



# OBERLIN UNITARIAN UNIVERSALIST FELLOWSHIP

## 2017-2018 ANNUAL MEETING AGENDA

June 10, 2018 - 12:15 pm

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|--|--------------------------------------|-------|
| 1. Call to Order                             | <i>(President - Thom Colon)</i>      | 12:15 |
| 2. Opening Words & Chalice Lighting          | <i>(Minister - Mary Grigolia)</i>    | 12:15 |
| 3. Welcome                                   | <i>(President - Thom Colon)</i>      | 12:20 |
| a. Confirmation of Quorum                    |                                      |       |
| b. Recognition of new members                |                                      |       |
| c. Review of Agenda                          |                                      |       |
| 4. Approval of 2017 Annual Meeting Minutes   | <i>(Secretary - Ann Cook-Frantz)</i> | 12:25 |
| 5. Financial Report                          | <i>(Treasurer - Jo Huber)</i>        | 12:30 |
| Vote on Budget for 2018-2019                 |                                      |       |
| 6. Leadership Reports                        | <i>(President - Thom Colon)</i>      | 12:45 |
| 7. Committee Reports                         | <i>(President - Thom Colon)</i>      | 12:55 |
| 8. Proposed changes to Bylaws                | <i>(President - Thom Colon)</i>      | 1:05  |
| 9. Vote on Causes of the Month               | <i>(Social Justice Committee)</i>    | 1:20  |
| 10. General Assembly Delegates               | <i>(President - Thom Colon)</i>      | 1:35  |
| 11. Vote for Leadership Positions            | <i>(Nominating Committee)</i>        | 1:40  |
| a. Board of Trustees                         |                                      |       |
| b. Nominating Committee                      |                                      |       |
| c. Committee on Ministry                     |                                      |       |
| 12. Special Appreciations                    | <i>(Congregation)</i>                | 1:55  |
| 13. Closing words & extinguishing of Chalice | <i>(Minister - Mary Grigolia)</i>    | 2:15  |

## **Minutes of the 6-11-17 OUF Annual Meeting**

**Welcome** from Samuel

Quorum – We have 25 members here plus three absentee ballots. Total membership is 68, so we need at least 23 people to make quorum. Members present: Samuel Prince, Elizabeth Aldrich, David Burwasser, Lisette Burwasser, Thom Colon, Ann Cook-Franz, Katie Cross, Jennifer DeStefanis, Colleen Dirk, Drew Frantz, Stephanie Gibson, Eleanor Helper, Helen Kopp, Don Leake, Karyl Lee, John MacDonald, Suzanne MacDougal, Carmen McFarlin, Margaret Medina, Mary Melaragno, L.D. Moore, Diantha Pare, Joanne Rahn, Frank Swinehart, Jason Wnek. Others present: Mary Grigolia, John Holomuzki. Absentee ballots from Barbara Fuchsman, Jo Huber and Mary Lee Orr.

### **Call to order**

LD notes for the minutes that the Meeting was announced in a timely fashion, but did not include the agenda for this meeting, as is required by the bylaws.

**Minutes from the 2016 Annual Meeting** approved unanimously.

### **Financial report:**

Jo is absent and Stephanie is reporting in her place. For the 2016-17 year, we are currently \$4601 ahead. That will likely be spent in salaries and other expenses by the end of the year, leaving us pretty even. No questions from the congregation about the 2016-17 finances, the capital campaign or our investments. We discussed the mortgage and the fact that we just re-negotiated it and now have a lower mortgage payment. We discussed the budget for 2017-18. There was concern on the custodian line that there might be a typo. We re-calculated the 2% raise and came to \$2856, which is \$4 higher than what is listed. The salaries for minister, DRE and music director all correctly showed a 2% raise. We did add \$1000 this year for a stipend for the youth advisor. Joanne got a check for Family promise from an outside source and wonders where that is on the budget. Stephanie did not have an answer for her. Samuel said he would look into it. The budget was passed with the only change being increasing the custodian's salary by \$4 to \$2856.

LD proposed a motion: next year's budget will consider including a financial amount to send people to GA and district assembly. Eleanor amended that to say: The board will appoint delegates to GA and district assembly in a timely fashion. LD accepted the amendment and the motion was passed unanimously.

**Bylaws:** Stephanie made a motion: Youth may join the board without first being a member for a year. They do have to have been active in the congregation for at least a year. Mary wants further discussion by the board about youth members before this amendment is made to the bylaws. Stephanie withdrew the motion pending board discussion of the issue.

Dave made a motion to ask the board to consider extending the term of the treasurer to more than 4 years. Yes – 17, nay – 2, abstain – 4.

**Leadership and committee reports:** Carmen asks when concerns raised in the reports will get addressed. Samuel said that would happen at a board meeting.

**Causes of the Month:** Members voted and the ballots were collected. Results will be sent out by e-mail.

**GA Delegates:** Frank has been appointed as a GA delegate by the board. He will be going to GA in New Orleans. We still have an opportunity for someone to be an on-line delegate.

Frank moved: If there is someone willing to be an online delegate, the board will pay for the membership fee. Joanne seconded that and there was unanimous approval.

LD volunteers to be the on-line delegate. Other people are also welcome to volunteer. The board will make its decision as to who the delegate will be at the board meeting on Tuesday.

**Nominating Committee** – the nominating committee proposed a list of candidates for open leadership positions. All were elected to those positions. No nominees from the floor. The votes were as follows:

Thom Colon – President 28 Aye

LD Moore Vice-president 24 Aye, 2 abstain

Ann Cook-Frantz Secretary 28 Aye

Jo Huber Treasurer 28 Aye

Betsy David – At large member 23 Aye, 1 abstain

Jeff Witmer – At large member 26 Aye

Samuel Prince – At large member 22 Aye, 2 Nay, 1 Abstain

Cindy Frantz – incoming COM member 25 Aye

Stephanie Gibson – incoming Nominating Committee member 25 Aye

Katie Cross - nominating committee, 1 year term. 25 Aye

**Appreciations:** Ann appreciates Stephanie for 4 years of work on the board; Mary appreciates Samuel stepping in like he did when Damaris had family emergencies that made her unable to function as the co-chair of the board. Frank appreciates Lisette as she goes off of COM; LD appreciates Katie's work with the choir; Samuel appreciates the fact that membership is up to 68 people and feels that is due to the whole congregation; Don appreciates Stephanie's work as membership chair; Mary appreciates Ann and Elizabeth's work in bringing documents together around social justice. Stephanie appreciates Mary bringing all she does for us in a difficult year; Dave appreciates Carmen doing RE; LD appreciates Barb bringing flowers. Carmen appreciates all of us making space for her as she learns about UUism. She appreciates the help from Joanne with the kids. Katie thanks Jason for all his hard work; Mary thanks Edie and Joanne for doing the Race and Class with teens. Mary Melaragno thanks everyone for doing Family Promise, and emphasizes how important it is to the families that participate. Mary Grigolia gives a shout-out to everyone who is helping with the kitchen. She also appreciates the growth in communication seen in the Buildings and Ground Committee. Eleanor gives a shout-out to Johnny.

Stephanie Gibson, board secretary.

## **Financial Report for Fiscal Year 2017-18**

We have increased our income from other activities than pledges this year. Our rental income was \$2,295, our bed and breakfast is still making over \$7,500, and donations, other than pledges, were \$3,159 this year which has helped with the expenses. Most of our pledges are in but we have a few that have not been paid. Hopefully this will happen by June 30th, the end of fiscal year.

However, even with the increased income, this year has been a little rocky as far as living within our budget. We had high utilities expenses. Hopefully now that the building is better insulated and has new LED lights in parts of the building, our utilities expenditure will be reduced. Last year we had some furnace repairs, etc. which hopefully we will not have next year.

Our Stewardship Drive was successful. Having the congregational meeting helped to alert members to the need for more pledges. Pledges came in slowly but in the end we have enough to meet our Dream Budget. Please see the comparison with our Dream Budget and our 2018-19 Budget.

Attached to this report please see the May 31, 2018, year to date expenses that you can compare with our present budget. Next year, we will have to work with committees to stay within their budgets. Also, please find a statement showing our present bank balance, the amount in the capital campaign fund, the amount available for operating expenses, the total of our outstanding mortgage, and a list of our present investments.

We have already collected a total of \$20,950 in pledges to start our new fiscal year so we will have a cushion to start our new year on July 1st.

Respectfully submitted,

Jo L. Huber, Treasurer

## Final Budget Proposal

<b>Income</b>	17-18 budget	<b>18-19 budget</b>	Dream budget 18-19
Pledges	\$ 71,525.00	\$ <b>75,620.00</b>	\$ 79,994.00
Donations	\$ 2,000.00	\$ <b>2,000.00</b>	\$ 2,000.00
special donation	\$ 4,000.00	\$ <b>7,000.00</b>	\$ 4,000.00
Fundraising	\$ 2,500.00	\$ <b>2,500.00</b>	\$ 2,500.00
Bed & Breakfast	\$ 7,000.00	\$ <b>7,320.00</b>	\$ 7,000.00
Rent Income	\$ 700.00	\$ <b>2,000.00</b>	\$ 1,000.00
<b>Total income</b>	<b>\$ 87,727.00</b>	<b>\$ 96,440.00</b>	\$ 96,494.00
<b>Expenses &amp; conferences</b>			
Minister-Salary & Pension	\$ 28,611.00	\$ <b>29,755.00</b>	\$ 30,000.00
Expenses & conferences	\$ 1,000.00	\$ <b>1,000.00</b>	\$ 1,000.00
DRE salary	\$ 8,354.00	\$ <b>10,024.00</b>	\$ 10,000.00
Expenses & conferences	\$ 500.00	\$ <b>500.00</b>	\$ 500.00
Youth Leader	\$ 1,000.00	\$ <b>1,000.00</b>	\$ 1,000.00
Sunday school	\$ 1,000.00	\$ <b>1,000.00</b>	\$ 1,000.00
Music Director	\$ 6,906.00	\$ <b>7,200.00</b>	\$ 6,906.00
<b>Administrative Assistant</b>	\$ 5,000.00	\$ <b>5,000.00</b>	\$ 5,000.00
Custodian	\$ 2,856.00	\$ <b>2,856.00</b>	\$ 2,856.00
Withholding (SS,MC, BWC)	\$ 4,148.00	\$ <b>4,675.00</b>	\$ 4,200.00
SUBTOTAL payroll			
payrolls + expenses	\$ 59,375.00	<b>\$ 63,010.00</b>	\$ 62,462.00
<b>BUILDING &amp; GROUNDS</b>			
<b>Utilities</b>	\$ 6,907.00	\$ 7,500.00	\$ 6,910.00
<b>Mort., ins., workers' comp</b>	\$ 7,000.00	\$ 7,000.00	\$ 7,000.00
<b>maintainance and repairs</b>	\$ 4,000.00	\$ 3,000.00	\$ 4,000.00
<b>Cleaning &amp; Supplies</b>	\$ 200.00	\$ 232.00	\$ 200.00
<b>Landscaping expenses</b>	\$ 200.00	\$ 3,000.00	\$ 3,000.00
<b>SUBTOTAL</b>	<b>\$ 18,307.00</b>	<b>\$ 20,732.00</b>	\$ 21,110.00
<b>Administration</b>			
Office-Misc., office supplies	\$ 1,000.00	\$ 2,000.00	\$ 2,000.00
<b>Dues</b>	\$ 5,457.00	\$ 4,958.00	\$ 5,457.00
<b>Communication Expenses</b>	\$ 200.00	\$ 250.00	\$ 200.00
<b>SUBTOTAL</b>	<b>\$ 6,657.00</b>	<b>\$ 7,208.00</b>	\$ 7,657.00
<b>PROGRAMS</b>			
SUNDAY Services/Worship	\$ 1,540.00	\$ 2,000.00	\$ 1,540.00
Music	\$ 400.00	\$ 100.00	\$ 400.00
Religious Education (Expenses)	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00
Adult Program Team	\$ 100.00	\$ 100.00	\$ 100.00
Membership	\$ 350.00	\$ 525.00	\$ 525.00
Social Action	\$ 400.00	\$ 665.00	\$ 989.00
Hospitality	\$ 50.00	\$ 50.00	\$ 50.00
Care	\$ 150.00	\$ 150.00	\$ 150.00
Café' Q	\$ 100.00	\$ 100.00	\$ 100.00
Subtotal	\$ 4,890.00	<b>\$ 5,490.00</b>	\$ 13,411.00
<b>TOTAL EXPENSES</b>	<b>\$ 89,229.00</b>	<b>\$ 96,440.00</b>	\$ 96,494.00

## Year to Date 5/31/18

	5/31/2018	17-18 budget
<b>Income</b>		
Pledges	\$ 59,650.00	\$ 71,525.00
Donations	\$ 3,159.00	\$ 2,000.00
special donation	\$ 4,000.00	\$ 4,000.00
Fundraising	\$ 1,588.00	\$ 2,500.00
Bed & Breakfast	\$ 7,782.00	\$ 7,000.00
Rent Income	\$ 2,295.00	<u>\$ 700.00</u>
<b>Total income</b>	<b>\$ 78,474.00</b>	<b>\$ 87,727.00</b>
<b>Expenses &amp; conferences</b>		
Minister-Salary & Pension		\$ 28,611.00
Expenses & conferences		\$ 1,000.00
DRE salary		\$ 8,354.00
Expenses & conferences		\$ 500.00
Youth Leader		\$ 1,000.00
Sunday school		\$ 1,000.00
Music Director		\$ 6,906.00
<b>Administrative Assistant</b>		\$ 5,000.00
Custodian		\$ 2,856.00
Withholding (SS,MC, BWC)		<u>\$ 4,148.00</u>
SUBTOTAL payroll		
payrolls + expenses	<b>\$ 48,659.00</b>	\$ 59,375.00
<b>BUILDING &amp; GROUNDS</b>		
<b>Utilities</b> *	\$ 7,887.00	\$ 6,907.00
<b>Mort., ins.,workers' comp</b>	\$ 6,560.00	\$ 7,000.00
<b>maintainance and repairs</b>	\$ 3,176.00	\$ 4,000.00
<b>Cleaning &amp; Supplies</b>	\$ 253.00	\$ 200.00
<b>Landscaping expenses</b>	<u>\$ 200.00</u>	<u>\$ 200.00</u>
<b>SUBTOTAL</b>	<b>\$ 18,076.00</b>	\$ 18,307.00
<b>Administration</b>		
Office-Misc., office supplies *	\$ 2,026.00	\$ 1,000.00
<b>Dues</b>	\$ 56.00	\$ 5,457.00
<b>Communication Expenses</b>	<u>\$ 235.00</u>	<u>\$ 200.00</u>
<b>SUBTOTAL</b>	<b>\$ 2,317.00</b>	\$ 6,657.00
<b>PROGRAMS</b>		
SUNDAY Services/Worship *	\$ 2,184.00	\$ 1,540.00
Music	\$ 90.00	\$ 400.00
Religious Education (Expenses) *	\$ 2,099.00	\$ 1,700.00
Adult Program Team	\$ 40.00	\$ 100.00
Membership *	\$ 563.00	\$ 350.00
Social Action	\$ -	\$ 400.00
Hospitality	\$ -	\$ 50.00
Care	<u>\$ 75.00</u>	\$ 150.00
Café' Q		\$ 100.00
Social Action		<u>\$ 100.00</u>
Subtotal	<b>\$ 5,051.00</b>	<b>\$ 4,890.00</b>
<b>TOTAL EXPENSES</b>	<b>\$ 74,103.00</b>	<b>\$ 89,229.00</b>

## Cash Assets of Fellowship

Balance in checkbook as of 5/31/18

\$55,358.00

Contribution for Garden upkeep for 10 years		
Deposit from investments (Donnti Fund) for Web update	\$2100-\$1000.	\$29,278.94
Money held for cause of the month (Starts Within—July)	\$213.00	\$1,100.00
Less money held for Family promise	\$200.00	
Youth Group Balance	<u>\$132.50</u>	
Total Balance held	\$545.50	\$545.50

Pledge for 2018-19 paid early  
Total encumbered money

\$20,950.00  
\$51,873.84

Total available in checking account for capital campaign and operating expenses		
Balance in Capital Campaign on 3/12/18	\$3,353.56	\$3,484.16
Cap. Camp. Contributions in May	<u>\$60.00</u>	
Total capital campaign funds on hand 5/1/18	\$3,413.56	<u>\$3,413.56</u>
Total available for operating expenses		\$70.60

## Other Investments of the Fellowship

Portfolio-at-a Glance 3/29/2018	\$28,907.00
Edward Jones Investments 5/31/2018	\$33,458.00
Pax	<u>\$250.00</u>
Total Investments	\$62,615.00

## Balance of Mortgage at Northwest Bank on Building

Balance of Mortgage as of 5/31/18:

\$33,458.00

## Leadership Reports

### Minister's Report

#### **Rev. Mary Grigolia**

Reflecting on the services defined in the covenant of ministerial services:

1. Hold the overview of the spiritual health and well-being of the congregation: *The Fellowship continues to mature as a spiritual community, practicing clear communication, able to disagree about strategy while welcoming and listening to one another, finding common ground in the need for a caring community engaged in the work of justice. There is no spiritual practice more intricate than spiritual community. And few more empowering or of greater benefit to the community.*
2. Hold responsibility for the worship life of the congregation; leading two services per month; *We had two worship themes this year: Keeping Faith with Life (chosen last year at the Worship Retreat) and Dismantling White Supremacy (in response to the national conversation in the Unitarian Universalist Association). Our Worship Team changed its name to Wor(th)ship Team. We are planning training for new Wor(th)ship Leaders in 2018-2019. We hold our Wor(th)ship Retreat on June 16 to find our theme for next year: How are we called to respond to the needs of our times? All are welcome. If you would like to be involved, please let me know.*
3. Support the Board in leadership development, conferring monthly with the Board chair, attending Board meetings, and providing a monthly report to the Board and an annual report to the congregation; *Gratitude to Thom Colon, serving as Board chair, bringing a new format to our meetings, with clarity of priority and time limits. And gratitude to all who served the Fellowship as Board members. The Board meetings have been effective and fun!*
4. Participate in the work of the Committee on Ministry; *I appreciate COM's clear leadership through several communication challenges this year, and their support of the Welcoming Congregation Renewal Team (including presenting two services).*
5. Support the Membership Committee, exploring expectations of membership with prospective members, participating in new member orientation; *It is a joy to welcome new members, and to see new members involved across the Fellowship (e.g., Social Justice, Worship, the Board, Buildings and Grounds). If you are looking for a way to connect and to serve, please let Membership and me know.*
6. Assume responsibility for pastoral care, supporting others involved in care at OUUF; *This was our first full year to live into our structure for tracking and responding to joys and concerns and long-term care issues. (Thanks to our team: Elizabeth Aldrich, Eleanor Helper, and Suzanne McDougal.) We started a newsletter column, "Our Caring Community." I offer a drop-in monthly session for CareGivers. And a drop-in monthly session, SOS, for families touched by addiction. I've been attending GTI: Greater Than Heroin - local seminars of health professionals, police, emergency services and representatives from the justice system, meeting with local clergy to inform each other of services, share stories, and explore how to respond to the opioid epidemic and support our families. And a shout out to those who prefer to remain anonymous who reach out to others in crisis, with great heart and*

reliability. (You know who you are. Thank you!) Please let me know if you'd like to get involved in any aspect of Care at OUUF.

7. Support the development of congregational infrastructure, including:

- an Adult Program Team; *This team has not come together; supporting lay leaders in creating this team will be a high priority for me for next year.*
- a Social Justice Council; *This was our first year to live into the new structure and policies for social justice. We met three times, as anticipated (Sept, Feb, and May) with robust participation across the Fellowship. (Please see the separate Social Justice report.)*

8. Serve as Board liaison and supervisor to the interim DRE within the context of covenanted relationship; *Carmen brings a depth of understanding what children need and how to support them in learning. I have especially appreciate her leadership in finding stories and videos for all ages that complement the themes and needs of Sunday services. She embodies to our children and youth living our UU values in the world and in every conversation we share.*

9. Serve as Board liaison and supervisor to the Music Director within the context of covenanted relationship; *I appreciate Katie's musicianship and leadership on the Worship Team, to provide accessible music opportunities for all on Sunday mornings.*

10. Support the work of the various committees of the Fellowship as needed, serving as an ex-officio member of every committee.

11. Provide a column for *The Chalice*, the Fellowship's newsletter.

12. Provide rites of passage for members of the Fellowship, free from charge, as schedule permits; *We had three memorial services this year (Vic Paré, Jim Marshall and Darlene Krato); we also celebrated two baby dedications (Lucas Levenberg and Simon Steele). And it would be lovely to host weddings!*

13. Participate in the ministry of the larger community, including participating in the Oberlin Area Cooperating Ministries and serving as a Religious Life Advisor at Oberlin College; *in this politically tumultuous year, I participated in the national State of Democracy conference at the College, joined efforts on sanctuary, served on a panel on sanctuary, attended community meetings and vigils as time permitted, participated in the UUJO conference, a CrossRoads training on anti-racism, supported UU students and served as a Religious Life Advisor at the College.*

NOT IN MY LETTER OF AGREEMENT:

14. OFFICE MANAGER: Serve as supervisor to our new office administrator, *Mattis Deutch*. *I appreciate Mattis's steady reliable good work. He 'works well with others,' bringing clear and adaptive communication to working with teams asking for support (e.g., Communications, Buildings and Grounds, Worship, Care, Finance, Membership, the Board, Membership, RE) Last year I wrote, 'We anticipate that his role ...will expand.' It has. And he has responded so well!*

15. GROWTH & VITALITY TEAM: Participate as part of the congregational leadership team in the two-year Growth and Vitality Program sponsored by the Central East Region (of the UUA). *Our team has come together well, focusing on leadership education and development. One of my 'take-away's' is*

*the need to balance administration with ministry. With our good work on infrastructure, it's time to shift the focus to ministry: programs for spiritual growth and social justice.*

#### Mary's Goals for 2017-2018

1. **KEEPING FAITH WITH LIFE:** Deepen the conversation, exploration and expression of UU as a faith tradition. Measure: Members articulate how they keep faith with life and support each other in their practice. *We had many Sunday services exploring this theme. The Worship and Membership Team initiated a table in coffee hour to support conversation for going deeper in the theme of the service. (Thanks to Don Leake.) This is starting to be well attended and energizing.*
2. **RACIAL JUSTICE:** Deepen the participation of the congregation in the work of racial justice. Measure: number of members and friends participating in programs on racism. *We've shared many Sunday services focusing on racism and the culture of white supremacy. And we have much more to do. We have a small team preparing programs to engage more members and friends.*
3. **TEAM STRENGTHENING:** Continue to strengthen the structure and participation of the Worship Team, the Social Justice Committee, and the Care Team, while adding a new structure for the Adult Program Team.) *We have yet to create the Adult Program Team. Wor(th)ship, Social Justice and Care teams are stronger.*

In Fellowship,  
Rev. Mary

## Board President's Report

Prepared by Thom Colon - President

### BOARD COVENANT:

We covenant together to treat each other with respect, to speak our individual truth, and bring good intentions to our meetings. We will actively and intentionally listen to each other, working to empathize with one another, and to understand each other's point of view by presuming the good in those around us.

### 2017-2018 BOARD OF TRUSTEES:

President	Thom Colon
Vice President	L.D. Moore
Treasurer	Jo Huber
Secretary	Ann Cook Frantz
At Large	Samuel Prince (previous President) Betsy David Jeff Witmer

### 2017-2018 YEAR IN REVIEW

The 2017-2018 Board of Trustees was comprised of five returning members and two new members, L.D. Moore and Jeff Witmer.

A Board Retreat was held in August. The Board Covenant was updated, goals from the previous year were reviewed, and new goals were crafted.

2017-2018 Board Goals drafted at the retreat

1. Improve board efficiency
2. Improve communication from the Board
3. Improve volunteer recruitment
4. Improve committee functionality
5. Reestablish a Fellowship vision/mission/strategic plan
6. Develop a plan for leadership development

Also at the August Retreat, the Board agreed to address the following items

1. Solidify RE Leadership
2. Create a team and plan to address white supremacy
3. Organize OUUF archives
4. Update the perpetual calendar
5. Update the Sanctuary sound system
6. Investigate the sale of the building next door which is currently housing a computer store

A major focus was directed at making meetings more effective and efficient. The format was modified to create better prioritization and use of time. The Committee on Ministry contributed by providing insightful meeting evaluations that helped the Board continuously improve throughout the year.

The Board also focused on improving communication between the Board and the Congregation. The Communications Committee contributed by posting Board Meeting agendas and meeting minutes on the bulletin board in the Social Hall. The Board President began creating a quick summary of the highlights of the Board Meeting. The summary was distributed by the Communications Committee through the weekly emailed newsletters and yellow sheets.

As in years past, volunteer recruitment was a difficult task. Despite a Volunteer Fair in the fall and committee sign-up sheets posted in the Gathering Room, the number of new volunteers was small. Volunteer recruitment will need to be a major focus again in the coming year.

Though volunteering was flat, several committees continued to thrive and/or began to breathe new life.

The Membership Committee hosted several events this year including two “Bring a Friend” Sundays, Putting You in UU, and the Summer Institute luncheon. They also updated the directory, created OUUF business cards, and are planning a new event, OUUF 101, which will explain the OUUF organizational structure to new members. See attached Membership Committee Annual Report for further details.

The Communications Committee continued to function at a high level. With contributions from the Office Administrator, the Committee creates and distributes weekly communications through the website, social media, yellow sheet, and emailed newsletters. A website redesign was launched in April. Some portions are still under construction, but the site is accessible. A design for a new sign for the front of the building is also in process. It is on pace to be completed by the end of 2018. The Committee also monitors and maintains the building use schedule. The Committee also monitors and maintains the building use schedule. A new Building Use Policy is being developed and is on pace to be released in the third quarter of 2018. See attached Communications Committee Annual Report for further details.

The Buildings and Grounds Committee had a very busy year. The Kitchen was completed in late summer. The parking lot was graded and repaved. Energy efficiency improvements were made, including the installation of LED light kits and new insulation in the Sanctuary. Due to a generous donation for garden maintenance, the Committee will be split into two separate entities in 2018-2019: Building Maintenance Committee and Garden & Landscaping Committee. A new Garden & Landscaping Policy has been approved and released. An updated Building Maintenance Policy is being created. See attached Building & Grounds Committee Annual Report for further details.

The Social Justice Committee is one committee that saw improved participation. A new structure has been put in place and an updated policy is being crafted. Though multiple causes are being addressed by individual groups, a unified approach to social justice is being explored. Newer causes include Black Lives UU and Racial Justice/Dismantling White Supremacy. See attached Minister’s Annual Report for further details.

The Wor(th)ship Committee continued to provide thoughtful and spiritually enlightened services under the themes of Keeping Faith With Life and Dismantling White Supremacy. A new training will be available for service leaders in the coming year. See attached Minister’s Annual Report for further details.

The Religious Education Committee continued to work toward building a strong relationship between all ages. Key committee members participated in new training, including Safe Congregations courses

and OWL training. Sunday attendance remained consistent from the previous year. The committee welcomed a new director. A main focus was put on improving communication with attendees' families.

To address the vision/mission/strategic plan of the Fellowship, several members of the congregation along with the minister are participating in the Growth & Vitality Program. The program is sponsored by the Central East Region of the UUA. The two-year program will help with leadership development and set the Fellowship on a course for strategic growth.

The finances of the Fellowship are good. 2017-2018 pledges were up \$2875 over the previous year. Donations, Bed & Breakfast income, and Rental Income have exceeded expectations. Several Pledges have yet to be received and Fundraising is lower than expected. Several line items are over budget. Multiple unanticipated repairs brought maintenance & repairs over budget, a miscalculation brought membership over budget, and a misunderstood printer contract brought office supplies over budget. To correct the overages, new procedures and spending policies are being enacted within certain committees and the Board.

Other Noteworthy items:

1. The Kitchen remodel was completed in late summer. A celebration was held in January. Special thanks to John MacDonald and Bob Frimel for doing the bulk of the work.
2. The sound system in the Sanctuary was upgraded. Special thanks to Samuel Prince for leading that project.
3. The Fellowship is participating in the "Pay it Forward" program. The program was started by First Church and it helps churches in our community to become more energy efficient. First Church forwarded funds to OUUF to pay for the first installment of LED conversion kits. This upgrade will qualify OUUF for two rebates. OUUF will be forwarding some of that rebate money to another community church.
4. OUUF changed insurance companies, from State Farm to Church Mutual. The switch was made to save money and to better meet needs of the Fellowship.
5. A new Safety & Emergency Policy will be created. The new policy will address items such as fire, tornado, firearms, background checks, and a variety of other topics related to safety and emergencies. A special team to address the creation of this new policy is being formed.
6. The Welcoming Congregation Team developed a plan to re-design the Gathering Room. The purpose of the project is to create a more welcoming space. The Building Maintenance Committee will assist in executing the plan. Sources to fund the project are being explored.
7. A special team explored the idea of purchasing the neighboring building, where the computer store currently resides. Multiple rumors about a gas station or fast food restaurant moving in sparked fear in several members of the congregation. After several meetings of the team, including discussions with the owners of IGA and the computer store, the team is in agreement that purchasing the building is not in the best interest of the Fellowship. To the team's best knowledge, the property will be purchased by IGA, the building will be torn down and turned into a parking lot. While researching the real estate in the area, contact was made with the owners of the property behind the Fellowship property on Orchard Street. They may be willing to sell in near future. A meeting with them will be setup in the third quarter of 2018.
8. The Interim RE Director, Carmen McFarlin, was hired as the permanent RE Director early in the year. Unfortunately, Carmen is stepping down at the end of her contract. She will remain on a month-to-month basis until the end of September, unless a replacement is found sooner. A special search team has been convened to find a new RE Director. In addition to this loss, the

RE program is also losing its Youth Advisor, Mike Frye, and another RE key contributor, Matthew Rasmussen. A search to find replacements for these positions is also already in place.

## Committee Reports

### Religious Education Committee

**The work of the Director of Religious Education of the Oberlin Unitarian Universalist Fellowship is driven by the Mission and Vision of the Religious Education Team:**

**Mission:** *Religious Education at the Oberlin Unitarian Universalist Fellowship nurtures children and youth to develop a commitment to religious freedom, critical thinking, ethical action, and individual responsibility. We achieve this through experiential learning and developmentally appropriate curricula in keeping with UU principles and traditions.*

**Vision:** *Religious Education at the Oberlin Unitarian Universalist Fellowship builds spiritually healthy children who respect themselves, each other, and the world. It provides a safe and nurturing environment in which adults and children can collectively pursue their spiritual connection.*

This past year has been a year of deepening relationships and vision within the RE Committee. The Committee met on a monthly basis to review goals and progress.

Goals for the year were:

- *Offering a quality Our Whole Lives program for middle school and high school students*
- *Securing additional adult support for OWL program*
- *Providing engaging and enriching Religious Education programming on the theme of Neighboring Faiths and the 7 Principles*
- *Establishing Carmen McFarlin as permanent DRE from Interim and incorporating the feedback of the RE Task Force into future programming*
- *Securing additional adults for RE teaching support through an internship program with Oberlin College*
- *Addition of a shared music time on Sundays, led by Music Director Katie Cross*
- *Employment of Youth Advisor, with stipend offered*
- *Creating a Nursery space in the RE wing*
- *Further developing relationship between the RE program and the larger congregation*
- *Staying in communication with families regarding their goals for their children in our RE program*
- *OWL training for DRE Carmen McFarlin*
- *Participating in Social Justice work*
- *Supporting youth in attending Conferences, Summer Institute, Goldmine training, and other Youth oriented events*
- *Ensuring all adults in contact with our children and youth on a regular basis have current background checks on record*
- *Updating our current RE Teachers Guides and Safety Procedures to reflect current standards established by the UUA as well as the unique needs of the OUUF congregation*

Our current RE Committee is:

*Carmen McFarlin, DRE*

*Edie Fuchsman, OWL Committee Chair*

*Mike Frye, Youth Group Advisor*

*Karyl Lee, Artistic Advisor, Youth Group Volunteer, OWL volunteer*

*Stephanie Gibson, RE volunteer*

*Colleen Dirk, RE volunteer*

*Matthew Rasmussen, Kid Wrangler Extraordinaire*

*Corinne Marble, Teaching Assistant Intern*

The RE OWL Program was again quite successful, with an enrollment of 9 students. India Wood, an Oberlin College student intern, added her Sexual Health peer training experience as well as her own knowledge from growing up in a UU congregation and attending their OWL program. Edie Fuchsman, David Locklear, Carmen McFarlin, and Karyl Lee were our OWL teachers. Mattis Deutch joined the program and will be attending OWL training over the summer so that they can continue facilitating in the future.

Edie Fuchsman and Joanne Rahn created a Race and Class Discussion group for youth as a response to interest in this topic during the OWL class of 2016-2017. This class meets on alternating Sunday evenings and is well attended. This class, looking at race and socioeconomic class, along with the prison system and gender, usually met 2 times per month with many combinations of nine 14-15 year old boys from diverse backgrounds. We discussed American history, results of oppression, micro-aggressions, and multiple ways to stand against injustice. We used a variety of mediums including You Tube, music, videos and documentary films. Activities included games and discussion. The boys were encouraged to bring their challenges and questions.

For our Youth Group, Mike Frye and Karyl Lee provided adult guidance and worship/discussion topics, and helped plan several events and activities over the year. Attendance averaged around 2 students. The RE Committee would like to seek input from youth and their families around creating a program that truly meets their social and spiritual needs.

The Committee requested that the Youth Advisor position be compensated and the Board approved that a \$1,000 stipend be added to the budget. Mike Frye has requested that a new YA be found and said that he will remain in this position until a replacement is found. The position of Youth Advisor was advertised in various UU specific sites as well as the Oberlin College Classifieds and the Oberlin News-Tribune. **The position remains unfilled.**

Matthew Rasmussen will be graduating from high-school in June and an appreciation ceremony is planned. Matthew has been a long-time member of the OUUF as well as a valuable member of the RE team for many years. He has actively participated in the UUA sponsored Youth Cons and is a recognized leader in the UU Youth community, as well as a much-loved youth in the OUUF community! He will be sorely missed and we wish him much happiness and success as he continues his education at Carleton College in Minnesota. The position of Kid Wrangler Extraordinaire will be filled by Zeke Locklear.

Carmen McFarlin was accepted as the permanent DRE after serving as the interim DRE. She completed her one year contract and decided to not renew her contract for the 2018-2019 year. A search committee for a replacement will be formed with Board approval.

Average Sunday RE attendance remained around 5 children, ranging in age from infant to 12 years. The RE Sunday programming focused on the Story For All Ages, Neighboring Faiths, and holiday/seasonal celebrations. We enjoyed a lively variety of stories from our Minister Mary Grigolia, lay members, and visiting speakers. The lighting of the Children's Chalice and its accompanying blessing continued to bring meaning and inclusion of the youth to the Sunday service. Minister Mary Grigolia and Music Director Katie Cross created a lively new song for singing out the children. During our shared RE time, the children participated in the singing of our 7 Principles song, sharing of Joys and Concerns, dialogue around the Story for All Ages, and a variety of games and activities that supported our focus on Neighboring Faiths. Music Director Katie Cross joined us at the end of class to engage children in song and games. This shared time is a very important time of building trust and acceptance of one another as well as a deepening understanding of the UU faith and work.

Corinne Marble, an Oberlin College student, was employed to provide additional teaching coverage for Sunday classes. This provided much needed support to the RE schedule. Corinne also provided childcare support during congregational meetings.

Stephanie Gibson, Colleen Dirk, and Karyl Lee all continued to be strong and creative support members of RE. They provided a consistent presence for our children and have become trusted friends to our youngest members.

Carmen McFarlin and Stephanie Gibson enrolled in a UUA sponsored online Safe Congregations course. The videos and materials covered various topics relative to creating an emotionally and physically safe environment for all. This course will continue on into the 2018-2019 year and the RE Committee plans to focus on this course during their August retreat.

The creation of the Nursery space was completed. We graciously accepted the donation of a beautiful wicker rocking chair from community member Carol Hoffman.

Several special events were planned over the year, including a Halloween party, Family Game Nights, a Holiday Decorating Party, and a Holiday Helping Hands gift-wrapping party.

Several times a month, Carmen sent out a newsletter to parents, caregivers, and other people involved in the RE program. This newsletter reviewed the Story For All Ages, the topics of discussion for the shared RE time, the monthly schedule, and additional links and ideas for continued home discussions.

The RE Committee continues to work toward building a strong relationship between all ages of people and making sure that we stay open and welcoming to all.

Much thanks to all who have given their support and encouragement over the past year!

In Covenant,  
Carmen McFarlin, on behalf of the Religious Education Committee  
Director of Religious Education

## Green Sanctuary Report

Team members: Elizabeth Aldrich, David Burwasser, Marge Diamond, Ann Cook-Frantz, Cindy Frantz, Barbara Fuchsman, Margaret Medina, Gail Powell, Joanne Rahn; Garden Task Force: Diantha Paré, Helen Kopp, John MacDonald.

**Our mission:** To help the Oberlin Unitarian Universalist Fellowship focus on its responsibilities as a Green Sanctuary congregation, to live out its commitment to the Earth by creating a sustainable style for its members as individuals and as a faith community.

**Our goals:** To build awareness of societal environmental issues among UUs; to generate commitment for personal lifestyle changes; to work toward making our building green; to motivate UUs to community action on environmental issues; and to build awareness of and support environmental justice.

In 2010 the Green team successfully completed our application for Green Sanctuary certification. The team continues to present services and other events supporting our Fellowship's commitment to the Earth and to be involved with "green" efforts within our Fellowship and our community.

**Services and Programs:** The Green Sanctuary Team has continued to present services and actions supporting our Fellowship's commitment to the Earth. Rev. Mary and Cindy Frantz led a service on April 22 for Earth Day 2018: "Dear Tomorrow." Marge Diamond is arranging for John Katko, a local environmentalist with the Ohio Wetlands Association, to speak to the congregation at a service. The Green Team has continued to work with the Religious Education Committee as part of our mandate to involve the OUUF youth in "green" activities.

Two Green Sanctuary members are providing information to the congregation about a program that Columbia Gas of Ohio and Ohio Interfaith Power & Light are partnering with our Fellowship to provide energy efficient solutions for our homes. Columbia Gas is offering a comprehensive home energy evaluation by a certified energy auditor for \$50 (a \$500 value) through June 30, 2018. For every home energy audit completed by one of our members, Columbia Gas of Ohio will donate \$20 to our congregation.

**Other Efforts:** Some of our members work with other environmental groups – such as the Oberlin Chapter of Citizen's Climate Lobby, a nonpartisan volunteer group with the goal "to create the political will for climate solutions by enabling individual breakthroughs in the exercise of personal and political power"; Oberlin Communities for Safe and Sustainable Energy; FaCT - Faith Communities Together for a Sustainable Future, an organization of 40+ faith communities in 16 Ohio counties plus a few in West Virginia and Pennsylvania that acts from a moral perspective to promote sustainable living and to end fossil fuel dependency; and First Church in Oberlin UCC GreenTeam – which fulfills our obligation to work with other groups in our community. For instance, Barbara Fuchsman attended the September FaCT annual meeting in Dover, OH, with other members of Oberlin's faith communities.

The Green Team of The First Church in Oberlin UCC invited members of other Oberlin groups committed to environmental sustainability to an Earth Day Vegetarian Pot Luck supper on Sunday, April 22. The purpose was to gather the Oberlin "green groups" to share our concerns and priorities. Green Sanctuary members attended as OUUF representatives.

**Maintaining the Fellowship's Garden:** Between the west side of the Fellowship's building and the business next door, a brown field has been turned into a beautiful garden. Diantha Paré was the driving force behind this creation, bringing in landscape architect Todd Mertz for consultation and stressing the importance of using native plants. She has continued to work with our gardener Sarah Vail to maintain this sacred space. We have used basil and parsley grown in the garden for our Fellowship pesto-making parties and to enhance the luncheon we annually serve to Summer Institute visitors in July.

**The Future:** In the coming year, the Green Sanctuary Team intends to increase efforts to involve the Fellowship in more "green" projects, particularly locally, and make the OUUF more visible in the community.

In particular, the Green Team would like to:

- \* Hold more "green" services and programs and talks.
- \* Work to improve energy conservation in the Fellowship's building where possible.
- \* Host some events that focus on Ethical Eating; we have found these gatherings to be fun and an effective way to hold discussions on environmental issues.
- \* Engage in appropriate letter writing and petition lobbying efforts.
- \* Ask Fellowship members to once again commit to "greening" their lives: We would like to finally revisit the survey that Cindy Frantz developed and presented to the congregation to assess how "green" our lives are now and how we can improve our efforts.

## Social Justice Committee Report

**Members: General:** Elizabeth Aldrich, Thom Colon, Ann Cook-Frantz, Marge Diamond, Cindy Frantz, Carol Graham, Brian Hedges, Eleanor Helper, Jo Huber, Barbara Fuchsman, Sarah King, Margaret Medina, L.D. Moore, Gail Powell, Samuel Prince, Joanne Rahn, Michael Reitz, Frank Swinehart; Jeff Witmer; **Prison Project:** Samuel Prince, Lee Drickamer; **Family Promise:** Sarah King; **RE Social Justice Project:** Edie Fuchsman, Carmen McFarlin, Joanne Rahn; **Green Sanctuary:** Elizabeth Aldrich, David Burwasser, Marge Diamond, Ann Cook-Frantz, Cindy Frantz, Barbara Fuchsman, Margaret Medina, Gail Powell, Joanne Rahn.

### **New Social Justice Structure:**

In April 2017 the OUUF Board approved a name change from **Social Justice Team** to **Social Justice Committee**. The Social Justice Committee meets quarterly, in September, January and April, to support on-going social justice projects, and to make our social justice process accessible to all.

Representatives of all the Social Justice teams come together at the quarterly meetings to report on activities, share ideas, and explore ways to work together. (The new structure is described in full in the 2017 Social Justice Committee Report. See Office Manager for a copy.)

### **The Social Justice Committee's role is to:**

1. Regularly inform the Fellowship of issues of social justice that need immediate attention, particularly local actions.

2. Use the following three national programs/certifications to guide our activities:

a. The Ministry for the Earth Green Sanctuary Program;

b. The UUA Welcoming Congregation Program; and

c. Side with Love. In January 2018 the name of the UUA Standing on the Side of Love campaign was changed. The vision of its work had transformed from working on issues of dismantling white supremacy, LGBTQ equity, addressing anti-Muslim bigotry, immigration justice (and more) to providing behind the scenes support in moments of uprising, leveraging resources, and offering spiritual sustenance. Pushed forward by a Responsive Resolution at GA 2017, a commitment to change the name was made because of its history of injury and exclusion and to honor and respond to feedback. Staff from the UUA, in collaboration with the authors of the Responsive Resolution, EqUual Access, and other stakeholders, worked on the name change proposal, choosing Side with Love.

Using these three guideposts, the committee will identify for the Fellowship, on an annual basis, the coming year's major issues for study and action in the areas of social justice.

3. Serve as the primary contact for social justice efforts between the Fellowship and other agencies or groups. By consensus, the Social Justice Committee may speak or act in support of a social justice issue in the name of "The Social Justice Committee of the Oberlin Unitarian Universalist Fellowship." The Committee acts to promote social justice activities, hoping to involve most of the congregation in one way or another to support important community efforts.

### **The Social Justice Committee has two main thrusts in our work:**

- Environmental concerns as pursued by the Green Sanctuary Team.
- Social concerns in the areas of Equity and Compassion undertaken under the umbrella of the UUA Side with Love Campaign.

**This may include actions that address: immigration and sanctuary; equity in racial and criminal justice; LGBTQIA rights; homelessness in Lorain County; the Poor People’s Campaign; Black Lives of UU.**

## **I. Environmental Concerns**

**Green Sanctuary** – In 2010 the Green team successfully completed our application for Green Sanctuary certification. The team continues to present services and other events supporting our Fellowship’s commitment to the Earth and to be involved with “green” efforts within our Fellowship and our community. (See the Green Sanctuary Annual Report.)

## **II. Social Concerns of Equity and Compassion**

**1. Services** – This year the Worship Team scheduled many services that focused on concerns of equity, compassion, democracy, world peace, and service. Some examples:

- *Rev. Chris Long, **When Hope is Hard to Find: Leaning on our UU Principles and Sources;***
- *Rev. Dr. Rina Shere, **Because I’m White;***
- *Lily B., **History of Civil Rights Through Music;***
- *Rev. Mary Grigolia, **Democracy as Spiritual Practice;***
- *Rev. Joan van Becelaere, **Change Our Words, Change the World.***

And with **Social Justice: Empathy into Action**, Social Justice Committee members ended our church year with an inspiring service that drew on the long history of social justice tradition to illustrate the power of ordinary people when called to action.

**2. Welcoming Congregation Renewal Team** – Lisette Burwasser, Drew Frantz, Edie Fuchsman, Mary Melaragno, L. D. Moore and Frank Swinehart have developed clear-cut objectives and goals for the renewal of our Welcoming Congregation efforts. The team developed three well-received, consecutive services on the theme “All Oppression is Connected” – focusing on “The Class Factor,” “Welcoming Diversity in Our Church” and “The Body In Evidence.”

L. D. has reported that Rainbow Steps, a group home for elder LGBTQ+ individuals, is now in Oberlin on S. Professor St. Informational meetings are being held for Oberlin residents.

He noted that the the Lorain County LGBTQ+ and Allies Task Force, a 501(c)(3) nonprofit organization, has become more of a presence in the county. Lorain's LGBTQ+ residents and allies gathered throughout 2016 to share their experiences living in the county and identify the unmet needs of community members. As the need for services and advocacy for the community became increasingly clear, the community members agreed to shift from research to action and in early 2017 formed the Lorain County LGBTQ+ and Allies Task Force. It collaborates with community partners to facilitate access to local and regional services and engages the community at large to support Lorain County’s LGBTQ+ community. In addition, thanks to a grant from Nordson Corporation Foundation and from the Community Foundation of Lorain County, the LGBT Center of Greater Cleveland has hired part-time Lorain County LGBTQ Community Coordinator Stephan Graves. He is based at three drop-in satellite sites: in El Centro de Servicios Sociales in Lorain, First Congregational United Church of Christ in Elyria, and LCCC's Wellington Campus.

**3. Racial Justice /Dismantling White Supremacy** – Thom Colon, Brian Hedges, Carmen McFarlin,

L. D. Moore, and Jeff Witmer are among those members who decided to form a dismantling white supremacy action group. One way all UU congregations are being asked to show their ongoing support for Black Lives of UU (BLUU) is with financial pledges (see *UUA.org* for details). This is a follow up to the General Assembly Black Ministers gathering who are planning a revival. Monies from these pledges will support vital programming in ministerial gatherings and training, education, and outreach to provide opportunities for racial healing. For BLUU to be eligible for a matching grant, OUUF would pledge \$10/member (\$600) by the end of the year. One mechanism for this could be through Causes of the Month. Samuel Prince has joined the BLUU Organizing Collective Lead Team. The committee agreed to have this program presented to the Board for a possible vote at the June 10 OUUF annual meeting. LD offered to take the lead on this.

Future events:

1. Read: Charge of the Chalice (2007 book tells the story of a congregation becoming racially inclusive) and Darkening the Doorways (history of Black UU leadership).
2. Reader's Theater- Produce a play by Greg Cross.
3. UUA Curriculum - Connect with wider UUA exploration on dismantling white supremacy.

**4. The Prison Project** – In 2015, Samuel Prince introduced the congregation to Carlos Christian and the Starts Within Organization whose mission is to decrease the recidivism rate by targeting incarcerated individuals and providing education and mentoring to make the transition from offender to ex-offender a success. The Unitarian Universalist Funding Panel for a Just Society awarded a matching grant of \$4000 to Starts Within, with OUUF acting as fiscal agent. Due to the devoted work of Lee Drickamer, Samuel Prince, Greg Wilson, and others, the money was raised and the grant of \$4000 received. The Starts Within project is independent of OUUF except for the distribution of funds. Lee Drickamer has shared his experiences teaching in a prison with the congregation and at Kendal at Oberlin. He also presented an "Update on Mass Incarceration and a New Prison Release Program" to the Kendal UU Gathering on March 21, 2018, explaining the process of working in the prison and teaching classes to help reduce recidivism.

**5. Congregational Study/Action Issues (CSAIs)** – About 18 members of our congregation participated in a special social justice conversation to discuss and vote on two proposed Congregational Study Action Items (CSAIs). This is part of the national UU social justice effort. As part of our annual UUA Certification of Membership, we were asked to take part in the Congregational Poll, voting on whether our congregation thought either of the two proposed Congregational Study/Action Issues (CSAIs) should appear on the Final Agenda of General Assembly 2018:

**"CSAI: Undoing Intersectional White Supremacy:** *Racism is fundamental to U.S. social systems. White supremacy culture operates economically, institutionally, politically, and culturally, shaping everyone's chances to live healthy, fulfilling lives. It is also the nation's most toxic export, shaping policies and practices that do profound harm to the Earth and all living things.*

**"CSAI: Dismantling Intersectional Oppression:** *Systemic injustices intersect across environment, race, gender and all other forms of oppression. Identifying the underlying mechanisms which enable systemic and intersecting injustices enables us to mitigate their harm. Intersectional justice calls us to work together across oppressions and become a movement of movements.*

"At least 25% of all certified congregations must participate in the ballot vote, and a majority of those must vote in favor of placing the CSAIs on the Final Agenda."

We had a spirited discussion, and interest was strong in continuing our engagement further in both white supremacy and intersectionality of oppressions. A group volunteered to form a dismantling white supremacy action group.

**6. Membership in Unitarian Universalist Justice Ohio (UUJO)** – Rev. Joan Van Becelaere is now Administrator and Executive Director of UUJO, a 501(c)3 statewide action network for 27 churches and fellowships in the Central East Region (CER) of the UUA and 11 in the MidAmerican Region. Its mission is to organize justice seekers statewide to promote education, service and advocacy consistent with UU principles and to witness with and on behalf of marginalized groups and individuals. At the 2015 OUUF Annual Meeting, the congregation voted to join UUJO as a Justice Congregation. Samuel Prince is co-chair of the UUJO Board of Directors and Eleanor Helper is acting liaison from OUUF to UUJO, forwarding the monthly newsletter from UUJO as well as that from UUJEC (UU’s for a Just Economic Community) to the OUUF Social Justice Bulletin Board, Social Justice Committee members and others who wish to receive it. In March, the UUJO hosted a “Future Inquiry for Ohio Justice” event, a day and a half exploration of the past, present trends, and future directions of justice work in our state. Samuel Prince and Mary Grigolia participated from OUUF.

**7. Sunday Worthy Cause Collections** – The Cause of the Month format was discussed by the Social Justice team three years ago and the decision was made to keep the current format: choosing 19 to 20 causes from a list that included ten popular causes from previous years plus a selection of other local causes, some of which are new to the list at the suggestion of congregation members. The list tends to include those agencies that help our friends and neighbors in the Oberlin area.

The Social Justice team compiled a list of 19 worthy causes for 2017-2018. The congregation voted for the 10 causes that they wanted to support through Cause of the Month Sunday contributions. (Two months were left open for emergency solicitations.)

The organizations supported by OUUF during 2017-18 are listed below, with the amounts donated each month indicated:

\$248.00	July 2017	Starts Within Organization
\$281.44	Aug. 2017	Oberlin Weekday Community Meals
\$180.61	Sept. 2017	POWER (Providing Oberlin With Energy Responsibly)
\$365.00	Oct. 2017	Santa Elena Project of Accompaniment (SEPA)
\$339.00	Nov. 2017	Genesis House
\$487.00	Dec. 2017	UUA Disaster Relief Fund
\$318.00	Jan. 2018	Human Trafficking Collaborative of Lorain County
\$233.00	Feb. 2018	Family Promise
\$430.80	Mar. 2018	OCS Churches Helping Others Fund
\$383.81	April 2018	Lorain County Free Clinic
TBA	May 2018	Family Planning Service of Lorain County
TBA	June 2018	Lorain County Rape Crisis (a service of the Nord Center)
\$113.52		Souper Bowl to First Church
\$106.22		Guest at your Table
\$350.00		OCS Helping Hands collection to purchase gifts.

The Fellowship’s offertory collection on the last Sunday of each month is donated to our Minister’s Discretionary Fund, used to help our members in need. When the fund reaches \$1,000, everything donated above that amount is contributed to the Oberlin’s Churches Helping Others Fund, administered by Oberlin Community Services.

For the 2018-19 list, the congregation will be asked to vote for 10 of the 19 listed worthy causes that they want to support. Two months are left open for emergency solicitations.

In addition, members hope to participate in Souper Bowl Sunday (collecting funds and canned goods) for Oberlin Weekday Community Meals and Oberlin Community Services and perhaps in a revived Oberlin CROP Walk (raising money to fight world hunger and thirst) which was once an Oberlin annual event.

**8. Family Promise** – The Fellowship transitioned from a support to a host congregation for Family Promise in late 2014. Linda Miller and Joanne Rahn worked hard to keep the program going but found that OUUF simply did not have enough volunteers to continue to serve as a host church. At its September 5, 2017 meeting the Social Justice Committee decided to return again to our position as a support congregation for five to seven other churches in Oberlin. Sarah King agreed to serve as coordinator, advising our members on the Family Promise schedule, where volunteers were needed, how to get training, and so on.

**9. Sanctuary Movement** – AFSC, UUSC, and UUA co-sponsored on-line training sessions for those interested in learning about the Sanctuary movement. These sessions, provided by individuals who have been doing this at the national level for some time, provided information in several core areas to help people make an informed decision about what next steps to take. There is interest in the Fellowship in supporting First Church as it begins the first stages of determining its role as a Sanctuary congregation.

**10. Social Justice Project in Religious Education** – Joanne Rahn and Edie Fuchsman, members of the Religious Education team, presented an eight-week program for middle schoolers which met two hours covering the following topics: 1. Define Race: white privilege and socioeconomic class; 2. More than a label; 3. Where are people like me; 4. Historical perspective; 5. Penal system; 6. Microaggressions; 7. Allyship; 8. Reflections. Each week included an activity such as a movie, interactive game, role plays, YouTube clips, journaling, questioning, or sharing views. The youth were excited to continue meeting. This multi-racial group includes members of the larger community.

**11. General Social Justice Efforts** – The Social Justice Committee co-sponsored several local events, including the annual Oberlin Community Candidates Night in October. Three members of the Fellowship served on the OCCN Planning Committee. The Social Justice Committee will continue to make an effort to co-sponsor more social-justice-related Oberlin events that will make the community more aware of the OUUF.

Our members have taken part in the Friends Service Committee Advocacy Training (an invitation to join the Quakers in a national advocacy program) and in Restorative Circles Training, most recently in Kent (intent of this training is to provide the tools for success in restoring a sense of community when there have been congregational conflicts).

Some of our members have also taken part in the Oberlin Advocacy Team sponsored by the Friends Committee on National Legislation. Their focus is on advocating for peace, particularly with North Korea.

The Social Justice Committee provides opportunities for the OUUF children and youth to take part in meaningful social actions like the UUA Guest at Your Table effort, and the collection of funds and purchase of holiday gifts for families to help Oberlin Community Services Holiday Helping Hands program.

The Fellowship's weekly radio program, "Connections," aired many programs addressing problems of social justice, discussed by Samuel Prince and David Burwasser.

**12. Focus for the coming year, 2018-2019** – The Social Justice Committee is looking at the following areas for future study and action, based on input received from participants in a brainstorming session.

1. Environment: Green Sanctuary, climate change, clean water, EPA, Mother Earth.
2. Welcoming Congregation: LGBT rights, acceptance, Lorain County LGBT Task Force, hospitality, safe places.
3. Health Care: health care, ACA fixes, opioid epidemic, mental health issues – de-stigmatizing depression and mental health.
4. Freedom: Citizens United, freedom of press, freedom of speech, justice, work with UUA's Commission on Social Justice.
5. Immigration: Sanctuary.
6. Continued supported for current efforts such as gun control, prisoner family support, Starts Within, Holiday Helping Hands, Oberlin Community Services, Super Bowl Sunday, Guest at Your Table, Live Healthy/Oberlin, OWL, Race and Class Youth Group.

We also ask you to join us in identifying emerging issues needing our attention and action in the coming year by bringing your concerns and ideas to the Social Justice Committee.

## Buildings and Grounds Report

Prepared by Thom Colon

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The Building and Grounds Committee operated with renewed focus this year. The main goal was to solidify the Committee and redefine the methods and procedures to increase efficiency and effectiveness.

Beginning in January, the Committee began meeting regularly on the first Tuesday of the month and continued through the rest of the year. Agendas were created, and minutes were recorded. Both are archived in the B&G Binder stored in the Gathering Room.

Thom Colon served as Acting Chair. Jo Huber served as Acting Committee Treasurer and organizer. Diantha Pare provided organizational support. Johnny MacDonald was the primary maintenance person. Bob Frimel was a frequent contributor. Kyle Steele is the newest to join the Committee and assisted on multiple projects.

Due to multiple unforeseen repairs and an undefined fiscal policy, the B&G Committee operated over budget. The Committee implemented temporary measures to trim all unnecessary spending. Long term, the B&G Policy is being updated to implement procedures to ensure fiscal responsibility.

The B&G Committee performed multiple capital improvements. The kitchen was officially completed. The parking lot was repaved and graded for proper drainage. To improve energy efficiency, insulation was added to the west wall in the Sanctuary and LED conversion kits were installed in the middle building. To fund the LED conversation project, OUUF is participating in the First Church “PAY IT FORWARD” program. First Church forwarded the funds to pay for the conversation. The project qualifies for two energy rebates. OUUF will in turn take a portion of the rebates and “PAY IT FORWARD” to another church in the community.

### REPAIRS

- Sanctuary Furnace - Blower motor replaced by combination of outside service and B&G Committee members
- Roof - Multiple leaks repaired by B&G Committee members.
- Stucco and Brick – Multiple repairs made to the exterior facade of the building. All repairs and paint were done by an outside service.

### IMPROVEMENT PROJECTS

- Kitchen – Although most of the work was done in the previous year, it was officially completed this year. Work done almost exclusively by B&G Committee members.
- Parking Lot – Completely repaved, graded, and lined by an outside service.
- Sanctuary Insulation – New insulation was blown into the west wall of the Sanctuary by an outside service. The improvement will provide a significant energy savings.
- LED Lights – all light fixtures in the middle building (Social room, Kitchen, Cave, Hall, Minister’s Office) were retrofitted with LED kits. B&G Committee members received

assistance from First Church and POWER representatives to make the upgrade. The improvement will provide significant energy savings.

#### **SAFETY PROJECTS**

- Fire Extinguishers – Inspected and refurbished by an outside service.

2018-2019 will bring changes to committee. The Buildings and Grounds Committee will be split into two separate committees. The Building Maintenance Committee will be responsible for maintaining the building and parking lot. The Garden and Landscaping Committee will be responsible for all the green space on the property.

A very generous donation was made to provide funding to maintain the garden. The OUUF Board of Trustees approved a new Garden and Landscaping Policy in April 2018. A Garden Manager will lead all garden activities officially beginning in July 2018.

Additional energy saving measures will be on the Building Maintenance agenda for the coming year, including additional LED light conversions and window repairs. The condition of the roof is a concern and may need to be repaired or replaced using capital funds sometime during the next year. A new Building Maintenance Policy is in the process of being developed. The new policy will put in place new procedures for addressing maintenance issues and improvement projects in a timely, cost effective manner.

#### **SPECIAL APPRECIATION**

A very special thank you goes out to Johnny MacDonald for being the “go-to guy” in the Building and Grounds Committee. His tireless efforts and relentless ambition helped fill a void we desperately needed. Johnny’s dedication and expertise were vital in dealing with the many projects we tackled. Thank you John. We appreciate all that you do for the Committee.

## Membership Committee Report

The mission of the OUUF Membership Committee is to strengthen the membership of the Fellowship by welcoming prospective members, overseeing the path to membership, fostering a welcoming culture, and making our presence visible in the greater community.

The Membership Committee this year includes Stephanie Gibson (chair), Don Leake, Ann Cook-Frantz, Gail Powell and Marge Diamond. Mary Grigolia also participates in meetings. Greeters include Barbara Fuchsman, Gail Powell, Stephanie Gibson, Don Leake and Helen Kopp.

We have had 3 new members join between the last annual meeting and this one, bringing our total to 66 members.

The Membership Committee accomplished several things this year. We produced a directory and nametags. We held sessions of Putting You in UU, which is for people thinking of becoming members. We are planning a session of OUUF 101, which explains the structure of the congregation to newer people. We started having 'Bring a Friend' Sundays, this year, and had one in the fall and one in the spring. We hosted the annual lunch for the UU Summer Institute attendees who were on their way home from the gathering at Oberlin College. We kept a count of the weekly attendance at Sunday Services.

## Communications Committee Report

This year, the Communications Committee was Dave Burwasser, Thom Colon, Ann Cook-Frantz, Eleanor Helper, Carmen McFarlin, and L.D. Moore, with help from Office Manager Mattis Deutch.

The Board approved the hiring of Jennifer May to redesign our website, and thanks to her efforts, it's much more clear, inviting, and navigable than before, although there are still minor changes to make and content to add. Now visitors to the website can sign up for the Chalice newsletter and see a more readable calendar of events, among other improvements. We still need to implement a way for people to donate money to the Fellowship online.

We created a design for a sign to display on the front of the building, where it will be visible from Route 511. The Board approved an expenditure of \$750 from the Capital Campaigns Fund to pay for the sign, but requested a revised design. We're currently working on revising the design.

The Communications Committee has continued to administer the various OUUF publications: the Chalice newsletter, the Weekly Update emails, the Yellow Sheet of Sunday announcements, the website, and the Facebook page. The creation of the Chalice, Weekly Updates, and Yellow Sheet has been assigned to the Office Manager, who sends drafts to the Communications Committee for review in advance of the date of publication. Also, due to requests from those members and friends who like to print the Yellow Sheet for themselves before the service, Mattis now sends the Yellow Sheet as an email to the [info@ouuf.org](mailto:info@ouuf.org) list.

The OUUF Facebook page is also used for sharing relevant information from The Chalice, Weekly Updates, and other community announcements. The Facebook account currently has 63 members and the page is updated and moderated by Carmen McFarlin and Phyllis Smith.

## Committee On Ministry Report

COM is comprised of Judith Sellers (outgoing member), Frank Swinehart (Chair), and Cindy Frantz (Incoming Chair). Our activities included:

Monthly meetings with Rev. Grigolia. A number of confidential issues arose, and COM consulted with the minister on how to handle them and intervened when appropriate.

Research into how best to handle earmarked donations.

The adoption of a meeting evaluation worksheet that enhances our ability provide feedback to the Board on their process.

Planning for a service on white supremacy (that was unfortunately postponed due to an emergency).

The COM would like to commend the Board of Trustees for an excellent year.

Submitted by Cindy Frantz, Incoming Chair of COM

## **OOUF Choice of Worthy Causes for 2018-2019**

Two years ago the Social Justice Team reviewed the Cause of the Month process and decided to keep the current structure of offering the congregation at the Annual Meeting a list of possible causes from which to choose 10. Two months are left open for Emergency Distributions to be determined by the Social Justice Committee on the basis of urgent needs of local groups or national or international crises. The list for 2018-2019 is again based on this process.

### **Worthy Causes for 2018-2019 to be Voted Upon by OOUF members on June 10, 2018**

Each month, the Fellowship donates our offertory money to a worthy cause. Below are some causes that the Fellowship has considered in the past as well as two Lorain groups -- El Centro and Lorain County LGBTQ+ & Allies Community Task Force -- in need of money to handle expanding needs for their Lorain County communities.

At the OOUF Annual Meeting on June 10, 2018, members will choose 10 causes from the 17 listed to receive offertory money. (Two offertory collections are left undesignated for emergency distributions that will be selected by the Social Justice Committee based on urgent needs.)

Selections include agencies chosen by the Fellowship for the Worthy Cause of the Month (formerly Second Sunday) for the past ten years — 2008-2017. The Social Justice Committee hopes that the congregation will again consider participating in our special projects: **Oberlin Backpack Project, OCS Holiday Helping Hands, UUSC Guest at Your Table, and Souper Bowl Sunday.**

- 1. Boys & Girls Club of Lorain County** - Provides after-school support, structure, and safety to boys and girls, focusing its programming on five key areas: academic success, character and leadership, health and wellness, recreation and the arts.
- 2. El Centro** - Focuses on meeting basic human needs, improving physical and mental health, and providing community development as Lorain County's only bilingual social service agency. Donations support its food pantry, create access to mental health services, offer summer workshops for low-income youth, offer citizenship exam classes, and much more.
- 3. Family Planning Services of Lorain County** - Offers affordable reproductive health care to both men and women and their families at medical offices in Elyria and Lorain and provides health education programs on request.
- 4. Family Promise of Lorain County (Interfaith Hospitality Network - IHN)** - Addresses the needs of homeless families by providing shelter, hospitality, meals and comprehensive support services to families without homes. Provides a cost-efficient and effective community response to the local declining housing situation. (Our Fellowship is a support host for Oberlin churches.)
- 5. Genesis House** - Provides temporary safety, shelter, food, aid and support to the victims of domestic violence and their children in Lorain County.
- 6. George Jones Farm/New Agrarian Center (NAC)** - Serves as a cooperative farm incubator and educational center, combining production areas for vegetables, fruit and vermi-composting with efforts to restore natural habitat. Runs "City Fresh" CSA program to distribute fresh food to low-income

neighborhoods in the region that no longer have local grocery stores. (George Jones Farm is a 70-acre farmstead owned by Oberlin College and leased by NAC.)

**7. The Haven Center** - Provides homeless men and women in Lorain County with beds, meals and support, including referrals for work, vocational rehab programs, and help in applying for affordable housing.

**8. Human Trafficking Collaborative of Lorain County** - Educates and advocates for the prevention and abolition of human trafficking; Connects trafficked persons with services; works with local and national organizations to enact supportive human trafficking legislation; builds partnerships to provide services for trafficked persons

**9. Lorain County Free Clinic** - Provides comprehensive health care at low or no cost to the uninsured.

**10. Lorain County LGBTQ+ & Allies Community Task Force** - Collaborates with community partners to facilitate access to local and regional services and engages the community at large to support Lorain County's LGBTQ+ community. The Task Force was organized in early 2017 to identify the unmet needs of community members.

**11. Lorain County Rape Crisis Center (a service of the Nord Center)** - Provides free and confidential support and advocacy 24/7 to men and women of all ages in Lorain County who are survivors of all forms of sexual assault.

**12. Oberlin Weekday Community Meals** - Serves a free hot meal to anyone in need Monday through Friday, feeding an average 25–30 people each evening, with numbers higher toward the end of the month when other supports, such as food stamps, run out.

**13. Ohio Coalition Against Gun Violence** - Works to prevent gun violence through education, advocacy and public awareness.

**14. POWER (Providing Oberlin With Energy Responsibly)** - Provides information and assistance in navigating available energy efficiency programs in Oberlin. May be able to provide limited income-based assistance for insulation and weatherization.

**15. Santa Elena Project of Accompaniment (SEPA)** - Works to improve human rights in Guatemala with outreach and advocacy about conditions there. Raises money for education and other Mayan projects. (Coalition of organizations in Oberlin and northeastern Ohio.)

**16. Starts Within Organization** - Decreases recidivism rate by targeting incarcerated individuals and providing education and mentoring, making the transition from offender to ex-offender a success.

**17. Western Reserve Land Conservancy** - Conserves and preserves natural areas. Has led the effort to restore a natural prairie on the Oberlin Great South Woods property, planting pollinator-friendly meadow and prairie seeds and additional native plants with the help of Oberlin College students and local residents.