 people which help with hospitality duties including guest table hosts, greeters, ushers, and coffee and snack hosts. We have wonderful folks who help with hospitality -Many thanks to all who serve in this way! It has been expressed by many new visitors and new members alike how genuinely welcoming our church is to walk into on Sundays. Our increased membership is a testament to our wonderful volunteers!

### Membership Development and Team Leadership

Using Simple Church, I am able to keep an accurate list of Church members, friends, and visitors. Members of the team and I host the Intro to UU and Path to Membership classes. This year we have decided to consolidate the 2 classes into one. We found that the majority of folks attending Intro to UU were attending Path class as well, and seems to be easier and more cost effective. After each round of Path to Membership classes, we facilitate the book-signing ceremony for new members to join our

congregation. We offered Intro and Path classes in the Spring of 2017 with 15 in attendance, of which 13 folks joined. Also classes in the Fall of 2017 with 7 in attendance, of which 6 folks joined, and a class this past Winter of 2018 with 16 in attendance, and 16 folks at that new member ceremony (2 of which were from previous classes).

Including the one-on-one (private class to expedite the joining of a member unable to attend any classes) we've welcomed a total of 35 new members to our congregation since the Spring of 2017! They include: Rhonda and Kevin McAllister, Brooke and Monica Garcia-Nettz, Teresa Delong, Todd Elliott, Khanh Oelke and Kha Nguyen, Mary Kate Herriges and Angie Shick, Ann Caskey, Angelique Bodine, Teresa Palmeno, Nicole Taylor, Denise Cole, Connor Young, Marvin and Colleen Smitherman, Paul Jordan, Sarah Werhane, Brian and Judy Gustafson, John Ekedahl, Keith and Maria Kruchten, Rose Kruchten, Ellen Ressue, Tom Walsh, Dan Fellars, Lerryn Gough, Shavonne White, Beverly Broyles, Janet Wasson, & Rob and Amanda Tapfield.

The Membership Team includes Jami Edmonds, Neita Webster, Gaen McClendon, Dale Dunnigan, Geri Carter, Jennifer Riley, Connor Young, and Rhonda McAllister. The team assists with the Path to Membership classes, conducting new member interviews, connecting new members within our community, and implementing new strategies for making ours a welcoming community. We recently came up with a proposed group called PRISM, which is an inclusive group supporting our local LGBTQ community. There seems to be enough interest to proceed with scheduling group meetings and Connor Young and Jami Edmonds are taking the lead on that.

As a team, we make it a point to host hospitality once per month.

I am also connected with the UU Association of Membership Professionals (UUAMP), a community in which I am able to share and draw ideas as well as connect with others in the same role.

I am also the staff liaison to the AIM (Accessibility and Inclusion Ministry) team which was implemented this past year. I work with Lynn Salley to coordinate meetings, and manage the checklist provided by the UUA to help keep our building and practices accessible to all. Active team members include Lynn Salley, Annie Hose-Ryan, Ruth Little, Pam Wilson, Jami Edmonds, and Jim Dehler.

### **Administrative Assistance**

Each week I send informational welcome packets to new guests, and put my energy into a variety of tasks that help manage membership, team planning, and Sunday schedules.

I'm in the midst of working with Jamie Gaffke as I learn to take charge of bank deposits- tracking pledges and Share the Plate donations. I will also assist with Touchstone groups in her absence for Maternity leave.

Peace,  
Chris Ainsworth

## **Treasurer's Report**

Fiscal Year 2017-2018 pledge income through April (10 months) lags behind ten month-budgeted pledge income; however, overall income from other sources partially offsets that lag. The fall/winter fundraiser (auction) exceeded its \$13,000 goal by \$500. Spectrum School rental income has allowed us to budget for a smaller Trash or Treasure and we await a report on the success of Trash or Treasure, which will be held June 8 and 9. Final income from last fiscal year's large bequest was received this fiscal year and has been appropriately allocated.

Expenditures have been generally on target except for Building/Grounds expenditures which have exceeded budgeted expenditures because of building improvements necessary for Spectrum School occupancy. The staff and Finance Committee monitor income and expenditures closely and, if church members complete their pledges by June 30, the church should finish the current fiscal year in solid financial condition. The end-of-the fiscal year (June 30) financial reports will be available in mid-summer.

The church's bookkeeper prepares detailed financial reports, which staff and the Finance Committee review monthly. And monthly the church Board receives a Finance Overview report and Finance Committee minutes.

I have been on the Finance Committee for two years and am completing eight months as church Treasurer, a position I accepted when the former Treasurer resigned because of work-related responsibilities. (Rayo Tata replaced me as church Clerk.) Our church budget is complex and I appreciate the financial expertise of our Finance Committee members who, with Matthew, assure our church financial standing remains firm and financial records are sound.

Sue Molyneaux  
5/19/18

## **Nominating Panel**

The Nominating Committee respectfully propose the following slate for approval at the Annual Meeting:

Linda Johnson, Vice President  
Neita Webster, At Large Board Member  
Rebecca Quirk, Nominating Committee  
Mary Caskey, Nominating Committee  
Dale Dunnigan, Nominating Committee

Thank you to Nikki Ticknor, Teresa Wilmot, and Barb Giolitto for their help in assembling this great group of nominees.

Respectfully,  
Wendy Bennett  
Chair, Nominating Committee

# Committee Reports

## Building & Grounds Committee

Name of committee: Building & Grounds Committee

Committee's purpose: The Building and Ground Committee plans, budgets for and executes maintenance and improvements to the Church property, building, furnishings, and equipment. It prepares recommendations for the Church Board and / or the Congregation, as appropriate, for major maintenance, significant, or Capital level improvements.

Summary of committee's activities during the current year:

1. Repaired / Replaced floor drains in lower level restrooms prior to Spectrum School move-in, and provided support and assistance to facilitate that event.
2. Replaced the main entry doors of the church with glass doors and side lights.
3. Replaced broken art glass panels in the South Art glass wall in the Sanctuary.
4. Repaired and re-stained the Art Wall in the Narthex and re-stained the Narthex walls.
5. Substantial landscape / tree / brush trimming was conducted by committee members and numerous volunteers, along the perimeter of the Prairie area prior to the annual Prairie Burn.
6. Annual building equipment: HVA/C, elevator, fire, heat, & smoke detection systems/extinguisher, water supply back flow, inspections completed, various plumbing item replacements, as well as the normal on going building maintenance.
7. Repair of the T-coil Loop-It sound system in the Sanctuary and upgrade of the sound system processing equipment to include Bluetooth connectivity, and Live Streaming capabilities.
8. Installation / addition of A/C to the Narthex.
9. Installation and adjusting of the Church video surveillance system. Office lobby, Spectrum entrance, Main Entrance, and main driveway cameras.

Hopes for the coming church year):

1. Continue with the identification and resolution of major building maintenance repair items, and Church facilities improvements as identified by the B&G Committee and others. e.g. Replacement of the building siding on the Church office addition, revisions to the Church sign, etc.

Committee members (names): Skip Abare, Sandi Campbell, Jim Dehler, Allen Penticoff, Fred Stellema, Pat Tollefsrud, Dave Schubert

Submitted by: D.J Schubert, B&G Chair

# Library Team

Purpose Statement: The Purpose of the library committee is to maintain\* the collection.  
(\*Maintain: verb; to keep something in good condition.)

Summary of committee's activities during the current year: The committee has spent the year keeping the materials in good physical condition and organized on the shelves. We have also renewed magazine subscriptions and processed donated books.

Expenditures this year: This year we spent \$84.00 (Free Inquiry magazine subscription)

Hopes for the coming church year: This coming year we hope to finish processing donated books and keep the collection functional, attractive and in good repair.

Committee members: The library team consists of Mike Ullrich, Kathy Young, Rhea Overly and Connor Young

Submitted by: Mike Ullrich

# Finance Committee

Purpose Statement: The Finance Committee monitors the financial status of the church and helps to maintain its sound condition by its activities and recommendations to the Board of Trustees.

Summary of committee activities during the current year:

-Reviewed the church's income and expenses monthly, as well as the status of the fundraising activities, service contracts, memorials and other financial matters.

-Wrote a church "Policy on Financial Review" to establish a structure of methods to ensure the security of church monies and finances.

-Re-wrote a church "Policy on Conferences and Events" to clarify procedures maintaining financial viability of special events and protecting the church from unexpected deficits.

-Reviewed the church insurance coverage and with the Building Committee, reviewed new long term -contracts for gas and electric service.

-Changed banks for improved service.

-Rewrote the committee charters.

-With the minister, built the annual budget for fiscal year 2018-19.

Committee Members: Steve Lewis (Chair), Sue Molyneaux (Treasurer), Steve Blomgren (Investment Panel Chair), Pat Tollefsrud (Chair Memorials & Special Gifts), Pete Giolitto, Ruth Little, Dave Zinn, Peggy Menze, Jamie Gaffke.

Respectfully submitted, Steve Lewis, Chair

## **Auction Fundraiser**

HEY! It's a Fundraiser. The annual auction was held the evening of Nov. 4, 2017! The theme was "It's Not About the Deal, It's What We Value". Deale Hall was decorated with balloons and colorful table coverings. Deserts were donated by committee members and Barb and Pam Wilson. Lots of good munchies. Beverages were purchased but donations covered the costs. 50/50 raffle was returned to the fundraiser.

There were eight items auctioned off in the live auctioneer Calvin Bowe, 141 items were sold in the silent auction. Total sales \$                      Expenses were \$                      The church gained: \$

Carolyn Arevalo compiled the catalog, invaluable historical memory. Many thanks to her and the dedicated committee who makes these large events successful. Also many thanks to the donors who make this event interesting and valuable to our community.

Submitted by,  
Sandi Campbell

## **Trash or Treasure**

The 34th annual Trash or Treasure sale will be held on June 8 from 9am until 6pm, and June 9 from 9am until 1pm, 2018. The sale is co-chaired by Carol Foster and Dianne Stenerson. Our goal this year is to earn a profit of \$7,500 after expenses of \$2,500.

Thirty people have been recruited to chair 19 departments. The chairs are in the process of recruiting workers to sort and price merchandise June 3-7, to sell merchandise on sale days, and to provide security and additional support to the event.

We are please that Keep Northern Illinois Beautiful will again be collecting clothing, electronics and other fabric items after the sale. It greatly simplifies our clean up process. Other donations after the sale will go to Salvation Army, Goodwill, Becca's Closet and Heartland Share.

Trash or Treasure continues to be a great opportunity for members and friends to get to know one another as they work together for the benefit of the church. The Chairs greatly appreciate the faithful dedication of many, many individuals who have faithfully provided departmental leadership and work hours for this fundraiser year after year. We are hoping to recruit some new workers among our new members and friends.

Trash or Treasure provides us with the opportunity to open our church to the public, to talk to them about Unitarian-Universalism, and to encourage them to visit on Sunday.

Respectfully submitted,

Carol Foster and Dianne Stenerson

## Investment Panel

Panel's Purpose: Provides for the safekeeping, investment, and reinvestment of the permanent funds. Makes any changes to investment portfolio as deemed appropriate. Based on December fund balances, determines the permanent fund distribution for the coming year. The Investment Panel is a sub-committee of the Finance Committee.

Summary of Committee's Activities During the Current Year:

- At year end 71% of our funds were in equities, 25.4% in fixed income and 1.5% in alternative funds and 2.1% in cash.
- The performance of the Wells Fargo account was excellent for the full year 2017 with a return of 14.6%. The UUA Common Endowment Fund returned 11.5%. Its portfolio consists of 82% socially responsible funds. It has an 80% / 20% equity to fixed ratio.
- The Calvert Large Cap Fund which is a socially responsible fund had a return of 24% in 2017
- We purchased two new funds in 2017 being the AAM American Renaissance Fund valued at \$37,300 and the AAM Bulldog Fund valued at \$46,900. These were purchased with additional money received from the Martha Daniels Bequest that carried over into 2017. The AAM American Renaissance Fund earnings have been flat so the panel decided at the April 2018 meeting to sell it off and buy more Russell shares which returned 9.3% in 2017. The Russell Funds are an 80% / 20% fixed to equity ratio.
- The Investment Panel submitted to the Board for congregational approval a permanent funds allocation of \$40,000 which is 5.5% of the funds total value as of December 31<sup>st</sup>, 2017. The 5.5% payout is consistent with our allocation objective of smoothing the good and bad year's performances to stay in the area of 4-6% allocation each year.
- Our beginning balance of all funds as of January 1<sup>st</sup>, 2017 was \$736,722. The value as of December 31<sup>st</sup>, 2017 was \$803,692 for an increase of \$66,970.

Hopes for the coming church year:

2017 was a good year and Wells Fargo is predicting moderate growth in 2018 with the understanding that there is much instability globally which could affect the market negatively.

Committee Members: Pete Giolitto and Sue Molyneaux, ex-officio members; Jim Dehler, Jim Bailey, Steve Lewis, Alan Bloomfield, Teresa Wilmot and Steve Blomgren, chair

Signature of Committee Chair: Steve Blomgren

<b>Permanent Funds - \$ Allocations for Fiscal Year 18-19</b>																					
<b>Allocation Plan - Percentages of Distribution by Fund</b>											<b>5.500% -- Allocation percentage</b>										
	Capital Maint. Reserve	Facility & Equipment	Programs for Growth	Outreach	Religious Education	Intern Ministry	Leadership	Flowers	Planned Giving	Total											
<i>Fox Fund</i>	0%	50%	28%	10%	12%	0%	0%	0%	0%												
<i>McFadyen Fund</i>	0%	0%	80%	20%	0%	0%	0%	0%	0%												
<i>Church Improvement</i>	0%	100%	0%	0%	0%	0%	0%	0%	0%												
<i>Capital Maint Rsrv Fd</i>	100%	0%	0%	0%	0%	0%	0%	0%	0%												
<i>Connolly Fund</i>	0%	0%	100%	0%	0%	0%	0%	0%	0%												
<i>Frederick Fund</i>	0%	0%	0%	0%	0%	100%	0%	0%	0%												
<i>Leadership Fund</i>	0%	0%	0%	0%	0%	0%	100%	0%	0%												
<i>Palm Fund</i>	0%	0%	0%	0%	0%	0%	0%	100%	0%												
<i>Campion Fund</i>	0%	0%	0%	0%	0%	0%	0%	0%	100%												
<b>Permanent Funds - \$ Allocations for Fiscal Year 18-19</b>											<b>5.500% -- Allocation percentage</b>										
<b>Traditional Distribution</b>																					
	Capital Maint. Rsrv 47002.1 -52004-323 00	Facility & Equipment Operating 47002	Programs for Growth 47003	Outreach 47005	Religious Education 47006	Intern Ministry 47001	Leadership 47008	Flowers 47004	Planned Giving	Total											
<i>Fox Fund</i>	-	6,375	3,622	1,223	1,530	-	-	-	-	12,750										231,824.59	
<i>McFadyen Fund</i>	-	-	5,555	1,371	-	-	-	-	-	6,926										125,925.21	
<i>Church Improvement</i>	-	2,813	-	-	-	-	-	-	-	2,813										51,142.84	
<i>Cap Maint Rsrv Prm Fd</i>	9,084	-	-	-	-	-	-	-	-	9,084										165,161.61	
<i>Connolly Fund</i>	-	-	3,336	-	-	-	-	-	-	3,336										60,650.16	
<i>Frederick Fund</i>	-	-	-	-	-	3,898	-	-	-	3,898										70,876.95	
<i>Leadership Fund</i>	-	-	-	-	-	-	213	-	-	213										3,865.80	
<i>Palm Fund</i>	-	-	-	-	-	-	-	487	-	487										8,851.35	
<b>Total</b>	<b>9,084</b>	<b>9,188</b>	<b>12,513</b>	<b>2,594</b>	<b>1,530</b>	<b>3,898</b>	<b>213</b>	<b>487</b>	<b>-</b>	<b>39,506</b>	<b>5.50%</b>									<b>718,299</b>	
<i>Rounded Allocation</i>	9,200	9,300	12,700	2,600	1,500	4,000	200	500	-	40,000											
<b>Planned Giving Funds</b>																					
<i>Campion Fund</i>	Fixed \$10,000 per year until fund balance is exhausted. Entered as a Special Pledge. (acct 41004)									10,000	10,000										85,394
																					803,692

## Memorials and Special Gifts

Committee's purpose: To act as a sensitive liaison with families and/or donors in the selection of memorials that reflect the life and interests of the memorialized person(s) and are appropriate to the needs, priorities and décor of the church; and to review proposed donations to the church.

Summary of committee's activities during the year:

Received memorial funds for Alan Deale, Rolf Thienemann, Charles Harker, Lisa Bianchi, John Purcell

Consulted with appropriate persons re: use of loved one's memorial funds

Maintained Memorial Patio

Received names of deceased persons to be engraved on bricks in Memorial Patio during the summer.

Maintained Memorials and Special Gifts Record Book

Expenditures this year:

David Collins, Marie Erickson and Sue Jacobson funds: Children's choir director

Elizanne Lewis memorial funds: Sanctuary sound improvements and service streaming equipment

Elizanne Lewis Special Gift: Funds divided between Martha Daniels Scholarship Fund and improvement of lower level restrooms  
Evelyn Palm: Added to Palm Permanent Fund for sanctuary beautification  
Steve Mahan: Atrium planter

Special Gift:

Martha Daniels died in 2016 and generously bequeathed her estate to the church. With deep appreciation, the membership voted to expend the largest portion of her monies to eliminate debt from the building addition. They also voted to use portions of her bequest for capital improvements and to add to the Church Improvement Permanent Fund. In recognition of Martha's teaching years, some of her bequest, along with additions over time from church members, was used to establish the Martha Daniels Scholarship Fund to assist low income students at Rock Valley College through Rockford Promise. The first recipient will be selected this spring.

Hopes for the coming year: Continue to identify appropriate items/that reflect the life and wishes of memorialized persons and the designation of special gifts.

Committee members: Francie Barnes, Mary Caskey, Jackie Dehler, Alice Enichen, Kay Hotchkiss, Pat Lewis, Ruth Little, Pat Tollefsrud

Pat Tollefsrud, Chair

## **Stewardship Committee**

The purpose of the Stewardship Campaign is to educate the membership of the financial requirements of the church and raise the funds necessary to fund church programs and maintain our building. This year's theme was "Make a Connection", which focused on encouraging members to think about ways in which they personally connected with the church and its mission. The main event was a "celebration Sunday" held on April 15th. This event included a stewardship-focused service in which 5 different members shared the ways they personally connected with the church and a catered lunch immediately following service. After the lunch, members and friends of the church were able to participate in a variety of different activities such as a pick-up choir, nature walk, laughter yoga, an art activity, and a bouncy house which allowed members to make a connection with others through an activity of their choice. Stewardship committee members Nikki Ticknor, Matthew Menze, and Linda Johnson began meeting in January to plan the stewardship campaign. The stewardship committee hopes that members and friends of the church continue to work to find their connection to the church and that this will inspire them to in turn support the church financially.

# Denominational Affairs Committee

**Committee's Purpose:** The Denominational Affairs Committee informs the congregation about the larger denomination--the MidAmerica Region and the UUA-- and provides feedback from the congregation to the UUA.

**Summary of Committee's Activities During the Current Year:** Attended General Assembly 2017 in New Orleans, LA, a meeting reaffirming our association after the death of our Moderator, Jim Key, and the resignation of our President, Rev. Peter Morales, following controversy over a middle-management hiring decision. The Assembly was presided over by a triumvirate consisting of prior president Bill Sinkford, Leon Spencer, and Sofia Betancourt, a racially diverse group, who spoke with understanding and honesty. The Moderator role was also assumed by a 3-person team from the Board of Trustees, Gregory Boyd, Kathy Burek, and Elandria Williams. This GA was the first to vote electronically. All 3 presidential candidates were women; The Rev. Susan Frederick-Gray was elected as our first woman president. The Ware Lecture was delivered by Bryan Stevenson, a lawyer and founder of the Equal Justice Initiative in Alabama. He declared, "The opposite of poverty isn't wealth—it is justice." The focus of this GA was action to make "Black Lives Matter" a reality in our association. The Board approved a large grant to BLUU (Black Lives Unitarian Universalist) and wrote new rules defining hiring practices to increase diversity in our leadership. The Assembly approved a new SOC (Statement of Conscience), "Escalating Economic Inequity," the result of a 3 year Congregational Study/Action Issue, which has the backing of the entire Association. With Sue and Duane Wilke, I visited our partner congregation in Nádás, Romania, (Transylvania.)

Hopes for the coming church year:

This year's General Assembly will welcome 2 of our own members to the UU ministry, Erin Dajka Holley, who was born and raised in this congregation, and Misha Sanders who, as a member, was supported in her call by our congregation. We are proud of our contribution to the future of our denomination.

Committee Members: Teresa Wilmot

Other Church Members and Friends Who Have Assisted the Committee: Duane Wilke (Partner Church)

Signature of Committee Chair:  
Teresa Wilmot

## Caring Team

**Team's Purpose:** The team is a vehicle for the congregation's ministry to one another. The team assists in providing caring help and temporary support.

**Summary of the Team's Activities:** The Caring Team meets every other month to make sure that members, who are in need of support or contact, are being looked after. We have pastoral care associates who visit members and friends who are hospitalized. Others are visited in nursing homes, rehab facilities and their own homes. Rides to church and to appointments are sometimes

provided. Food might be taken to members. Notes and cards are sent. Christmas cookies made by members of the congregation are distributed in December. The committee works very closely with the church staff to provide timely assistance, support and contact.

The members of the Memorial Reception sub committee provided excellent hospitality to members and friends in times of need. During the first half of the church year, Pam and Barb Wilson chaired this sub committee. During the second half of the year Sue Wilke, Linda Spelman and Carol Foster chaired.

In response to needs of some members, a UU Ride Ministry was created last year. The service has not been greatly utilized this year, though drivers remain ready to serve when needed.

A goal for this year was to improve contact with OSF and MercyRockford in terms of being able to provide increased pastoral care to members and friends utilizing those facilities. To date, SwedishAmerican remains the only hospital that reliably provides us with patient information.

Caring Team Members: Carolyn and Bob Arevalo, Shari Smallwood, Jan Cooper, Carol Foster, Wanda Hoover, Judy Johnson, Lynn Liston, Pat Littlejohn, Ann Marie Marshall, Laura Patterson, Kathy Scarpaci, Teresa Palmeno, Rhonda McAllister, Diane Kuehl, Pam and Barb Wilson, Marty Zinn, Jamie Gaffke and Chris Ainsworth.

Respectfully Submitted: Carol Foster, Chair

## Membership Team

Please see Membership Coordinator report.

## Vital Statistics

### **MARRIAGES**

August 26, 2017	Ariana de Neveu and Kevin Bumber	The Rev. Dr. Matthew Johnson
February 17, 2018	Brooke Larson and Steve Park	The Rev. Dr. Matthew Johnson

### **MEMORIAL SERVICES**

July 29th, 2017	David Johnson	The Rev. Dr. Matthew Johnson
September 9, 2017	Charles Harker	The Rev. Dr. Matthew Johnson
September 16, 2017	Rolf Thienemann	The Rev. Dr. Matthew Johnson
October 28, 2017	Lisa Bianchi	The Rev. Dr. Matthew Johnson
December 30, 2017	John Percell	The Rev. Dr. Matthew Johnson
February 24, 2018	The Rev. Dr. Alan Deale	The Rev. Dr. Matthew Johnson and the Rev. Harlan Limpert
March 31, 2018	Neva Holdmann	The Rev. Dr. Matthew Johnson
May 21, 2018	Liam Burdick	The Rev. Dr. Matthew Johnson
May 25, 2018	James Bailey	The Rev. Dr. Matthew Johnson

# Membership Statistics

## **RESIGNED**

Jay Larson	Christopher Sims	Phil Potaczek	<b>- 11</b>
Mary Naugle-Nemeth	Chris and Mouse Falzone	Jennifer and Josh Brown	
	Gina Pulciani		
Dave Nemeth	Jay Schepple		

## **REMOVED FROM MEMBERSHIP BY BOARD ACTION, OR BECAUSE THEY MOVED AWAY**

Amy Brandon	Aaron and Katie Kerr	Darrell and Tiera Polfliet	<b>- 11</b>
Bobbi Haneghan	Billy Leuellen	Crista Swanlund	
Terri Jarvi	Tommy McKaughan	Bruce Whitewolf	

## **DECEASED**

Chuck Harker	Lisa Bianchi	John Percell	James Bailey	<b>-4</b>
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## **REINSTATED**

Linda Lawrence	Gary Lawrence	<b>+2</b>
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## **NEW**

Sarah Werhane (8/6/17)	Daniel Fellars (2/18/18)	Brian Gustafson (2/25/18)	<b>+26</b>
Denise Cole (11/19/17)	Ellen Ressue (2/25/18)	Beverly Bryoles (2/25/18)	
Teresa Palmeno (11/19/17)	Tom Walsh (2/25/18)	John Ekedahl (2/25/18)	
Colleen Smitherman (11/19/17)	Janet Wasson (2/25/18)	Bob Babcock (6/10/18)	
Marvin Smitherman (11/19/17)	Rob Tapfield (2/25/18)	Cassandra Goldsmith (6/10/18)	
Paul Jordan (11/19/17)	Amanda Tapfield (2/25/18)	Katy Haun (6/10/18)	
Nicole Taylor (11/19/17)	Rose Kruchten (2/25/18)	Doug Rix (6/10/18)	
Connor Young (11/19/17)	Shavonne White (2/25/18)	Kevin Fisher (6/10/18)	
Rayo Tata (12/17/17)	Judy Gustafson (2/25/18)		

## **ACTIVE MEMBERSHIP AS OF 06/10/2018**

**347**

# Religious Growth & Learning

Please see the DRE's report for information regarding Religious Growth and Learning

## Social Justice Council

Most significantly in the last year, Rev. Scott Aaseng guided us in a process to re-imagine, re-energize & re-constitute this Council. We stumbled through the difficulty of not knowing who we were & who we wanted to be.

During the last church year, the Social Justice Council has awarded Share-the-Plate funds to over 25 different charitable groups, the majority being local with several new additions.

Duane Wilke was chosen as the winner of the Connelly Award.

A flyer was created & distributed listing all the activities as a way to communicate our specific involvements & invite participation.

Social Justice Council initiates & encourages affiliation with a number of social action efforts in our community. The group includes volunteers at Cornucopia Food Pantry, Human Library Project & Family2Family. Several members initiated a listening campaign which is now on-going.

Members:

Jackie Dehler – Action for Children and Welcoming Congregation

Dave Black – Immigration

Ellyn Ahmer – UUANI & CNCT (Center for Nonviolence & Conflict Transformation)

Jason Peckles - Green Sanctuary

Duane Wilke & Shiraz Tata - Justice for All

Jon McGinty – Rockford Urban Ministries

Gaen McClendon – UUANI (Unitarian Universalist Action Network for Illinois)

Wanda Hoover - League of Women Voters

Myrna Lake – Adopt a School & Cornucopia Food Pantry

Teresa Wilmot – Unitarian Universalist Social Action Committee

Donna Ducharme - an urban planner, strategist, restorer & preserver of land in Ogle County

Bob Babcock - he wants the BEST for our CommUNITY

Barb Giolitto - WCCC (Winnebago County Citizens for Choice)

Lynn Salley & Neita Webster - AIM

Matthew Johnson – Minister

During the coming year, we intend to maintain all of the on-going efforts, develop a new partnership with 815 Just Breathe, develop projects both within & outside our congregation which will have relationship building as the foundation for inspired & effective action.

One focus will be joining the action groups created from the two discussion groups in the last 4 months, Dismantling Racism (co-led by Rev Ken & Marilyn Board, Ann & Dick Rundall) & Faithful Desegregation - Dismantling White Supremacy (co-led by Matthew Johnson, Rebecca White-Newgren & Andy Newgren).

We would like to thank everyone in the congregation who gave their time, efforts, wisdom & experience to support so many meaningful activities. We are eager for more to join us.

Submitted by Ellyn Ahmer & Jason Peckles, co-leaders

## **Worship Team**

The worship team consists of the worship associates, who help lead worship services with the ministers and guest speakers. Their testimonies and participation are a valued part of our spiritual lives. This year, the following people served as worship associates:

Christina Geiselhart, Dave Black, Kyle Sanders, Robin Enders, Ellyn Ahmer, Diane Kuehl, Spitty Tata, Mary

Kate Herrigs, with Matthew Fields, Chris Sims, and Matthew Fields pitching in as “alumni.”

We also had a group of folks who helped with worship in Beloit, including Mark Schultz, Tom and Mim Warren, and Kim Lowman Vollmer.

Submitted by Matthew Johnson

## **Music Team**

Music Team report

The Music Tem's function this year was to assist the guest music directors during Tim's sabbatical.

Dave Lantz, chair