Welcome and Chalice Lighting  
Margaret Schultz, BOT President  

The words are from Audette Fulbright Fulson  
This light we kindle  
is set in the lamp of our history.  
We inherit this free faith  
from the brave and gentle, fierce and outspoken  
hearts and minds that have come before us.  
Let us be worthy inheritors of this faith  
and through our good works, pass it boldly to a new generation.

Call to Order  
Greg Nichols, Moderator  
11:05am

Establish Quorum  
Greg Nichols, Moderator  

Reported that we have 538 members therefore 81 members are required for quorum. 105 members were checked in at 11am establishing a quorum. By the end of the meeting, Ellen Taylor reported 117 members were at the meeting.

The Year in Review  
Margaret Schultz and Rev. Mark Stringer

Remarks from Board of Trustees President, Margaret Schultz  

I’d like to take this opportunity to provide you with a quick year in review from the viewpoint of the Board of Trustees. Your Board of Trustees for the 2014-2015 church year are: Charlie Ahern, Zac Bailey, Bob Belosky, Brandon Bundt, Ross Loder, Amy Luebbert, Jean Rommes and Barb Royal.

The Board’s primary roles under Policy Governance, the style of governance that we follow, are as follows:

1. Ensure that the global end and End Statements are consistent with the vision of the church – you can find these on page one of your Annual Meeting materials  
2. Oversee that programming and culture meet these Ends Statements. The Board sets the vision and Mark is charged, as our executive, with making sure our programs (etc) meet these Ends. We receive a monthly report of the activities going on at the church and how they tie to each of these Ends Statements. The board annually reviews Mark’s performance.  
3. In addition, the board monthly reviews the financials of the church and spends time reviewing the budget each year. We have a financial oversight committee that works with Deb.

These Ends should be a reflection of the church that we want to be now and in the future.

The Board has four sub-committees:

- **Nominating** – board and non-board members work to raise awareness about open positions on the board and Endowment Disbursement Committee and vet potential candidates before presenting them to the board

- **Congregational Connections** – this team is charged with making sure we’re in contact with you and the life of the church. This year we held forums on the subject of transparency. The forums were well attended and as a result of your input a new policy " Inspection of Church Records" was implemented
(2015 Annual Meeting Minutes Cont’d)

providing members the right to inspect and copy the following Church records:
- Minutes of all meetings
- Agendas
- Membership Roster
- Financial Records including the line item detail of staff compensation

• Ministerial Relations – this group gathers feedback and information to assist the BOT with evaluating Mark’s work. This year the evaluation included input from staff.

• Financial Oversight – Three board and three non-board members work with our Director of Finance and Administration, Deb Dessert, to monitor the church’s financial best practices. This year we validated all Balance Sheet items, as of 31 December 2014, back to the supporting documentation and all revenue items in the month of March 2015. Expenses will be validated as of the June 30, 2015 financials. We continue to find that documentation supporting the financial reports is complete. All records are in good order and self explanatory. As a result of the detailed supporting documentation, the committee is able to independently manage all reviews.

Our ENDS were originally formulated and adopted in 2009 and it is now time to revisit them and amend/revise/rewrite them to reflect who want to be in the future. The Tomorrow Team has finished their first step – gathering your input regarding our space needs and collating it- we now need to formulate our vision of who we want to be to determine the viable options to manage our facility needs.

To this end, the Board intends to follow a process, in this next year that will help us all to revisit the ENDS statements. The Board has held several conversations during our monthly meetings about our vision of the future and how to best have conversations with you to understand how you see the future. We came to the conclusion that we need a cohesive plan and strategy as well as “trained facilitators” to engage in conversation with you. To manage this, we agreed at our May meeting to engage Laura Park, of Unity Consulting, to clarify the scope, customize our Appreciative Inquiry Linkage Process, training of facilitators for the AI process, and the drafting of the ENDS statements from the results of AI process to take back to you the congregation. The time line for this process is under review - our goal is to complete this work in the Spring of 2016.

You can keep up with the Board’s work by visiting the church website’s Board section. You’ll find the agendas and minutes of our meetings, plus Mark’s monthly Executive Report, which is a roll up of staff activities and programming highlights. Our meetings are open to all members and we welcome your attendance.

You’ve elected the nine members of the Board to listen to you and guide Mark, and through him the staff, toward decisions that make this a place you want to return to every week. I speak on behalf of the entire Board when I say it’s a privilege for us do this work for all of you.

I’d now like to let Mark talk about the last year from his perspective.

Remarks from Reverend Mark Stringer

In reviewing the past year in the life of our church, I think it is helpful to consider the primary goals that were set and shared with the staff team, council, and board back in August.

The first goal was to acclimate and integrate our associate minister for social justice into our community and beyond it.

Through dozens of relational meetings Erin held both within our congregation and in the larger community, through think tanks and focus groups that she facilitated, and through regular meetings with
the staff and her ministry integration team, as well as through planning and leading services for us once a month, I can say with confidence that we’ve made great progress toward this goal. Hiring an associate minister was a big step for our congregation and I believe we have done well together. It helps that we made an excellent hire. Thank you to Erin for all that you have brought to us. We eagerly anticipate all that is yet to come.

Two other goals were named in the category of “faith in action”. One was to **discern and employ a structure through which our social justice activities can be identified, coordinated and supported.** We’ve seen changes as we continue to navigate the best way to do this. The Social Justice Council has been disbanded and replaced, in part, by a Faith In Action coordinating team. More changes will likely come as we experiment with ways to hold true to our democratic principles while also creating systems that can help us be more bold and focused in our justice commitments and approaches. Another goal was to **Nurture and support opportunities for congregational faith in action opportunities.** Along with the many action groups and justice interests of our congregation, including our involvement in AMOS, as well as our in-house groups such as FEDS, Death with Dignity, and Energy and Justice for All, and the Other Side of the Coin workshops on race, our Faith in Action day was a resounding success, with 250 members and friends mobilized to help with 21 service projects. Some of the relationships with the organizations we served that day are ongoing. Thanks to all who made this ambitious day of service the joyful and meaningful event it was.

In the area of faith development, we continued to focus on and tweak the **Soul Matters** program, hoping to have more members and friends participate in this monthly opportunity for thoughtful reflection and meaningful connections. We had 14 Soul Matters groups this year, with 18 facilitators and more than 130 participants. We will continue to seek ways to inspire more of our congregation to consider participating in this foundational engagement program of our church. Enrollment for next year’s groups begins in August.

**Improving our approach to providing pastoral care** for one another was a goal for this year, and will continue to be. We believe we have made strides in educating the congregation on the existence of the neighborhood-based caring communities, but we acknowledge confusion remains. Terry Lambert, our 10-hour a week Caring Ministry Coordinator, continues to work with a lay team of Caring Associates to address ongoing needs, and with our neighborhood leaders on addressing more immediate needs. We are in the process of renovating our Caring Ministry website pages so it will be easier for our members to ask for and receive care.

And for our final goal, we began in earnest process of engagement and discernment on the **suitability of our current facility and grounds to meet our Ends statements**, with the work of our “Tomorrow Team”. I invite now one of the co-chairs of this team, Nicky Keller, to share with you a report on their work and what is to come.

**Remarks from Tomorrow Team Member, Nicky Keller**

This past church year has been a year of looking forward - to what we want to be 10 years from now. The Tomorrow Team led the congregation in a Dream Month this past January and reported the results in March.

Your dreaming made it clear that you want to manage what your church will be in 2025. You want to manage the spaces and places we will have. You do not want to stand by and let growth and its consequences happen at will.

The “Dreaming” you all did in January can be boiled down to a single word --- “MORE.” You want to embrace more people into First Unitarian. You want more programming, more community involvement, more social justice activities, more educational and social activities. Given that we are currently stretching
the use of our facility, nearly to the max, the MORE that you all want means more and larger indoor
spaces, more effective use of our outdoor spaces, and lastly --- more parking.

Your responses during the Dream month told The Tomorrow Team that you want to stay here at 1800 Bell
Avenue, if the MORE you want can happen here. If it cannot, you want the Tomorrow Team to consider 2
other options - a satellite and a new site.

This coming church year the Tomorrow Team will assess the current site in light of 2025 projections for
MORE members and MORE programming. We have to be smart - this property has a maximum capacity.
Is an investment for our 2025 projections a good financial decision?

This project will take 4-5 more years. During this period you will be asked to make several decisions. You
will decide if we go forth with expansion. If not, you will decide which solution is best. You will decide how
much to invest in a solution. And you will decide on some design options.

Several of you are asking when to expect a capital campaign? Not for 2-4 more years. Please, please do
not let our future affect your current giving to the church. If it does, it will affect our current programming
and our current growth. We need to keep growing our membership and our programming. That is a gift
we need to assure to each other and those seeking us.

As the Tomorrow Team’s work unfolds, we will direct you in the Intercom Weekly to the Tomorrow Team
website. We will have a presence in the gathering area between services when major developments
occur. If you have questions, contact any member of the Tomorrow Team.

Members of the Tomorrow Team are:
- Myself and
- Greg Nichols, co-chairs
- Janelle Bailey
- Liz Bredeson
- Dan Buettner
- Becky Evans
- Linda Keairns
- Megan Klee
- Dana Sorensen

Cont. Remarks from Reverend Mark Stringer

Also this year we’ve seen several groups emerge around shared interests—parenting young children,
photography, Christian and Humanist affinity groups among them. We made some improvements to our
East parking lot and, through the work of our Grounds Council, received grants for stream restoration and
removal of invasive species from our property. We installed a lovely new sign and the Council created
a “Tell Us About It” table to receive feedback. We celebrated the significant achievement of receiving
accreditation from the UUA as a “Green Sanctuary” congregation. We nurtured our ministerial intern,
Linda Barnes, through her second and final year with us, receiving at least as much from her ministry with
us as we offered to her. And we welcomed 32 new members to our church, with our adult membership
now totaling 538.

We’ve experiences some transitions in our staffing with the resignation of our current youth coordinator
Meg Salley effective this month, and our Director of Congregational Life, Lori Emison Clair, effective
today. We all know that Lori’s contributions to the health and growth of our church over her 11 years
of service have been significant. We’ll discuss how we are realigning staffing during the budget
conversation later this morning. Lori is irreplaceable, but we think we have a plan that will help us
navigate the transition.
While this report is mostly about the year that was, I close with my excitement over the ministry we continue to grow together. I am delighted to work with an excellent and competent staff team whose commitment to the health and success of our church is never in question. And I am humbled and inspired by all the lay leaders who step up to share their talents in the myriad ways necessary to support the ministry of our congregation. I cannot overstate the great privilege it continues to be to serve with you, the members and friends of First Unitarian. We have grown together in amazing ways and I look forward to all that we can together become in the days ahead.

To close, I want to alert you to a change in how we will conduct our offering starting in July. To share with you more about this change I invite to the pulpit our Councilor for Stewardship Scott Emison Clair, and our Councilor for Social Justice, Kate Allen.

Remarks from Councilor for Stewardship, Scott Emison Clair

We held numerous forums regarding the second basket to hear your thoughts on modifying our current process. The process that exists today is passive and doesn’t capture the intent behind the second basket. When the second basket was started there was always the intention of having a service component attached and that’s where we are headed.

Imagine sitting in service and hearing a story about what our congregation is doing in the community at a specific organization, then the basket is passed with the money going to that organization. Prepare to serve, that is why it is called Faith in Action.

With this being said, we are doing away with the second basket. There will be one basket that gets passed. Please continue to mark pledge on checks. The basket will go to social justice outreach. Examples include: DMARC dues, AMOS dues, supporting an organization.

At every service we will have an opportunity to recognize that this is who we are – a people who serve and care about our community.

Remarks from Social Justice Councilor, Kate Allen

This is not merely a change from two baskets to one. The old process of collecting second basket recipients, voting on it at the annual meeting, etc. won’t happen. The Faith in Action committee will take applications and develop two service projects in a two month period that resonate with our 7 principles.

The organization selected will get not only our time, but also our financial support. Applications to the Faith in Action committee can start immediately. The church’s website will have the application available submissions can be sent at any time. This is a great opportunity to enrich our partnerships.

The first organization that we will support is Monsoon. We will help rehab a building in July and August.

This new process will allow us to be more nimble. We can support organizations that may spring up as a result of new issues that emerge. If it doesn’t work, we will go back with 2 baskets.

**Heidi Lackmann** – Q: I understand that 50% would go to the organization for two months – where does the other 50% go to? Scott Emison Clair: DMARC and AMOS dues, among other dues that support organizations.

**Gianfranco Berardi** – Q: How did the operating fund get adjusted for this? Scott Emison Clair: The outreach dues that were in the operating fund and that is now part of the one basket, the budget should be ok
Minutes of the 2014 Annual Meeting

Margaret Schultz, BOT President

In your packet, you have a copy of the 2014 Annual Meeting Minutes. As part of our democratic process it is our responsibility to ensure that the minutes reflect our memory of the meeting and that nothing was omitted.

Bruce Martin moved approval of the 2014 Minutes listed in the Annual Meeting packet of materials, Ruthanne Halsted seconded.

Point of information from Charlie Ahern in regards to divestment in fossil fuels.

Voice vote – unanimous approval.

Annual Elections

Charlie Ahearn, Nominating Committee Member

You can find biographical details of the nominees in your annual meeting packet, on pages 18 and 19 where you can learn about the rich variety of skills and experiences they bring to the board. I know they will do an exemplary job helping to lead us into the future.

Board of Trustees (3) 3-years: Jackie Johansen, Steve Evans, Katy Philby

Ahern moved approval of Board of Trustees candidates, Pat winters seconded.

No other nominees from the floor

Voice vote – unanimous

Endowment Disbursement Committee nominee: Jill Philby

Ahern moved approval of the Endowment Disbursement Committee candidate, Kate Allen seconded.

Voice vote – unanimous

2015-2016 Operational Budget

Margaret Schultz

Rev Mark Stringer

Deborah L. Dessert, Director of Finance and Administration

Remarks from Board of Trustees President, Margaret Schultz

The Board would like to thank Mark and Deb for their continual attention to our church finances. As our church grows, our budget issues become more complex and each year the options increase for how we can spend the dollars you give to this church.

Mark will talk about the congregational priorities that were set out for the annual canvass this year and how next year’s budget reflects them. And Deb will review the budget process highlights so you have an understanding of how the proposed budget was assembled. After that, Mark, Deb, and I will be happy to answer your questions.

As a board, one of our contributions to the budget process is making a recommendation for Mark’s salary and our review of staff compensation. The Ministerial Relations Committee, which managed Mark’s evaluation process, resulted in our approval of cost of living increase for Mark that was also proposed for all staff. At our April meeting we received a preview of the annual budget for 2015-2016. We reviewed staff compensation line items, which included comparing the compensation proposals to the UUA guidelines for “large 1” congregations in our geographical area. Through this process, we were able to validate that our compensation is fair in keeping with our policies.
The Board also reviewed the other line items in general following our practice of raising concerns/questions to Deb and Mark via e-mail, copying all Board members prior to the Board meetings. Therefore, once the necessary review of staff compensation had been done our Budget discussion was able to focus on two topics – the canvas results and how we are managing the shortfall and the change in the weekly offering. We then continued the discussion at our May meeting and approved the proposed budget that you see in front of you now.

The Board’s approval of the proposed budget for next year reflects our confidence in the leadership of our staff and our confidence in your ability to continue to support the aspirations of our church.

So now, on behalf of the Board of Trustees of First Unitarian Church, I move approval of the 2015-2016 budget as presented in your meeting materials.

Remarks from Reverend Mark Stringer

While the pledge drive for 2015-2016 offered lots of good news, we also saw some significant pledge decreases (mostly due to changes in life circumstances of our members) leading to a flat result overall. As a result, the budget that Deb will outline continues to rely on reserve funds to help cover the added expenses we have incurred from our decision to hire an associate minister. With Lori’s resignation and the need, by policy, to maintain fiscal responsibility, we have made some staffing changes:

Both the Director of Congregational Life and the Congregational Life Assistant positions have been eliminated. In their place, we have created a new role—Transitional Membership Coordinator (TMC). This 20-hour-a-week position will hold many of the DCL responsibilities, including overseeing the systems we use to offer hospitality and welcome newcomers, providing support for affinity groups, and managing the nursery staff. The TMC is a one-year-only position that will give us time to further discern our congregational priorities going forward. I’m delighted to tell you that our current ministerial intern Linda Barnes has been hired for this position effective July 19. Other shifts in staff responsibility for next year include our Director of Religious Education Tracy Beck coordinating adult religious education programming and Soul Matters administration, and the program staff collaboratively managing Wednesday evening programming and the integration of new members. A team of lay leaders has agreed to coordinate Wednesday dinners. We’ve also made a few adjustments to staff hours, increasing the hours of our Director of Finance and Administration from 30 hours a week to 33 and adding four hours a month to the office assistant position. I expect we will learn a lot next year as we navigate these staffing transitions and your patience will be appreciated. The results of next year’s pledge drive will determine how we move forward on staffing priorities the following year, given that I would not want to have to rely on more than 50% of the remaining bequest funds to help us balance our budget.

I turn it over to Deb now to highlight the budget you will be invited to approve.

Remarks from Director of Finance and Administration, Deborah Dessert

Budget-related materials in your packet- Pages 21-25

1. REFRESHER – Highlights of Budget Process (P.21)
   a. Under Policy Governance, the Minister, as the Executive, is responsible for the budgetary decisions.
   b. Each year, he establishes the budget priorities. As you heard, this year’s priorities were to support our SJ activities and new Associate Minister of SJ position, COLA for staff and operating cost increases.
   c. Minister sets staff compensation - reviews UUA Fair Compensation Guidelines, cost of living increases, and staff duties and responsibilities.
(2015 Annual Meeting Minutes Cont’d)

d. Board reviews the minister’s performance against the Ends Statements and sets compensation.

e. The detailed line item draft budget and detailed compensation is reviewed and discussed by the Board of Directors at their April meeting.

f. Three budget forums are held – 2 on Sunday and 1 on Wednesday. (April 26 and 29 this year.)

g. The final detailed line item budget and detail of compensation is presented at the May Board meeting for approval.

h. Budget is presented to and voted on by the members at this meeting.

2. Canvass Results

a. BIG thank you to all who made a financial pledge to the church for the coming year. Your generosity enables a budget that continues to support SJ, RE, and our Music programming. Thank you to the over 31 NEW pledge units who pledged over $17,000 and the 50 pledge units who started their 2015-16 pledge EARLY. Also to the 50% of existing pledge units who increased their pledge.

b. Anticipated income from pledges is $619,000. 3.7% decrease due to a flat canvass – family and job challenges, retirements, life events.

c. Thank canvass co-chairs Heather Schebel and Bill Paxson for their energy and THE T-SHIRT TOSS during services. Also thanks to Scott Emison Clair as stewardship councilor.

3. Budget OVERVIEW (will talk more about details in a minute)

a. 3.4% overall decrease

b. Fund operating increases

c. Staffing

   a. .8% COLA for staff, Increase in administrative hours – 3 hours/week additional for DFA position and 4 hours additional/month for Office Assistant, and adjustment to increase DRE to new UUA Comp Guidelines for the position, appropriately given the new responsibilities of the position

   b. Changes in our staffing in the Congregational Life/Membership area to allow re-envisioning of how this area of church life in the future: Elimination of DCL and CLA positions and hiring Linda Barnes, our 2 year intern (now GRADUATED) as a 20 hour/week Transitional Membership Coordinator

c. Funding a full 12 months for AMSJ


a. Pledge income and contributions –88%

   i. Includes pledge payments, cash contributions, offering (previously known as first and second baskets)

b. Fundraising income – 3%

   i. FF, concert series

c. Use of $37,000 of bequest funds (44% of bequest funds on hand). Page 23

   i. Projected need for a balance budget

d. Use of $4,000 of Capital Campaign funds (24% of funds on hand) Page 23

   i. Exterior building repairs and staining, replacement of exterior lighting along East stairway approach to building

e. Review Programming and Administrative Expenses – % and graph (Salary allocations, costs – detail on p. 24)

   i. Mortgage was refinanced in Nov 2012 to save $3600/year.

   ii. Current Balance = $253,000, monthly payment approx. $1900

   iii. Balloon of $226,000 in Nov 2017

g. Minister compensation and benefits = $116,000+

f. Fundraising Expenses – Progressive Voices concerts and canvass
h. Staff compensation and benefits – 7.2 FTEs. $370,000 or 49% of budget  
i. Total salary and benefits = 64% of budget (Alban institute)  
i. Staffed to meet the Ends Statements. Very appropriate given these goals and the programming offered.

5. Detail on Use of Bequest and CC funds – Page 23.  
a. Projected remaining funds at June 30, 2016


7. Staff hours – p. 25  
a. 3 FT employees now. (Minister, Associate Minister, DRE)  
b. All other employees are PT. See the hours by position on the chart on page 25

8. Questions for any of the 3 of us

9. Closing – thank you for coming so that you can be informed about the process, decisions made and the reasoning behind those decisions


Questions/Discussions: Bob Baker – Q: Budget summary page 22, lists other income, what are the miscellaneous? Deb: Memorials or bequest that were given to the church. Coffee hour income.

Bob Baker – Q: Do we come out with a profit on the coffee? Deb: break even usually.

Adele Villemez – Q: East parking lot looks better, however 4-8 spaces were eliminated, was that intentional and was it an expense issue? How much were the bumpers? Deb: The signs that indicate do not block the driveway – mark the rows of parking bumpers so the snow plowers can see where to plow. Used the Leap of Faith parking team report which studied parking in 2010, David Churchill came up with the design for the parking lot to maximize the number of spaces. We put the bumpers out there to line up with his design. The parking bumpers cost $50 a piece for 24 of them.

Judy Davis – Q: Custodian always $0 where does the cost show up? Deb: The cost shows up in Buildings and Grounds. It is not currently a staff member but an independent contractor

Scott Clair – Q: Page 23 Bequest money why is the projected balance at June 2015 less than at July 1 2015? Deb: 2014/2015 budget are an estimate of cost, some costs were larger than what we anticipated.

Scott Clair – Q: We spent an extra $5600 in 14/15? Deb: To cover other cost that was unexpected. A shortfall in the budget.

Ruthanne Halsted – Q: RE: Bequest – I want to know when money comes in to the endowment and bequest fund? What happened to Kathy Hladky’s money? Deb: We received 3 large bequests 3 years ago and announcements were made – Mort Lemley, Jane Bibber, and Harvey Mortens. In regards to a bequest from Kathy Hladky, I am unsure about this, will need to research.

Adele Villemez – Q: The increase of 30 hours to 33 hours of DFA position – can you explain why the addition of hours? Mark: The assigned duties are not possible to get done in a 30 hours per week. Employee has been doing work beyond that for a while without payment. Original intent of position was to grow beyond 30 hours per week. The position increases as members increase. Executive needs to ensure that a position is correctly financed and hours appropriate so if we need to replace a staff member we can do so.

Heidi Lackmann – Q: Re: Pledges and contributions - I was surprised to see that we were short. Can you explain? Mark: Estimated and received pledges have changed. We have been budgeting an amount of expected pledges from new members, however we had to reduce that amount based on recent experience.
Voice Vote – unanimous

General Assembly Delegates  Margaret Schultz, BOT President

This year General Assembly will be in Portland OR. We have one member – Ellen Taylor who has applied to be a delegate, to represent our congregation. As a delegate, she has the right to vote on the business items that are on the agenda.

I move that Ellen Taylor be appointed as our delegate to GA.

Margaret Schultz moved to approve these delegates be affirmed. Katie Allen seconded.

Barb Royal nominated Terry Lowman, seconded Nicky Keller

Sally Boeckholt nominated Jon McAlister, seconded by Nicky Keller

Voice vote – unanimous

Unsung UU Award  Barb Royal, BOT Member

This year’s Unsung UU has been a long-time member of First Unitarian Church of Des Moines. This is someone who has been a steadfast example of what it means to be a member – giving selflessly of time, talent and treasure.

How many of you know the meaning of the Yiddish word mensch? A mensch is, a person of integrity and honor. According to Leo Rosten, author of The Joys of Yiddish, a mensch is, “someone to admire and emulate, someone of noble character. The key to being ‘a real mensch’ is nothing less than character, rectitude, dignity, a sense of what is right, responsible, decorous.” The term is used as a high compliment, expressing the rarity and value of that individual’s qualities.

Our Unsung UU is what is known as “a real mensch!”

This is a person who cares deeply about our church, including the people, the building, and the land around us. That caring extends to the wider community as well, and those who are less fortunate, as well as the environment we all share.

Over the years this person has been someone whom we know will ‘show up.’ A commitment made is a commitment kept. Whether it’s a church building or grounds project, a committee meeting, serving on a hospitality team, or supporting loved ones. When things don’t go as planned, or as well as one might hope, when there are setbacks, whether church-related or personal, this is a person we all know we can count on to be a calm & steadfast presence. Perseverance. Patience. Kindness. Compassion. Acceptance. Humility. Generosity. These are all qualities that describe our Unsung UU.

While working quietly behind the scenes on a variety of things, what may possibly be the most visible contribution this person has made to the church has been as an organizer, instigator, and worker bee to continually improve our woods, grounds, and building. In addition to chairing or co-chairing the building and/or grounds committee for countless years, this seemingly indefatigable individual has worked tirelessly on everything grounds-related, including, weeding, planting, cutting wood, digging out invasive species, helping with construction of the meditation circle, organizing all-church work days – which includes ramrodding the work crews and even fixing lunch for the participants; writing grant proposals, keeping up with city and state regulations that might affect our land and stream, and meeting with local officials and the surrounding neighborhood association. Most recently you may have seen the drawings...
that came from our Unsung UU’s latest efforts – to develop a play-scape for the children of our church.

I’m sure by now most of you know that our most deserving recipient of this year’s Unsung UU award is being given to: Pat Headley.

**Recognition of Retiring Board Members**

Jean Rommes, BOT Vice President

At this time, I would like to thank the following Board Members who are retiring and for the services they have provided:

Bob Belosky and Amy Luebbert for three years of service

Barb Royal for one year of service

**Extinguish Chalice & Closing Words**

Margaret Schultz, BOT President

We extinguish the chalice here that it might glow gently in our hearts. May it light your path as you leave this place. May it guide your way until we are together again.

**Motion to Adjourn**

Greg Nichols, Moderator

Bruce Martin moved, Dagny Fidler seconded.

**Voice vote – unanimous**

Adjourned 12:45pm

Respectfully Submitted,

Amy Luebbert, Board of Trustees Co-Secretary