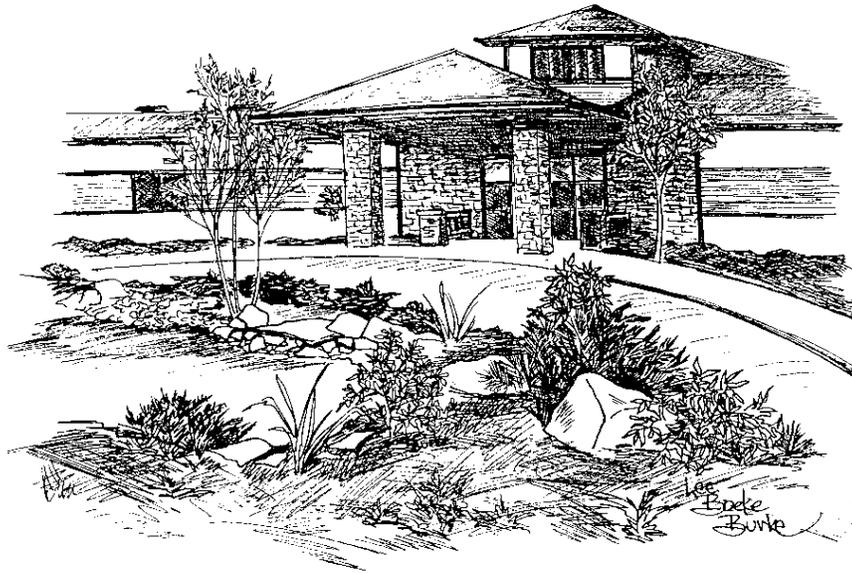




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ANNUAL REPORT

2016-2017 Fiscal Year July 1, 2016 – June 30, 2017



The Fox Valley Unitarian Universalist Fellowship, Inc.
2600 E. Philip Lane
Appleton, WI 54915

Presented at the Annual Congregational Meeting – June 4, 2017

Fox Valley Unitarian Universalist Fellowship

Annual Report 2016-2017

STAFF:

Senior Interim Minister
Associate Minister
Director of Religious Education
Music Director
Congregational Life Coordinator
Business Administrator
Secretary
Pianists
Childcare Provider

The Rev. Kathleen Rolenz
The Rev. Leah Hart-Landsberg
Kim Hartman
Jay Thomas
Marie Luna
Siri Witt/Phyllis L. Schmitt
Cyndi Polakowski
Dan Van Sickle/Tess Vogel
Sophie Lewis

GOVERNING BOARD:

OFFICERS

President
Vice President
Treasurer
Secretary

Jean Kwaterski/Heather Urness
Sam Zinth
Eric Riggers
Chilwin Tanamal

Members-At-Large

Doug Wheeler, Elizabeth Van Sickle, Jenny Bush,
Bradley Shipps, Andy Smock

COMMITTEE CHAIRS:

Art
Audit
Healthy Congregation
Hospitality
Landscape
Leadership Development
Neighbor to Neighbor
Personnel
Planned Giving
Public Relations & Communication
Services
Social Justice
Wellspring

Gail Dolan
Liz Blohm
Mark Marnocha, Jennifer McGuire
Chay Bruce
Dave Roisum
Brian Piasecki
Marge Koepke, Julie Thiel
Marti Wheeler
Pat McQuillan
Lou Hull
Morris Tirimacco
Core Team
Open

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Governing Board Report to the Congregation

June 2017 Annual Meeting

This year has provided the Governing Board with opportunities to undertake new and exciting work. It was the first year that the Board took up the charge of our Five-Year Planning Cycle, and the timing was excellent. We started our year with a very productive and inspiring retreat with Laura Park of Unity Consulting, which helped us deepen our understanding of Policy Governance and clarified the steps we would take throughout the following months with regard to this year's work in the Planning Cycle.

As we began our review of our Fellowship's Mission and Vision Statements (the first task in the five-year cycle), the Senior Minister Search Committee graciously allowed us to collaborate with them to gather feedback from the congregation. The Board and Search Committee had similar goals—to determine who we are as a Fellowship, to define the larger purpose for which we are here, and reflect upon what values are most dear to us as a community. These important findings helped clarify our Mission and Vision *and* provided critical information for our search packet, (which Rev. Christina Leone Tracy said was the BEST she saw! Congratulations, Search Committee members!)

We tested out a new perpetual calendar this year. It helped us, among other things, to keep in touch with the Audit, Planned Giving, and Leadership Development Committees on a regular basis. We also strove to support the excellent efforts of our Senior Minister Search Committee and our Stewardship Committee. And we undertook the annual review of our By-Laws, which not only helps keep them aligned with our current practices and long-term aspirations, but helps us keep them in mind as we go about our monthly tasks.

Development of a Fellowship “dashboard” has begun, thanks to the efforts of Board Secretary Chilwin Tanamal and Business Administrator Phyllis Schmitt, as a way to track and process data with regard to such areas as membership, attendance, and religious education, that we will now be able to see at a glance.

Two of our most joyful highlights were, of course, the great honor of ordaining the Rev. Jim Coakley in November, and calling only our *second ever* settled Senior Minister, the Rev. Christina Leone Tracy, in May!

It has been a big year.

We will bid a fond farewell to Interim Senior Minister Rev. Kathleen Rolenz this summer. I am deeply grateful for the insights, guidance, and opportunities she provided. The fresh perspective she brought to our work was extremely helpful and will leave a lasting imprint on the Board's future endeavors.

I must extend my heartfelt thanks to Rev. Leah Hart-Landsberg and the members of our AMAZING staff, who have navigated this year with brilliance, grace, and an incredible work ethic. Their support of and enthusiasm for the Board's work is very much appreciated. I gratefully acknowledge, too, the wonderful members of the Governing Board themselves. We expanded the number of Board members from seven to nine this year, to better reflect the size

and needs of our congregation, and it has worked beautifully. Board members were quick to help wherever needed, thoughtful and thorough in their preparation and contributions, and brought a variety of perspectives and insights that has made our work very fulfilling. Special thanks to Jean Kwaterski, who began this year as President and very graciously helped me transition into the role when her immense professional workload required her to step down. It has been an honor to serve my beloved Fellowship in this capacity.

Respectfully Submitted,
Heather Urness
Board President

Treasurer's Report to the Congregation

June 2017 Annual Meeting

During the 2016 – 2017 fiscal year, the Treasurer has been focused on a few key areas which I will note below.

At the beginning of the fiscal year, the Fellowship received a substantial one-time gift from a member. This generous gift prompted some dialogue with the Executive Team to ensure it was utilized in a manner that was in keeping with our existing policies. Ultimately, we elected to simply treat this gift as “unpledged” income, which allowed us to carry it on our books throughout the year, and to address whatever remained as surplus income at the end of the year. While we have not needed to draw from it, this gift acted as an insurance policy and provided added comfort and flexibility.

Due primarily to this gift and some expenses below budget, we will once again have surplus income to utilize at the end of the fiscal year. No final decisions have been made, but I expect a significant portion of our surplus to be put into one or more existing “rainy day” funds. Consistent with our accounting practices and prudent budgeting, we will not utilize our surplus to fund 2017 – 2018 operations.

The Treasurer intended to work with former Business Administrator Siri Witt to address some shortcomings with our current financial reporting statements, and explore a switch to accrual accounting; unfortunately, due to her resignation, these were not completed. Our new Administrator, Phyllis Schmitt, has been a great asset and she looks forward to addressing these issues next year.

My most significant project this year was to work with the Planned Giving Committee on proposed changes to the Endowment, which ultimately led to the motion being proposed at the Annual Meeting. I am wholeheartedly in support of the proposed change, and wish to reassure the congregation that the spirit behind the change is not a desire to immediately start drawing Endowment proceeds to cover operating expenses. Rather, it is to ensure maximum future flexibility and avoid inevitable difficulties in implementing the original “special projects” restriction.

Last but not least, the Audit Committee continues to do outstanding (sometimes thankless) work to ensure your gifts are protected and spent wisely. It has been a privilege working with them, and serving as your Treasurer, for the past two years. I am thrilled to have Theresa Hannah nominated as my successor; you will be in good hands!

Respectfully Submitted,
Eric Riggers
Treasurer

Executive Team's Report to the Congregation

June 2017 Annual Meeting

Membership and attendance numbers for this year and the four previous years are:

MEMBERSHIP NUMBERS

May 2014: 689 adults (net increase in adult membership of 7 or 1%)
May 2015: 698 adults (net increase in adult membership of 9 or 1%)
May 2016: 704 adults (net increase in adult membership of 6 or <1%)
May 2017: 709 adults (net increase in adult membership of 5 or <1%)

ATTENDANCE NUMBERS

2013-2014: Average total attendance of 380 per weekend (2% increase)
average adults per weekend 317
average children & youth per weekend 63
2014-2015: Average total attendance of 405 per weekend (7% increase)
average adults per weekend 336
average children & youth per weekend 69
2015-2016: Average total attendance of 360 per weekend (11% decrease)
average adults per weekend 291
average children & youth per weekend 69

Note: beginning in September 2016, the Fellowship went to two services instead of three. The following figures are now not for "weekend" services but for two services on Sunday.

2016-2017: Average total attendance of 387 per two services (8% increase)
average adults per weekend 318
average children & youth per weekend 69

(****attendance numbers are for September through May - the numbers do not include summer services, Mingling of the Waters service or Christmas Eve services)

Introduction

After the unusual arrangement of 2015-2016, (two senior ministers, off-site half time/on-site the other half time) it's been a relief to have in-person and weekly meetings of the Executive Team, comprised of: Rev. Kathleen Rolenz, Rev. Leah Hart-Landsberg and Siri Witt (until November 2016) and Phyllis Schmitt.

The Executive Team Reporting on the Board's Ends Statements. This executive team report will offer a brief summary of our review of how the Governing Board's ends statements have been addressed this year, followed by a longer description of the three main areas of oversight by the Executive Team: Staff & Administrator, Building & Grounds, Stewardship/Finances/Budget.

#1: People of northeast Wisconsin seeking a liberal religious spiritual home will find the Fellowship a loving and caring community that will joyfully accept and include them. While it is not unusual for congregations to witness a decrease in both attendance and membership during an interim period, we have been gratified to note that membership has remained engaged and folks have kept joining this year! Interestingly, other liberal congregations are witnessing an increase in attendance and membership nationally, colloquially called “The Trump Bump.” Energy at Fellowship services has been high and the overall mood of the congregation has been one of excitement and anticipation. Congregational Life Coordinator Marie Luna and Rev. Leah Hart-Landsberg have been working this year to prepare the Fellowship for what we expect will be a banner year of attendance and membership beginning this fall.

#2: Seekers of all ages will find a nurturing and liberating environment that will feed the spirit and challenge the mind. This has been an important year in the life of the Fellowship for programming. Religious Education programming expanded from four to six Sunday classes. There was a record total of 178 registered RE students, 14 registered Our Whole Lives students, and 19 Coming of Age youth participants. In the fall, the RE department produced a prospectus which included curriculum mapping, to help parents and participants in the RE program understand the arc and flow of curriculum planning for the year. We were particularly excited about the RE-planned and led service on April 23rd that featured conversations across the generations.

#3: “Youth (ages 12-17) and young adults (ages 18-35) will discover lasting ways to connect to The Fellowship and the greater Unitarian Universalist community.” The Breakfast Club for youth provided a space for the Fellowship High School Youth to build relationships over breakfast and conversations. This year’s Coming of Age Program and the COA worship service was well received and much appreciated. Many thanks to Roxanne Hallock and all the mentors who participated in this year’s program. The Lawrence UU Student Group began meeting regularly this year on the Lawrence campus; with one member joining the Fellowship, and other members attending when they are able. We expect the relationship with the Lawrence students to continue to grow and deepen.

#4: “Members and friends of the Fellowship will be a bold voice for those suffering injustice and will advocate public policies that value the worth and dignity of all, and will expend our hearts and hands to those in need in our community and beyond.” This has been an important year for the Fellowship particularly around issues of Racial Justice. Since the Senior Minister’s portfolio oversees Social Justice, see that report for more detail. Information about our unfolding sanctuary ministry, which falls under social justice and pastoral programming, can be found in the Associate Minister’s annual report.

#5: “We are generous and creative people dedicated to supporting the staff, programming and infrastructure that make our shared dreams a reality.” The Executive Team has been mindful of the often under-resourced staff. We made significant increases to the budget that would allow for more hours for two staff members, the creation of a programs assistant position for another staff member, and the ability to give modest raises to others. We are pleased to write that the Fellowship has finally been able to increase their giving to the UUA to make the Fellowship a Fair Share Congregation. It’s been years in the making, but it’s worth celebrating! More details about this ends statement can be found below.

#6: “We will strengthen our Oshkosh satellite and collaborate with our neighboring and partner UU congregations to make UU stronger and more vibrant.” The Oshkosh group decided they wanted to experiment with a different format for their Wellspring Wednesday programs. Building on “Story Year,” they created a theme around hearing the stories of New American Immigrants. They invited members of the Oshkosh community for dinner and to tell their story - about how they came to this country, what they’ve learned, what they miss and what are the issues they’ve faced. Attendance and enthusiasm were high; at one gathering there were approximately 45 people in attendance. They are currently brainstorming another program grounded in religious and spiritual diversity in the Oshkosh area.

Now, we turn our attention to the areas of operation which the Executive Team oversees:

Staff & Administration

The Fellowship has been fortunate to have a staff that not only cares deeply about their work, but they also care for one another. There is a sense of affection and mutual respect and support for one another. There is much laughter and joy at staff meetings which makes for an excellent working environment.

This year, we said goodbye to long-time Business Administrator, **Siri Witt**. Siri’s work at the Fellowship for almost ten years brought about a new professional standard of financial accountability and re-established trust in the institution. Siri agreed to continue through this transition period until the new Business Administrator was ready to transition into full-time. In November 2016, we hired **Phyllis Schmitt**, who was referred to us by Robert Half Temp Agency. Phyllis brings to the Fellowship a fresh set of eyes and knowledge and experience in working with both for profit and nonprofit agencies. She has quickly become an integral member of the staff and an important voice as representative of the Executive Team. We could not have been more pleased to have Phyllis accept this now full-time position as Business Administrator of the Fellowship.

Several changes have occurred during the 2016-2017 year which is important to note. **Cyndi Polakowski** was serving as the Board Secretary as part of her secretarial/receptionist duties. This had been a practice that reflects “the way things have always been done.” When Rev. Rolenz pointed out that the role of secretary is actually Board function, and it was the responsibility of the board to take its own minutes, the Secretary, **Chilwin Tanamal**, graciously agreed to take over.

We want to acknowledge the weekly volunteer work of **Debi Plachinski**, who has become an important volunteer member of the Fellowship Staff. Debi cheerfully and willingly does whatever is asked of her. We are so grateful for Debi’s initiative and her addition to the staff.

This year has been the year of technology and administrative attention to details; with the installation of a lobby monitor, an increased use of the monitor in the sanctuary, and a trail camera to record the theft of the Black Lives Matter Sign.

Stewardship and Finances

One of the major initiatives of this year was to revitalize and reorganize the Stewardship Team. The team had been staffed faithfully and well for many years through the efforts of **Karen Iverson Riggers, Lisa O'Connor** and **Marti Wheeler**. Beginning in January of 2017, members **Shannon Kenevan, Dave Sebor, Cathryn Cofell-Mutschler** and **Debbie Harrison** joined the team. They decided on the theme for the Stewardship Campaign “Change Our Story,” with a focus on shifting the culture from one of reluctance about discussing money to one that celebrates generosity. They devised a red, yellow and green budget; with red representing the “bare bones” budget; yellow would provide for more staffing and the “green” budget would put the Fellowship at the a higher level of staffing, including a social justice coordinator, a facilities manager and other additions.

As of this writing we have officially wrapped up our campaign, and though we may see more pledges trickle in we have moved forward with our proposed budget based on the pledges that we have received as of 5/22/21017.

The results of this year’s stewardship campaign were:

185 pledges increased from 2016-2017	total \$505,798, increase of \$103,806
80 pledges did not change from 2016-2017	total \$165,438
48 pledges decreased from 2016-2017	total \$44,934, decrease of \$36,578
62 pledges from 2016-2017 were not received	total decrease of \$46,320

In summary, total pledges received increased by \$20,908 over 2016-2017, however 2016-2017 pledges also included a one-time matching gifts totaling \$35,800, making the increase over the 2016-2017 original ask \$56,708. Though not able to fund the additional positions that were originally sought at the beginning of the 2017-2018 stewardship campaign there are many positive things to highlight, and celebrate! Our proposed 2017-2018 budget includes the following:

- We are able to sustain the RE Assistant position that was funded in 2016-2017 from the prior year’s excess, and add the position as a budget line item.
- Increase the Business Administrator position from .80 to a full-time position.
- Increase the Music Director position from a.5 to a .6 position.
- Budget both UUA and Midwest Region dues at fair share.

Thank you to the Stewardship team for starting to “Change Our Story”, the next chapter is up to you!

Conclusion

What a year it’s been! We would be remiss if we did not thank the incredible **Search Committee Terry Dawson, Chair; Dave Wallace, David Powling, Theresa Hannah, Lauren Thompson, Tim Watson** and **Marti Wheeler** who worked so hard to bring to the Fellowship the candidacy of the **Reverend Christina Leone-Tracy**. It’s been twenty seven years since the Fellowship last called a Senior Minister and so many in the Fellowship had not been through process before. Candidating week and the vote was truly not only a celebration of democratic process, but of finding the right match for the future of the Fellowship.

Beginning in August, the Executive Team will change again, with the departure of Rev. Kathleen and the incoming presence of Rev. Christina. We look forward to this new chapter as we continue to live our mission: to welcome all, grow in mind and spirit and lead in social justice. It has been our privilege to serve you this year.

Respectfully submitted,
Reverend Kathleen C. Rolenz, Interim Senior Minister
Reverend Leah Hart-Landsberg, Associate Minister
Phyllis L. Schmitt, Business Administrator

Senior Interim Minister's Report to the Congregation

June 2017 Annual Meeting

Introduction

What a year it's been! It's been a year of transition for us both; as you (the Fellowship) welcomed me as your solo Senior Interim Minister (as opposed to the co-senior interim ministers you had last year) and as I transitioned from a sixteen year co-ministry to the new experience of serving a large congregation as your Senior Interim. There is a great deal of overlap between the Senior Minister's portfolio and the Executive Team portfolio, so this report is structured about the areas that are unique to the Senior Minister's assignments: Worship, Music, Religious Education, Social Justice, Oshkosh Satellite, Transitions, Healthy Congregations and Campus Ministry.

Worship Services. Worship is an integral and essential aspect of congregational life. While the worship life at the Fellowship was always energetic, I believe that this year's worship has been some of the best worship I've had the privilege of doing. Late last spring, I suggested we cut loose from the Soul Matters monthly service themes to do something different; to engage in "Story Year." Each month we focused on a different question: "Tell Me a Story about..." with the goal that at least one sermon a month took up that theme. Some highlights (for me) include partnering with the alt-rock/folk group "Harpeth Rising," the month of October's sermon series (Tell Me a Story about a time when you faced your fears..."); sermon entitled "Risking Sanctuary," (March 26, 2017) several of the multigenerational services, including one organized by Rev. Leah Hart-Landsberg ("The Deep, Deep Snow") and one led by Kim Hartman, Director of Religious Education ("Dialogue Across Generations"). The Multigenerational Services were not only a lot of fun, but allowed for more cross generational conversation and exposure to the amazing children and youth that are part of the Fellowship's life.

My goal for worship this year was to respect tradition, while exploring innovation. To that end, I began using the PowerPoint on a regular basis to create an additional layer of engagement with the service through pictures and the use of art on slides. The Worship Associates Team gave strong feedback that they thought the use of slides in the service was excessive. As a result, I reduced the number of slides to announcements, hymns and any art that might augment the service.

Music. Working with Jay Thomas has been a great joy. His creativity and willingness to go to great lengths for musical excellence (and even silliness) knows no bounds! He has directed the choir, organized vocal and instrumental ensembles, created compositions of his own, written parts, conducted, rehearsed and even served as ad hoc sound engineer when asked. He has played the part of mad scientist and an orange-haired scat singer all with equal parts of creativity and madcap joy. The Fellowship is fortunate to have him.

The remainder of this report on the music program was written by Music Director Jay Thomas:

"The Fellowship Choir participated in 21 services this year. They tackled some of their most challenging music yet, including "Always Something Sings" by Dan Forrest, "Sing Me to Heaven" by Daniel Gawthrop, and "Whence our Lives Come" by yours truly. The average size of the choir was 15-18 people with a total of 22 people participating.

Our all-member music ensemble, mUUse, participated in 16 services, with a total of 18 people participating. This ensemble stretched its stylistic palette this year, covering country, rock, pop, gospel, and even a little Sesame Street. Members of mUUse came together for the first Rock Sunday services, performing songs by Lady Gaga and Woody Guthrie and Slaid Cleves.

The U-Youth Children's Choir appeared in 9 services this year, with an average size of 12-14 children. I am deeply grateful for the work of their director, Julie Handwerker, these past 2½ years. Once again, the adult and children's choirs combined to perform a cover of "Say Hey (I Love You)" in May, and a couple of U-Youth's members sang solos in another original "composition" of mine, a tongue-in-cheek arrangement of the classic "Head, Shoulders, Knees, and Toes."

Special Music was featured in all but five services this year. Highlights, besides those already mentioned, include a vocal quintet performing The Real Group's "Words," our own in-house rock band playing "Born This Way," and a beautiful rendition of David Frazier's "I Need You to Survive." A full slate of quality music was also provided for Jim Coakley's Ordination as well as during our recent Candidating Week.

Great strides were made during this time as we continue to integrate music with the services' message, story, and theme. I personally feel that this year was our best yet in choosing music which deeply connected with each service and performing it with great competence and sensitivity, providing richer experiences for our congregants. One March service in particular stands out, when we presented a service which used music and various visual components as a connective thread, based on the model of Marcia McFee's "sensory-rich worship design."

This year also saw us continuing our series of quality multi-generational services in which music played an important role. The highlight of these services was the remarkable "A Snowy Day" service in December.

I attended the annual UU Musicians Network Nation Conference in Madison, WI last July and look forward to attending again this July in Arlington, Virginia.

This year also sadly saw the resignation of Dan Van Sickle and Tess Vogel as cherished piano staff. We thank Tess for her sixteen months with us and wish her well as she begins graduate study at Northwestern University. And we especially thank Dan for his 17 years as pianist with the Fellowship. Although he and his family will continue to have a presence here, we will sorely miss his exquisite performances at the grand piano!

Liturgical Changes. As part of the worship life of the congregation, I moved the "Call to Gather" which was an introduction to the service by a worship leader to later in the service. I have respected the "Congregational Response" time except for those services in which it didn't seem to fit. The congregation has been appreciative of my continuing this tradition, while respecting my decision to occasionally not do it.

Worship Leaders *Margaret Alexander, Deb Andrews, Karen Bruno, Connie Kanitz, Tina Main, Marla Mischler, John Newhall, Connie Roop, Dee Verkuilen, Dan Van Sickle, and Kathryn Tollefson* and have all been fantastic partners with whom to co-create worship. If you have found the worship exceptionally good this year, thank a worship leader for it has been their innovation, their sensitivities, and their creativity that has made the magic happen! Worship leaders play a critical role in the service. They not only bring the voice of the congregation into the worship service, but they partner with the minister or service leader to bring another perspective to a topic, to add their own voice and experience and to help make the content more rich. We have been mindful of the sources we draw upon for readings, striving to use readings and images that include people of color, women, LGBTQ persons, and other communities not represented often enough in dominant white church/fellowship institutions. As a team we have discussed cultural misappropriation, and note that we still have much to learn about living and working in a white supremacist culture. These conversations will of course, continue as we strive to live out the hope that we become an anti-racist, anti-oppressive and multicultural congregation.

Ending the Saturday Service. In April 2016, I conducted a month long survey of people who attended the Saturday evening service. The purpose was to determine what were people's patterns and habits of attending the Saturday service and how many worship attendees would we lose by offering two services on Sunday. Although acknowledging how difficult this change was for some, the Saturday service was put on hiatus until such time as sufficient staff and more robust numbers attending would warrant it. I believe that the quality of the two services on Sunday has gone up, in no small part due to the fact that the Fellowship's volunteers, musicians and staff are not stretched so thin.

Religious Education. It has been a great pleasure to work with Religious Education Director *Kim Hartman* who continues to bring a creative voice to the Sunday morning time for All Ages as well as excellence in her interactions with parents and teachers. This year, the Religious Education Committee was formed and with Kim's help and support, has been able to expand Religious Education Programming.

Aside from the worship services, the Religious Education program is the largest single program offered on a weekly basis, involving approximately 207 children and youth. Early on in this interim ministry, Kim and I analyzed staffing patterns of congregations of similar size. All congregations we surveyed had a full time director of Religious Education; and all had employed a Programs Assistant.

Many thanks to the Governing Board who approved the release of funds to support the hiring of *Eve Rosera*, who has been Kim Hartman's RE Programs Assistant since January 2017. Eve's work has been invaluable in that she is able to attend to the many details of running the RE Program. This has enabled Kim to function more fully in her role as a Director of Religious Education.

This fall, Kim Hartman and I also produced a Religious Education Prospectus, the first one in several years, which details the program for new families to the Fellowship. Kim and I also instigated an All-Fellowship orientation to Sunday morning greeting, hospitality and safety procedures. In October, the Fellowship experienced its first-ever Sunday Morning Fire Drill, with everyone cleared out of the building in less than 2 minutes. A record to be proud of!

Board & Governance

This year's Governing Board began with a retreat in July with Laura Park, of Unity Consulting to look more closely at their two year review of the mission and vision of the Fellowship. 2016-2017 was to be the year of reviewing the Mission Statement; 2017-2018 is the year to review and to write new "ends" statements that will guide the Fellowship's work, and give direction to the Executive Team, for the next five years. The retreat was well attended and kicked off a year of vigorous and robust conversation around the mission of the Fellowship. Special thanks go to former Board President **Jean Kwaterski**, who completed her term in Fall 2016; and to **Heather Urness**, who agreed to step into fulfill Jean's term. Jean's presidency during the 2015-2016 year held the ship steady; and Heather's presidency has launched the Fellowship into deeper waters. Governing Board members **Doug Wheeler, Elizabeth Van Sickle, Chilwin Tanamal, Samantha Zinth, Bradley Shippis, Jenny Bush; and Andy Smock**, have worked together wisely and well on reviewing the current mission statement and are well positioned to do the hard work of crafting the next Ends Statements. **Treasurer Eric Riggers** not only kept us on track financially, but has done some important work with the Planned Giving Committee. Together, they have worked to propose an innovative way that the Fellowship can both honor the commitments the Fellowship has made to the Endowment, while permitting a pathway for future giving that can assist the Fellowship's goals for the immediate future.

Social Justice

This has been an incredible year for Social Action/Social Justice at the Fellowship! This report will outline briefly the action team's accomplishments.

- **Climate Justice/Green Sanctuary.** The Green Sanctuary team, ably led by **Dave Muench and Doug Dorn**, has submitted an application to become a Green Sanctuary Congregation. Congratulations! The Green Sanctuary team (not an officially sponsored Action Team, but linked to Climate Justice) sponsored DOVE (Discovering Our Values through Eating) program and supported the May 14th "Mother Earth Day" service. The Climate Justice Team has decided not to reapply for Action Team status for the 2017-2018 Fellowship year, and instead, put their energy into our green sanctuary commitments.
- **Women and Men United**, under the leadership of **Cathy Thompson**, continue to support the fine work of "Voices of Men," but also were involved in the Women's March in Madison, the Saturday after the inauguration of President Trump. What started with one small vanload of people mushroomed into the need for a big bus! The singing group "The Raging Grannies" whose mission is to "sneakily educate on issues affecting women while entertaining all!" sang on the bus to Madison and offered a rousing reprise at this year's Cabaret. The Women and Men United plan to continue as an action team for the 2017-2018 Fellowship year.
- **Essentials: Food and Shelter for All** continues to address issues of homeless and hunger in the Greater Fox Valley region through their E2F (Empty to Full) program and a variety of other initiatives throughout the year. Some of the highlights of their year include: volunteering at the Warming Shelter, Crop Walk, Homeless Connections, Bread for the World writing campaign, Basic Needs Connection and – brand new, the Habitat Interfaith Build. They are planning to continue as an action team for the 2017-2018 year. Many thanks to **Lou Hull and Sue Sawyers** for your wonderful leadership.

- **Racial Justice Action Team (RJAT).** Many thanks to *Margaret Alexander*, who has been a faithful, dedicated and active leader of RJAT this year. Because the 2015-2016 Racial Justice Team struggled to gain its bearings, the team made a decision in October to become a closed group until it could build a stronger coalition. In the spring, the group opened its membership after offering the UUA curriculum Beloved Conversations and Waking Up White classes. Special thanks go to *Tina Main*, who not only offered a discussion on the book “Waking Up White,” but essentially wrote the curriculum herself! The Racial Justice Action Team will continue next year. Below is a list of highlights of RJATeam.
 - **July 2016 – Black Lives Matter Banner Dedication** with approximately 200 people in attendance. Sign was stolen again until the current iteration (When Black Lives Matter, then All Lives Will Matter) was installed;
 - **September 2016 – Courageous Conversations** initiated to discuss the banner and the Black Lives Matter movement;
 - **November 2016 – Face2face** conversation initiated by Marie Luna, supported by Rev. Kathleen Rolenz; Rev. Rolenz went to *Standing Rock, North Dakota*, at the invitation of Minnesota UU Social Justice Alliance (MUUSJA);
 - **January 2017 – March 2017 – Beloved Conversations** begun. Many thanks to facilitators; *Parnee Frederick, Brian Looker, Avery Garcia-Glass and Tom Pynenberg* who were both a compassionate and passionate presence and great leaders.;
 - **February 2017 – Friday Night Film Series on Race**, led by members of the Racial Justice Action Team;
 - **March 2017 – Hijab Sunday** initiated by Reverend Rolenz, in partnership with the Fox Valley Islamic Society; plus, **By-Stander Intervention Training with Fit Oshkosh**; led by Tracy Robertson;
 - **April 2017 – Waking Up White Book Discussion**; led by *Tina Main*;
 - **April 2** - Attendance at the Black Lives Matter Wisconsin with five members of the Fellowship;
 - **April 10** – Attendance at Tim Wise, (White Like Me) in Oshkosh.

The Social Action Core Team meets monthly to review the work of all the action teams, to inform the congregation about opportunities to “lead in social justice” and to encourage greater participation from the entire Fellowship in justice efforts. Some members of the team also participated in the still-in-formation group of Wisconsin UU’s for Social Justice. The hope is that Wisconsin UU’s could create an organization similar to Minnesota UU Social Justice Alliance.

Oshkosh Satellite

When I first came to the Fellowship, the Oshkosh group was sustained by dedicated volunteers, but the program was led by the ministers of the Fellowship. In spring 2016, I met twice with members who attend the Oshkosh group. It was clear to me that the kind of support the group

had come to expect from the ministers and staff at the Fellowship was unsustainable and a different kind of program needed to emerge. We brainstormed a variety of options, including about half of the programs being offered by ministers and the other half led by a lay-leadership team, using the Soul Matters curriculum. A new idea emerged out of that brainstorm which became an augmentation of “Story Year.” The monthly focus would be on hearing the stories of “New American Voices,” i.e., people who were recently settled to the Oshkosh area. The team heard stories from people who immigrated from Eastern Bloc countries, the Middle East, Hmong communities, and more. Attendance varied from 25 – 40 people. Many thanks to this year’s leadership team, **Michelle Kuhl, Samara Hamze, Kristin Bock, Kami Zuercher, and Melanie Hunt** who shared the responsibilities of programming and logistics. **Jean Kwaterski, Ed & Nancy Steinfeld** also offered support to keep the Oshkosh program running smoothly this year.

At the April and May gathering, the group reviewed the year and celebrated their successful year of programming. They brainstormed ideas for next year; one of which seemed to garner the most interest; of exploring the spiritual life and practice of neighboring faiths. The team will explore what kind of program they would like to have next year, and what their hopes and expectations for support are from Fellowship staff.

One of the goals I had during the second half of the interim ministry was to create an opportunity for the Oshkosh group to experience worship by creating a liturgy (worship service) and providing them with a recording of the sermon. Unfortunately, this possibility is unlikely to happen this year. However, the conversation sparked considerable interest in the idea of becoming a worshipping community.

Campus Ministry

The Lawrence Group and the Senior Minister of the Fellowship met for the first time in November 2016, but didn’t become more formally organized until January 2017. With the support of **Hilary Haskell and Jaclyn Kottman**, the first gathering of the Lawrence University UU Students group began meeting weekly. Rev. Kathleen met and encouraged the group to become an official student group at Lawrence, and to consider planning a weekend retreat at Björklunden this coming fall. She invited the students to attend the June 4th Coming of Age Service to represent the next group (symbolic or otherwise) of colleagues. The Lawrence Student Group is gaining members and momentum and it’s our hope that the energy and enthusiasm for this campus ministry will continue. Many thanks to **John Newhall** whose consistent presence helped to get the student group off the ground.

Healthy Congregation Team (HCT) is composed of **Debbie Wagner, Trish Huizenga, Jennifer McGuire, Mark Marnocha and Mark Boushele**. The HCT works to ensure that the congregation is clear on how to constructively handle conflict between members. They do not serve as direct mediators of conflict, but rather coach those involved in the conflict in accord with the Fellowship’s healthy congregation’s principles. They also offer advice and counsel to the minister and/or ministry team to provide guidance. On rare occasions, they may ask a minister for direct intervention into a conflicted situation. They also provided a listening and compassionate presence at the end of the 2016 year when it became clear that the Saturday evening service would conclude. They reached out pastorally to those who might be affected by the change, acknowledging that change can be difficult. They are an incredible resource of knowledge, wisdom and compassion, while exhibiting the best of our UU principles and Healthy Congregation practices in all that we do here at the Fellowship.

Transitions Team

When The Fellowship embarked upon this unusual journey during the 2014-2015 Fellowship Year, the Transition Team (formerly the Interim Minister Search Team) have been an invaluable resource to first the co-ministry interim team and then to me (Kathleen). They have not only helped to interpret the ministry to the congregation and the interims, but have faithfully engaged with us and then with me to evaluate the success of this interim time. I can honestly say that without this team, I don't think the ministry would have been as steady and as purposeful as it has been. Their guidance, their willingness to engage, their thorough research with two evaluations and their final celebration of me/us has left a debt of gratitude. I want to thank **John Duffin, Mia Ljung, Brian Murton, Veronica Flower, Heather Urness, Jean Kenevan and Jean Kwaterski** for the incredible work that they have done and for their passion and commitment to the health and vitality of this congregation. They conducted my final interim minister evaluation. The insight I gained from this process will be invaluable in helping me to become an even better Interim Minister, especially in the area of staff relations and management.

Closing Thoughts. Just as the Fellowship was in transition from one stable place in its life to another, so too, have I been in transition as well. I had not served as a fulltime interim minister since 1999, so my interim skills were a bit rusty! The success of any ministry is not the minister's to claim alone; it is always in relationship with minister to other colleagues and to the congregation. So, this ministry would not have been possible with the steadfast support of the **Reverend Leah Hart –Landsberg**. Rev. Leah has been the primary interpreter of the congregation's culture; a confidant of confidential information, and a friend and fellow partner in ministry. Without her presence and her ministry, my own ministry would not have gone so well.

I have also deeply appreciated the many gifts of **Marie Luna**, whose work as Congregational Life Coordinator has lent both stability and innovation to our membership intake process as well as our programs. Her month sabbatical in February was not only much deserved, but well used, as she brought back fresh energy, innovations, and ideas for the next chapter of the Fellowship's life.

Working with **Cyndi Polakowski** has been a great joy. Cyndi's persistent enthusiasm is contagious; her work ethic inspiring and her sense of humor have made all the difference in an often over-worked and under-resourced staff. I have mentioned the other staff members in a previous paragraph of this report, but let me just add that working with **Kim Hartman, Jay Thomas, and Phyllis Schmitt** has also made our staff time one of the great joys of my working career.

Every interim minister has five developmental tasks that are part of their tool kit. As you may recall from the beginning of this document, they are: Coming to terms with History; Discovering a New Identity; Allowing Leadership Change; Renewing Denominational Ties; Committing to New Directions in Ministry. Through these two years in general – and this year in particular – I believe that the Fox Valley UU Fellowship has accomplished these developmental tasks, placing you in the position to welcome your next Senior Minister with clarity and enthusiasm.

I have watched you love your ministers, even when they leave you. I have witnessed you rising to challenges that could rattle or divide a congregation (Black Lives Matter/Sanctuary). I have

enjoyed your openness to innovation, to my own creativity and you have more than met my enthusiasm with your own!

I've joked about "Wisconsin nice" but it is indeed-- a strength. You are willing to confront difficult situations, people and behaviors, so your niceness is not a cover for risking gentle confrontation. Your kindness is palpable. Your willingness to go the extra mile, to serve needs beyond your own, to cheerfully and joyfully take up the work of ministry is real. You have embraced all the ministers who served you with generosity of spirit.

When Rev. Wayne and I began our ministry with you during the 2015-2016 year, I was not at all sure that I could hold the affection of two congregations in my heart. You have taught me otherwise. Through the course of our time together, I realized that the human heart can hold so much more love than we can imagine.

It has been truly an honor and a privilege to serve you. I'm grateful for the time we were able to walk together during both of our life transitions. I am excited about the new chapter of ministry into which you enter now with Reverend Christina Leone-Tracy. My hope is that whatever work I have been able to do this year will only help to further her and your success.

Many blessings on your journey, on your ministry, and on your future.

*With deep gratitude,
The Reverend Kathleen C. Rolenz
Senior Interim Minister*

Associate Minister's Report to the Congregation

June 2017 Annual Meeting

As your associate minister, I continue to serve on the X-Team and oversee the Congregational Life Ministries area, which includes Wellspring, Congregational Life (Membership; Small Groups; Hospitality; Neighbor-to-Neighbor; PR and Communications; Website; and UUA Connections) and Pastoral Care. While the leadership development committee falls under the purview of our governing board, I work closely with leadership development, in particular our annual leadership class.

The important addition to my portfolio this year was creating and working with the shared sanctuary ministry committee, the group the board authorized to help guide congregational efforts to prepare for and discern declaring the Fellowship a place of sanctuary for those facing unjust deportation and other discrimination against immigrants. Following an affirmative vote at the annual meeting, I will continue to oversee this prophetic and pastoral ministry with the fantastic leadership of chair Katie Reiser; additional dedicated members of this strong committee; input and participation of Fellowship members and friends; and other partners in the greater community.

Congregational Life Coordinator Marie Luna took a month long sabbatical in February. She reports, with gratitude, that it was both rejuvenating and educational. The majority of her time was spent doing professional development, but she also visited several area churches, including preaching at and giving a workshop at the UU Fellowship in Stevens Point. She came back with many ideas that she looks forward to implementing over the coming year.

Since our 2016 annual meeting, thirty nine people signed our membership book and pledged, thereby officially joining the Fellowship. Each of them brings unique ideas, experiences, insight and new vibrancy. I hope that everyone reading this report will be on the lookout to greet Hope Engeseth, Amy Ongiri, Tim Feldman, Kathy Tegen, Lynn Payne, Amy Behrendt, Jerry Behrendt, Joe Bongers, Desiree Bongers, Katie Reiser, Charlie Lauters, Angie Demers, Matt Demers, Bill Nelson, Jeri Nelson, Jorie Tappa, John Newhall, Allison Livengood, Trudy Hooyman, Jennifer Grady, Greg Born, Tim Hennes, Justin Fisher, Ann Fisher, Parnee Frederick, Brian Webb, Christina Higuchi, Fran Stahl, Lynn Romenesko, Amanda Plump, Krystal Burns, Margaret Burns, Emily Al Bulushi, Bethany Lauterbach, Craig Wilde, Jaqueline Corey, Terry Evers, Jeff Deneys, Nina Block and their families and friends. New members, welcome!

Our Wellspring adult learning theme was spiritual practice. Each of the stand alone sessions explored and lifted up a particular way that we might approach spiritual practice, whether through poetry (I led this one—thanks to everyone who introduced me to new poetry and poets!), movement, being in nature or other activities. It was well attended and well received program year.

Hospitality was offered at a variety of diverse Fellowship activities, from memorial services to candidating week events. I gratefully acknowledge this crucial behind the scenes ministry, especially outgoing chair Chay Bruce's coordinating work to make it all happen.

Pastoral Care Team continued to offer a chaplaincy presence after each worship service during our program year, as well as at other times in other more private ways. This year the team also helped host Fellowship wide events such as a workshop on memorial and funeral planning and a program with an estate attorney. Outgoing chair Cate Hribal Rozewski contributed many gifts and I thank her!

I gratefully acknowledge the gifts of the Rev. Kathleen's interim ministry and wish her the very best as she closes out her time with us. Saying good-bye to business administrator Siri Witt was personally bittersweet and challenging institutionally yet I am delighted to now have the opportunity to work with Phyllis Schmitt, who is now serving ably in this capacity. Marie, Kim, Jay and Cyndi continue to round out our excellent staff team and I couldn't be luckier to work with such kind, competent and hilarious people. Dan will be missed as a staff accompanist but thankfully remain in our congregation as a member.

Lastly, I am grateful to serve this beautiful community! While I have always assessed the health of the Fellowship as excellent, it was a particular pleasure to speak with ministerial colleagues in search who were discerning fit with this congregation and find myself so enthusiastic in describing what I love about this place and its people and how much I learn from getting to be a part of it. Incoming senior minister Rev. Christina was one of the people I got to connect with in just such a way and I can't wait for her to begin her ministry here with us on August 1st.

*Respectfully submitted,
Rev. Leah Hart-Landsberg
Associate Minister*

Business Administrator's Report to the Congregation

June 2017 Annual Meeting

My first annual report as your now permanent Business Administrator...

It has been a bit of a twisted, albeit deliberate path to my now permanent role as the Fellowship's Business Administrator; coming on board in November 2016 on a temporary basis through Robert Half/Accountemps, and then being hired on as a Fellowship employee in April 2017, through the determination and due diligence of Reverend Kathleen and the Governing Board.

I am grateful to Siri Witt for agreeing to stay on in a limited capacity during this transition. Siri has done a great job in safeguarding and helping to grow the assets of the Fellowship during her tenure and I strive to take advantage of the foundation laid by Siri, the X-Team and the Governing Board to help the Fellowship grow exponentially in the coming years.

As Business Administrator I am responsible for protecting and accurately reporting on the "Assets" of the Fellowship. And along with the Senior Minister and Associate Minister serve as the administrative arm of the X-Team.

What exactly does that mean? Of course there are the typical financial duties that a lot of you as members are familiar with, such as recording member pledges, tracking member pledge payments and contributions (which fall within the Stewardship area reported on in the X-Team report), processing checks to pay the daily expenses of the Fellowship, ensuring staff payroll is processed on a timely basis and all associated tax liabilities are reported and deposited timely, and preparing the monthly financial report summarizing all of those activities. As well as preparation and presentation of the annual budget, in collaboration with the X-Team, which will guide the Fellowship's activities in the upcoming fiscal year.

Since I am fairly new to the Fellowship most of my time here has been spent learning and observing. I have made no substantive changes to the financial reporting thus far, but am looking forward to exploring the possibility of changing our accounting system from its current modified cash basis system to an accrual based accounting system, and will work with the Treasurer, as well as the Audit Committee to ensure that this makes sense for the Fellowship.

In addition to the financial assets of the Fellowship there are also the areas of physical and intangible assets that fall within my purview, and include building and grounds, technology, and risk management.

Building and grounds issues remain constant and relatively status quo as well, though there have been a few repair or maintenance issues to be addressed. Some items addressed thus far is the installation this spring of a sump pit and sump pump to alleviate pooling water on the back side of the building near the sanctuary addition and the staff offices, as well as some repairs to fix a leak in the water line for the pond. In addition I am currently seeking estimates to address the

roof on the shed, which is in dire need of repair/replacement and an estimate to replace a failing furnace within the building.

On the technology front I have been working to gain an understanding of our existing networking environment and along with the help and consult of our outside IT provider have identified some areas of improvement to help tighten up network security and increase efficiency. The governing board has approved my request to overspend the 2016-2017 technology budget by up to \$1,700 and I am in the process of adding a security appliance to our network which will allow all staff to more safely access the Fellowship network remotely and perform their duties at times when they are physically away from the office.

To manage and maintain all the asset categories above I have relied on the help and dedication of many volunteers and committees who graciously and tirelessly provide their time and talents to keep the Fellowship in top financial and physical shape. Thank you to the Art Committee, lead by Gail Dolan, the Audit Committee, lead by Liz Blohm, the Landscape Committee, lead by Dave Roisum, and the Stewardship Committee, lead by Karen Iverson Riggers. The Fellowship would not be what it is without the help of you and your teams. In addition, I would like to thank Cheri Bricco, who has been working behind the scenes to help reorganize, repurpose and transform some of the interior spaces at the Fellowship.

I feel very blessed to have “stumbled” into this role at the Fellowship and am constantly impressed by the welcoming, supportive and passionate nature of everyone I have come in contact with, from my peers on staff, the Governing Board, and Fellowship members alike.

Over time I hope to have the opportunity to meet each and every one of you, and invite you to reach out to me if you have any questions about any items that fall within my area of responsibility.

*Respectfully submitted,
Phyllis Schmitt
Business Administrator*

Director of Religious Education's Report to the Congregation June 2017 Annual Meeting

The past year in Religious Education saw continued effort in maintaining quality programming, and has significantly expanded program offerings in both Sunday Religious Education and Youth Programming. Highlights of the year are outlined below.

Religious Education

Expanded Religious Education staffing:

- Eve Rosera was hired in January as a Religious Education Assistant. The position is currently a nine hours per week, twenty three week assignment, to conclude on June 30, 2017.

Expanded RE programming:

- Combined grade levels were re-distributed to create six Sunday classes: Pre-k/K, 1-2, 3-4, 5-6, 7-8, Breakfast Club. (2015-2016 offered four Sunday classes: Pre-k/K, 1-2, 3-5, 6-8)
- This year records reflect a total of 178 registered RE students, 14 registered OWL students, 19 Coming of Age youth participants, 79 volunteer teachers, youth mentors, and child care helpers.
- The Neighboring Faiths middle school RE class returned to the western faiths focus for the year. The 2017- 2018 curriculum will introduce Eastern faiths, and will conclude the two year curriculum rotation.

Youth Programming

Of significant note is that both the Our Whole Lives and Coming of Age programs were concurrently offered during the 2016-2017 program year. This is the first year that these programs have been offered at the same time in the recent the history of the Fellowship.

Our Whole Lives

- The Fellowship has offered the 7-9 OWLs class for a third year in a row. This year's class had an enrollment of fourteen. Numbers are high enough to warrant offering the class in the fall.
- The piloted team teaching approach worked well. We now have three teachers on the teaching team.

Breakfast Club

- Breakfast Club on Sunday morning was piloted in place of Wednesday evening youth group. It was designed in response to parent and teacher requests for Sunday programming for High School aged youth. The group met each Sunday from 9:00-11:45 for food, fellowship, directed conversation, sharing on service themes, and the creation of artwork to display in the Fellowship Hall as part of this year's thematic art shows.

- Theresa Spoehr, Jill Williams and Ginger Wolff-Anderson shared roles in providing programming. There is significant need for more volunteer leader support.
- Although relatively well attended, the group could benefit from stronger attendance-the meeting time has been called into question as a possible contributor to slightly smaller numbers. The group dynamic however, is supportive and welcoming.
- The group was an overall success. Plans for fall include incorporating more opportunities for directed curricular topics, earlier planning for outside activities such as attending cons, participating in UUA sponsored social justice education classes, and a wider understanding of the larger UUA movement.

Coming of Age:

- Coming of Age was singly led without benefit of co-leaders for the first time by Roxanne Hallock. Of significant note was that the Spring Ritual was re-designed as a non-gender binary experience for participants.

Childcare

Wellspring childcare needs:

- Due to the inability to secure Safe Congregations compliant childcare (at least one adult and one minor), Wellspring Childcare has been cut since January of 2017. We are exploring the possibility of offering childcare for Wellspring programming outside of Safe Congregations guidelines for the fall. This would likely require parent permission and signatures in agreement to both childcare providers being under the age of eighteen.

The Religious Education Program had a successful year. I am grateful to all of the members of the RE team that were willing to be flexible and patient as we experimented with expanded and new programming. I am especially grateful for benefitting from an RE Assistant, as this position (and Eve) allows for the support of the expansion of programming. Finally, I wish to wholeheartedly thank all of the volunteers who make Religious Education and Youth programming possible. I look forward to continuing to work towards strengthening our RE program and to working in concert with our members and friends in realizing our programming potential.

Respectfully submitted,
Kim Hartman
Director of Religious Education

Audit Committee Report to the Congregation June 2017 Annual Meeting

During this fiscal year, the Audit Committee completed a review of the year-end financial statements dated June 30, 2016. This review was performed using guidelines from the UUA Office of Church Staff Finances adapted for our procedures and systems. In addition to the review of year-end financial reports, the Committee reviewed financial statements for quarters ended 9/30/2016, 12/31/2016, and 3/31/2017 and reviewed monthly bank account reconciliations performed by Fellowship staff. It continues to be the opinion of members of the Audit Committee that Fellowship financial reports are accurate and fairly present the financial condition of the Fellowship and that controls are in place and adhered to by all responsible parties.

Once again we'd like to remind members and friends that YOU are a part of the financial controls of the Fellowship. When you receive a statement showing your total contributions to the Fellowship, please review that statement to ensure it agrees with your records. Should you have questions or concerns, please contact the Fellowship to help them ensure your information is recorded properly.

*Respectfully Submitted,
Elizabeth Blohm
Audit Committee Chair*

Audit Committee Members:

Theresa Hannah

Jenny Heal

Assisted by: Eric Riggers, Treasurer

Leadership Development Report to the Congregation

June 2017 Annual Meeting

The role of the Leadership Development Committee (LDC) is to assist with the development of leaders within the Fellowship. Along with this, the committee is also charged with assisting the Board by identifying candidates and filling open positions on the Board and those committees that report directly to the Board.

This year the LDC updated the training material covered in our annual seven-week class, which is largely based on the Harvest the Power curriculum from the UUA. Updates to the curriculum were primarily targeted at emphasizing broader connections within the training material, improving transitions between individual sections, and relating each module to our new mission statement. I am pleased to report that the LDC class was a success, as indicated by the 8 participants who participated in the training between September 23rd and November 12th, 2016.

In the spring, we worked in close consultation with the X-team and the Fellowship Board to identify and nominate candidates for positions on the Board or that report directly to the Board. We successfully identified candidates for six positions that needed to be filled.

In summary, the program has been an overwhelming success! I am so proud to report that many of those who have taken the class have gone on to serve in leadership and other roles here at the Fellowship. Based upon this and current interest, we will continue to offer the class yearly.

Respectfully Submitted,
Brian Piasecki
Leadership Development Committee Chair

Leadership Development Committee Members:

Dan Kutschera
Suzanne Marnocha
Debi Schnell

Planned Giving Report to the Congregation

June 2017 Annual Meeting



We sit in the shade of trees we did not plant.

Committee members: Erin Chudacoff, Jennifer McGuire, Pat McQuillan (chair), Eric Riggers (ex-officio), Marta Weldon

Planned Giving, Acorn Society, Endowment Fund - they're all related. The Planned Giving Committee oversees the Fellowship Endowment fund. Ensuring careful, responsible investment as well informing members and friends about the Endowment are our main duties. The Acorn Society consists of members or friends who have recognized the Fellowship in their estate plans or have made a direct contribution to the Endowment fund. The fund balance is currently in excess of \$170,000.

Our busy year saw us finalize the work of consolidating several documents and policies. It is an exciting time as it is appropriate to begin thinking about how we might use the Endowment earnings to benefit the mission of the Fellowship in the future. Before making recommendations about the use of earnings generated by the Endowment, the committee felt it was important to have appropriate documentation and policies in place.

We also had some fun! Our "thank you" event this year was the Legacy Luau. All members and friends were invited to attend the event where we shared food, music and heard about the giving experiences of several Acorn Society members. Becoming an Acorn Society member is easy - merely recognize the Fellowship in your estate plans or make a direct contribution then let the office know. We call money donated to the Endowment a "forever gift" since only earnings from the fund can be used - the original donation stays there forever!

The coming year will see many committee members change. The duties of the committee will also likely shift to an increased focus on informing members and friends about the benefits of our endowment and the steps to take to be able to call yourself an "Acorn."

Please contact any member of the Planned Giving committee listed above with questions about the Endowment, Planned Giving or the Acorn Society.

*Respectfully Submitted,
Pat McQuillan
Planned Giving Committee Chair*