

2013-2014 Annual Report

Annual Meeting

Sunday, May 18, 2014

1 p.m.



Second Unitarian Church of Omaha

authentic. compassionate. transformative.

**3012 South 119th Street
Omaha, NE 68144**

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MISSION STATEMENT

*“Our Mission is to be Authentic, Compassionate, and Transformative
in our lives, in our faith, and in the world.”*

Adopted May 20, 2012

ANNUAL REPORT 2013-2014

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Second Unitarian Church of Omaha *Rules for the Annual Meeting*

The Handling of a Motion:

- A member makes a motion. ("Member" means voting member of the Church.)
- Another member seconds the motion.
- The chair states the question on the motion.

Neither the making nor the seconding of a motion places it before the assembly; only the chair can do that (with step 3). When the chair has stated the question, the motion is pending and is open for debate.

Members debate the motion (unless no member claims the floor to do so). During debate, no one shall speak more than two minutes (unless the assembly declares its desire to waive this rule for a specific speaker). No one is entitled to the floor a second time on the same motion as long as any other member who has not spoken on this motion desires the floor. With the permission of the chair, a non-member may participate in debate (please identify yourself as a non-member when recognized by the chair, so there is no confusion).

The chair asks if there is any further discussion and, if there is not, puts the question to a vote, calling for those in favor, those opposed, and those abstaining.

The chair announces the result of the vote.

During the debate on the motion, a member may call for the "question," which is a request to close debate and proceed to a vote. The chair may observe that the question has been called and ask if there is any objection to closing debate. If there appears to be significant objection, the chair may allow the debate to proceed. If a member wishes to press for closure, she/he may seek recognition and "move the previous question." This is a priority-taking motion, which, if seconded, must be voted on immediately. If it carries by a 2/3 majority, then debate on the previous motion is terminated, and the chair proceeds immediately to put the previous question to a vote. Otherwise, debate on the previous motion continues.

In cases of questions on parliamentary procedure, the chair shall rule. If the ruling is contested, the assembly shall vote on whether or not to uphold.





Second Unitarian Church of Omaha
Annual Meeting
May 18, 2014
AGENDA

- 1. Call the Meeting to Order:** JoAnne Draper, Board Chair
- 2. Opening Words and Chalice Lighting:** Rev. Scott McNeill, Minister
- 3. Validation of Quorum**
- 4. Affirmation of Congregational Covenant**
- 5. Approval of Minutes of 2013 Annual Meeting**
- 6. Minister's Report:** Rev. McNeill
- 7. Treasurer's Report:** Pat Caffrey
- 8. Presentation of Slates of Nominees, Nominations from the floor, Election of Nominees:**
 - Board of Trustees
 - Endowment Fund Committee
 - Nominations and Leadership Development Committee
- 10. Presentation, Discussion, and Approval of Annual Budget for 2014-15**
- 11. Presentation, Discussion, and Approval of Bylaws Changes**
- 12. Nomination and Election of Delegates to General Assembly**
- 13. Closing Words:** Rev. McNeill
- 14. Adjournment**



**Minutes of the Annual Meeting
Second Unitarian Church of Omaha
May 19, 2013**

1. **Call the Meeting to Order:** Nancy VanderSluis, Board Chair
2. **Opening Words and Chalice Lighting:** Rev. Scott McNeill, Minister.
3. **Confirmation of Quorum**
OUTCOME: Bill Kuhn, secretary, confirmed quorum. No absentee ballots were received.
Approved minutes from last year's meeting of May 22, 2012.
4. **Minister's Report** Presented by Rev. Scott McNeil
5. **Strategic Planning Report** given by Carol Johnson
6. **Treasurer's Report** given by Pat Caffrey
7. **Presentation and vote on annual budget for 2013-2014**
OUTCOME: The budget was approved unanimously
8. **Presentation and election of slates of nominees.**
Board of Trustees: Gay Abraham, Craig Piquette, Stephanie Peterson.
Endowment Fund Committee: Phil Dudley
Nominations and Leadership Development: Tom Peterson
OUTCOME: Approved
9. **Approval of Delegates for General Assembly** (3 allowed)
Cheri Cody and Carol Johnson were nominated as delegates to the General Assembly.
Clyde Anderson moved and Darrell Draper seconded to approve both delegates. Clyde amended his motion to allow the Board to select a third delegate.
OUTCOME: Approved unanimously.
10. **Closing Words:** Rev. Scott McNeill
11. **Meeting adjourned** 1:45
Respectfully submitted,
Bill Kuhn, Secretary of the Board



VOTING SECTION

NOMINATIONS

The Nominations and Leadership Development Committee is pleased to present an outstanding slate of candidates for the Board and Endowment and Nominations Committees. Members will vote for the candidates at our May 18 Annual Congregational Meeting. Following are short biographies from each of the candidates.

Board of Trustees

Pat Caffrey

A special thank you to all for being Second Unitarian Church! I joined you in November, 2005, and have served as a member and chair of the Social Justice Committee and OTOC leader, Auction Fundraiser co-chair, Treasurer, and member of the Committee on Ministry team. In April of this year, I participated in the Unitarian Universalist Association MidAmerica Regional Assembly in Topeka, KS, where I was reminded of one of the reasons for choosing to become a Unitarian Universalist -- the Hunger for Justice! My commitment to justice was sparked once again. It is my hope that we work together to build strong relationships, which is pivotal to a strong faith community, in order to carry out our mission within and beyond Second Unitarian Church.

Judy Eller (*final year of term vacated by Bill Kuhn; Judy was appointed for second year of term*)

I have always been Unitarian – I just didn't always know it! For many years I searched for a church home, a community of people who knew that there is not just one right religion. I knew there had to be other people who respected all religions and knew that you didn't have to recite a creed or be "saved" to be a good person. The first time I walked in the door at Second Unitarian I knew this was a place I could call my spiritual home. I signed the membership book in August of 2009 – it was a life-changing decision.

I have been actively involved in the Fellowship committee and have served as co-chair for 2 years. Fellowship provides an opportunity to serve others while fulfilling an important social function for our community. It is a ministry of giving, but what I get in return far outweighs what I give. When I was approached by the board to step in and finish a term on the board, I was honored and a little overwhelmed by the

responsibility. I appreciate the confidence the board has placed in me. I have learned a lot about the workings of Second Unitarian and have great respect for the people who serve in a volunteer capacity as well as the salaried professionals who guide our community. I feel that my experience in public service (I have been a school teacher for 30 years), my experiences on the board for the past 7 months, and my commitment to Unitarianism make me a good candidate to continue to serve on the board.

Anita Meyer

My husband Gary Toth and I joined the church in 2002. Our son Alex was very young at that time and my first involvement at Second Unitarian was volunteering in the nursery. Since then I have taught religious education, been a committee member, served as a co-chair, and am currently chair of the Religious Growth and Learning Committee. I was co-chair during the initiation of Service Learning Projects where learning takes place once a month doing work for others outside of the classroom. During my position as co-chair, we transitioned from one director of religious education to our current interim DRE. I also serve on the Personnel Committee and was involved in creation of new personnel evaluation forms and determination of pay for our staff.

In my professional life I am a toxicologist for the Army Corps of Engineers and serve on various workgroups composed of Department of Defense Service representatives as well as workgroups composed of staff from various federal and state regulatory agencies. I lead a group of service toxicologists that reviews EPA toxicological reports and I work with EPA to resolve differences.

I am grateful for the opportunities I've had for personal and spiritual growth at Second Unitarian and also for the relationships I have here. I would be honored to serve our church on the Board of Trustees and especially in this first year of implementing the new strategic plan.

Nominations and Leadership Development

Janet Nichols

I became a Unitarian Universalist in 1984 by joining the Unitarian Universalist Fellowship of Topeka, KS. I was raised a Methodist. While at Topeka, I held various positions in the church including co-DRE and teaching Religious Education at various levels. My co-DRE and I organized a summer Peace Camp for elementary children, which over the years became a community event.

I came to Second Unitarian in 1997. I have been a part of this growing community at various

levels as well. I have been co-chair of the Fellowship Committee serving several terms. I have served on the Religious Growth and Learning Committee and have taught Religious Education at various levels. I was also on the YAC (Youth Adult Committee) when my son was in the youth group. I have served on the Nominations Committee. Professionally, I am an Early Childhood Special Education teacher.

This is an exciting time with the new long range plan direction toward leadership growth in our spiritual community. I am challenged and excited to be a part of this leadership path to serve on the Nominations and Leadership Committee.

Endowment Committee

Cheri Cody

I joined Second Unitarian Church in 1977 and my children grew up in this church. I have served on four boards and was president for three of them. I have chaired Music & Worship, Membership, Social Justice, Denominational Connections, and the 2004 Long Range Planning Committee. I have worked on special efforts such as multiple long range planning committees, the extension ministry task force, and two search committees. I co-chaired the local arrangements host committee for the 2008 Prairie Star District conference in Omaha.

Since 1989 I've been involved in a number of committees and positions with Prairie Star District (now MidAmerica Region). In 2007 I completed the certification training as a facilitator for the Healthy Congregations curriculum. I continue as a lay consultant doing board retreats and other workshops with congregations.

Three years ago I was appointed to the Open UUA Committee which works to achieve transparency in the work of the UUA Board and associated committees. Earlier this year I was trained to be a UUA Compensation Consultant and I serve a portion of the MidAmerica Region. When assistance is requested, I work with congregations which are in search for professional ministers to help them determine optimal salary options.

I look forward to working with the other members of the Endowment Committee to enhance our planned giving possibilities.

PROPOSED BYLAWS CHANGES

The proposed bylaws changes are attached as an appendix of this Annual Report.

PROPOSED BUDGET

The proposed budget for 2014-2015 is presented on the following two pages.

Second Unitarian Church Proposed 2014-2015 Budget

Approved by the Board - January 15, 2014

Line #	Income	Approved 2013-14	Proposed 2014-15	Change	% Change
1	Pledge Income/Current Yr	\$181,841	\$195,479	\$13,638	8%
2	New Pledges Current Year	\$6,000	\$10,000	\$4,000	67%
3	Interest & Dividend Income	\$144	\$100	-\$44	-31%
4	Gifts	\$2,500	\$2,500	\$0	0%
5	Fundraising	\$7,500	\$6,040	-\$1,460	-19%
6	Offering	\$14,300	\$13,000	-\$1,300	-9%
7	Rent	\$600	\$500	-\$100	-17%
8	Transfer from Reserves	\$5,027	\$5,099	\$72	1%
9	Total Income	\$217,912	\$232,718	\$14,806	7%
 Expenses					
<u>Salary Expenses</u>					
10	Staff Payroll Taxes	\$4,073	\$4,025	-\$48	-1%
11	Office Admin. Salary	\$20,085	\$20,888	\$803	4%
12	Office Admin Ins Benefits	\$1,855	\$2,120	\$265	14%
13	Office Admin Retirement Fund	\$2,009	\$2,089	\$80	4%
14	DRE Salary	\$17,304	\$17,996	\$692	4%
15	DRE Insurance Benefits	\$1,808	\$2,068	\$260	14%
16	DRE Retirement Fund	\$1,731	\$1,350	-\$381	-22%
17	Music Director	\$12,250	\$9,984	-\$2,266	-18%
18	Musicians	\$0	\$3,000	\$3,000	New
19	Connections Coordinator	\$3,600	\$3,744	\$144	4%
20	Total non-ministerial staff	\$64,715	\$67,264	\$2,549	4%
 <u>Ministerial Package</u>					
21	Housing Allowance	\$18,000	\$18,360	\$360	2%
22	Insurance Benefits	\$8,981	\$9,838	\$857	10%
23	Minister W2 Salary	\$40,240	\$41,850	\$1,610	4%
24	In Lieu of FICA	\$4,455	\$4,606	\$151	3%
25	Professional Expenses	\$5,824	\$6,021	\$197	3%
26	Minister Pension	\$5,824	\$6,021	\$197	3%
27	Total Ministerial Expense	\$83,324	\$86,696	\$3,372	4%
 <u>Administrative Expenses</u>					
28	Administrative Expenses	\$1,360	\$1,305	-\$55	-4%
29	Treasurer Admin Expense	\$1,577	\$2,833	\$1,256	80%
30	Financial Audit	\$0	\$0	\$0	0%
31	DRE Prof Expenses	\$1,731	\$1,800	\$69	4%
32	OA Prof Expenses	\$1,005	\$1,567	\$562	56%
33	YRUU Program	\$200	\$200	\$0	0%
34	Connections Coord Prof Expenses	\$390	\$374	-\$16	-4%
35	Staff Appreciation/Development	\$300	\$200	-\$100	-33%
36	Total Administrative Expense	\$6,563	\$8,279	\$1,716	26%

	Approved 2013-14	Proposed 2014-15	Change	% Change
<u>New Equipment Expenses</u>				
37	Office Equipment	\$700	\$0	-\$700 -100%
38	Office Furniture	\$0	\$0	\$0
39	Total New Equip. Expenses	\$700	\$0	-\$700 -100%
<u>General Expenses</u>				
40	Board Mtgs & Retreat	\$300	\$275	-\$25 -8%
41	Share the Plate Donations	\$7,150	\$6,500	-\$650 -9%
42	Consultant: Capital Campaign	\$0	\$0	\$0 0%
43	Architect	\$0	\$0	\$0 0%
44	Minister Sabbatical Fund	\$0	\$3,000	\$3,000 0%
45	RGL-Childcare	\$3,200	\$3,200	\$0 0%
46	Religious Education Supplies	\$750	\$750	\$0 0%
47	Copier Expense	\$2,090	\$420	-\$1,670 -80%
48	Denominational Dues	\$10,624	\$10,956	\$332 3%
49	Insurance	\$3,130	\$3,688	\$558 18%
50	Janitorial-Cleaning	\$5,098	\$5,098	\$0 0%
51	Janitorial Sup/Trash Pick up	\$1,785	\$1,623	-\$162 -9%
52	Lawn Care	\$1,200	\$1,440	\$240 20%
53	Leadership Development	\$100	\$0	-\$100 -100%
54	OTOC dues	\$1,507	\$1,745	\$238 16%
55	Postage	\$475	\$675	\$200 42%
56	Telephone/Internet	\$2,520	\$2,820	\$300 12%
57	Communications/Marketing Advisory Council	\$1,690	\$1,740	\$50 3%
58	Utilities: Gas/Electric/Water	\$4,572	\$5,220	\$648 14%
59	Depreciation	\$0	\$0	\$0 New
60	Total General Expenses	\$46,191	\$49,150	\$2,959 6%
<u>Committee Expenses</u>				
61	Caring	\$650	\$610	-\$40 -6%
62	Committee on Ministry	\$250	\$250	\$0 0%
63	Communications	\$50	\$0	-\$50 -100%
64	Denominational Connections	\$0	\$700	\$700 New
65	Fellowship	\$1,350	\$1,513	\$163 12%
66	Finance Coordinating Council	\$2,440	\$2,575	\$135 6%
67	Bldg & Grounds Mainten	\$1,690	\$2,050	\$360 21%
68	Membership	\$1,750	\$1,750	\$0 0%
69	Music and Worship	\$5,400	\$7,250	\$1,850 34%
70	Lifespan Religious Growth and Learning	\$1,200	\$1,400	\$200 17%
71	Library	\$450	\$450	\$0 0%
72	Leadership Dev./Nominations	\$100	\$1,200	\$1,100 1100%
73	Social Justice Coordinating Council	\$700	\$810	\$110 16%
74	Technology	\$389	\$772	\$383 98%
75	Total Committee Expenses	\$16,419	\$21,330	\$4,911 30%
76	Total Expenses	\$217,912	\$232,718	\$14,806 7%
77	Out of Balance By	\$0	\$0	



Voting Membership for 2014 Annual Meeting

Abraham, Stephen
Alberts, Chris
Alsman, Lynn
Amoura-Patterson, Sana
Amsler, Nancy
Anderson, Clyde
Archer, Jill
Aschinger, Sue
Ballarin, Marco
Baltaro, Richard
Bell, Kathy
Bell, Rick
Benziger, Joan
Bok, Edward
Bope, John
Burns, Stu
Burnside, Lisa
Busacca, Joan
Caffrey, Pat
Carmichael, Amy
Carmichael, William T.
Cody, Cheri
Cozine, Neva
Curtiss-Smith, Pamela
DeWester, Gay
Dilley, Dawn Marie
Dodge, Virginia
Draper, Darrel
Draper, JoAnne
Dudley, Donna
Dudley, Phil
Dudley, Victoria
Duggin, Lorraine
Eller, Judy
Eurich, Gwen
Flanery, Jim
Fleckenstein-Phillips, Betsy
Fontaine, Sherry
Forbes, Marcia
Forbes, Milton
Foster, Louisa
Frost, Jack
Gleich-Bope, Deborah
Harrison, Al
Hart, J. Patrick
Hartman-Kurtz, Carlynn
Harvey, Brett
Harvey, Leslie (Briar)

Haskins, Joel
Haskins, Kathie
Hay, William
Hovseth, Kim
Hunter, Tammy
Jeck, Anita
Jenkins, Dave
Johnson, Carol
Johnson, David
Kirn, Julie
Kliment-Jenkins, Molly
Knape, John
Koelling, Norma
Koelling, Richard
Konecky, Melissa
Kopecky, Gene
Kopecky, Vija
Kuhn, William
Kurth, Chris
Kurth, Olga
Kurtz, Larry
Loyd, Aaron
Lundahl, Tom
Lynne, Cynthia
Lynne, Michael
macCallum, nellie sudavicius
McArdle, Rich
McNeill, Sarah Gettie
McNeill, Scott
Meglich, Patti
Meier, Monica
Meyer, Anita
Miller, Carolyn
Miller, Pete
Miller-Jenkins, Pam
Milner, Susan
Minter, Gregory B.
Mundy, Don
Neece-Baltaro, Laura
Nelson, Angela
Nelson, Katie
Nesbit, David
Nichols, Janet
Nunn, Martha
Pearson, Dan
Pearson, Ferial
Peters, Chris
Peterson, Stephanie

Peterson, Tom
Phillips, Phil
Pinzon, Jonnathan
Piquette, Craig
Pratt, Vlcki
Quintana, Meg
Qureshi, Sajda
Ramsey, Cindy
Redd, Roxanne
Robinson Abraham, Gay
Robison, Dodie
Roth, Daniel
Rundquist, Shirley
Rundquist, Tom
Scarborough, Gary
Scherbring, Becky
Scherbring, Bryan
Segell, Betty
Short, Jaime
Short, Justin
Stevens, Ronda
Straub, Jodi
Straub, Stephen
Tessin, Jeff
Tessin, Katie
Thomas, Lolly
Tipton, Mark
Toth, Gary
Ullerich, Cade
VanderSluis, Nancy
Wallace, Doris
Weiss, Michaela
White, Jennie
White, Joe
Wood, Kristie
Yamamoto, Rachel



LEADERSHIP AND STAFF

Settled Parish Minister, Rev. Scott McNeill

The successes of each year of ministry are shown through the connections I facilitate at the church. I hope to support the spiritual growth of members (and visitors) to our church. Sometimes I do that through keeping our congregation running in the background; and, sometimes I do that through actively leading programs. On one hand, I have a charge to pastor to the members of our congregation. And on the other, I am called to reach out to the broader Omaha community, seeking to bring in people who want to join our community.

2013-14 was a particularly notable year, in terms of our presence in the larger community. Over the past few years, I've developed relationships with leaders of different communities and agencies in Omaha (and the larger UUA) – and our congregation's work has been noticed outside of our walls. The Omaha World-Herald sought out our perspective on worship for their "From The Pulpit" series (I had been part of their cycle previously; but during some staff turnover, we were dropped and then they sought us out rather than my asking them to include us). Researchers at the UNMC studied the connections between individuals who are gay, lesbian, bisexual and/or transgendered and the larger Omaha community – and we were one of the few faith communities present in the conversation. Students from high schools, colleges, and grad schools learned and wrote about our church.

Within our church walls, I have sought to balance the continuation of past work with the creation of new programs. I am excited that we are restarting Covenant Groups! If you haven't participated in one before, they can be one of the most meaningful ways people connect in congregations. While Covenant Groups are great because they pave the path to spiritual reflection, other small groups also help people connect. I'm delighted that the retirees group has continued over the past few years. The Parents' Group hasn't fared as well (go figure – it's a particularly busy group of people!), but many of the parents have connected with one another (especially true for those who have delivered little ones in the past

year).

A particular change in my work over the past year has been my focus on our congregation. When I was first called to Omaha, I shared that I intended to stay active in our larger Association in various ways (social justice, collegial gatherings, leading worship). While this work is still important to me, the challenges of traveling to volunteer for our Association (particularly with a little one at home) has meant that I've stepped back from committees and work on the national level. Still, these connections are critical to our ministry – we gain invaluable insights from the UUA, and technology allows us to stay connected in many ways. For this season of my ministry, I hope to continue to invite colleagues to lead worship in Omaha and to support the work of our broader faith – but I've airline snacks for the stale cheerios that come standard with almost every child. It's a trade I've been happy to make.

Finally, a note of thanks. I'm in awe of the commitment people make to our church – whether it's helping on Sunday morning, volunteering throughout the week, or giving time and resources to the church. Whatever gifts you share with this community, know that I am incredibly grateful for all that you bring. We're made better by those whose hands and hearts shape our church.

Chair, Board of Trustees, JoAnne Draper

Board Members: JoAnne Draper, Chair; Craig Piquette, Vice Chair; Anita Jeck, Secretary; Stephanie Peterson; Gay Robinson Abraham; & Judy Eller.



- Asked Greg Minter & Sue Aschinger to be on the Committee on Ministry and both accepted.
- Extended an invitation to Judy Eller who accepted to join the Board. She fulfilled Bill Kuhn's term.

- With great input from Treasurer Pat Caffrey and Cheri Cody, the Treasurer job was redesigned to include expansion of our Office Administrator, Gary Emenitove duties; Treasurer who is Member of the church, Vicki Pratt and hired a part time (2-3 hours per month) Bookkeeper. This structure will be more sustainable and professional.
- Held a Board retreat on Nov 9th that including training on roles and church structures.
- Approved and rolled-out the Strategic Plan to the larger congregation.
- Approved a professional cleaning company for custodial services.
- Invited a consultant from MidAmerica for a workshop on conflict. The Board and Committee on Ministry attended on April 26th.
- Changes to the current Bylaws to reflect the Strategic Plan. This will be presented at this Annual Meeting for a vote by the congregation.
- Appointed an Audit Committee for the 2011-2013 fiscal year.
- Completed the Board Evaluation of the Minister.

Interim Director of Religious Education, **Molly Kliment Jenkins**

The past year has been one of learning - not only for our members, Religious Education (RE) leaders and families participating in Sundays or adult RE - but also for me as I strive to get a grasp of the DRE position. We had many successes and a few learning experiences along the way.

For convenience sake, I am referring to adults in the classrooms as "teachers" and the time for children on Sundays downstairs apart from worship as "Sunday school."

Curriculum for Sundays

The Religious Growth and Learning (RGL) committee selected three curricula for the school year, and divided our students up into rough cohorts based on age. The classes were taught in the service(s) that fit their demographic. "Stories About God," (SAG) designed for our preschool crowd, tend to frequent the early-bird service. The next group, our elementary students, worked through "Holidays and Holy Days - Spirit Play," (H&H) a Montessori adapted curriculum, which we provided at both services. Our oldest cohort of students, the late elementary/middle school/junior high crowd, went through "Amazing Grace" (AG) together at the latter service. Preschoolers who come to the late service or our

pre-teens at the first service participated in the "Holidays and Holy Days" classes.

Feedback from the SAG and AG classes has been positive, both with parents/instructors. H&H has had some rough times as my teacher training day was before I was thoroughly familiar with the curriculum and how to execute it. As a Montessori-style class, it has some unique characteristics. It also was adapted from an early 1980s curriculum, Holidays and Holy Days, and was not a totally smooth adaptation. We have found some "misinformation" in the curricula. It also was designed for a longer class time than what we have: the stories are particularly long.

We had 19 children registered for Sundays and an average Sunday school attendance of 14 children.

Childcare

Kaitlyn Hayes has been our regular provider for the past year on Sundays in the nursery and has done a wonderful job. The children love her and she is very dependable. We have regularly had an average of three children split between the two services: two in the early service and one in the later service.

I added child care training for the youth who help us with child care. Our first training was in January and attended by three youth. I am hopeful that by offering in the fall before classes start we can have better attendance and, hence, better prepared teens for whatever they may encounter. I also worked with the Retiree's Group to schedule a CPR class to make it available to families and youth.

Service Learning Projects (SLPs)

An average of 12 people attended each SLP this year. As part of the promotion/identity, feeling of teamwork and overall "thank you," RGL purchased t-shirts with the church log. They are free to the kids and available at cost for adults.

Here are recent SLPs:

- 4-27-14 Earth Day: Standing Bear Park Cleanup (Bad weather/stormed out)
- 3-30-14 Region 6 Behavioral Healthcare: supplies for foster kids aging out of system
- 2-23-14 Crochet Homeless Mats, Women's Aux. for Vets
- 1-26-14 Fleece Blankets - Project Harmony
- 12-2014 Adopt a Family
- 11-24-13 Letter writing campaign - GLBT foster families bill in NE unicameral
- 10-20-13 Park Clean-up (Standing Bear Lake)
- 9-22 -13 Planned Parenthood - Education on Upcoming Issues in the Legislature
- 07-28-13 Fontenelle Forest - made materials for recycled art exhibit
- 6-2013 Habitat for Humanity

Adult RE

We are developing a 5-year outline, in line with the strategic plan, to enact starting in the fall 2014. Adult RE this year has been sporadic.

Here is a list of recent events:

- 1-29-14: The Power of Music: Music Therapy workshop with outside speaker. Sponsored by Caring Committee
- 4/14/2014: Considering the Conversation: Expressing Those Final Wishes: Panel Discussion with Rev. Sarah Gettie McNeill (chaplain), Dr. William Hay (primary care), Dr. Pierre Lavedan (hospice care), and Janice Kliment (talking with family).
- 4/15/2014: Mindfulness/Buddhism: Brother Chan Huy
- 4-17-2014: Holland Lecture Circle Discussion: Led by Dr. Phil Dudley, econ professor.

Miscellaneous Items

Many housekeeping items were tackled in the early days of my interim tenure at 2U. The DRE office was in a state of chaos following two moves. The craft closets were gathered up by Pam Curtis-Smith, but there was still a lot of duplication of supplies in various locations. Materials from previous DREs were located in both paper/binder and electronic versions.

During my initial months, I not only strived to master the curriculum but also gain a grasp of the position and get a sense of history. I cleaned out many of the old supplies and consolidated what we had. I also changed the DRE function so that, contrary to what past DREs had done, I did most of the craft/display prep work for the Sunday volunteers so they could focus on feeling confident in teaching the materials. It also contributed to tidier cabinets and fewer duplicate supplies being purchased. I also had a volunteer help me organize the old curriculum closet so we would have a good grasp on what curriculum we had on hand.

I also went through and moved the vast majority of documentation onto GoogleDocs, which provides online access, backup protection and free software/upgrades. There have been a few trade offs, but overall, it's been a good experience.

Office Administrator, Gary Emenitove

Newsletter Staff: Nancy Amsler, Richard Koelling, Tom Peterson, Betty Segell, and Rev. Scott McNeill

Not long after I arrived here, the then-chair of the Technology Committee expressed that the church office needed a better computer and operating system. This year was when that happened! The new office computer has solved the computer crashing issues, while providing the intellectual challenge of a learning curve of a new operating system, upgrades of many software programs, and the ability to do just about anything we ask it to.

One of the uses of the new computer has been to upgrade our Weekly eNews to Constant Contact, a professional-level email marketing company that already has helped improve the look and content and in the future should continue to improve how we handle other church communications.

Working with other staff and volunteers, we've done some organizing and documentation of church supplies and their locations, and we're beginning to reorganize church files.

Along with the Building & Grounds Committee and Rev. Scott, we've moved to a professional custodial service for the church, which at the time of this report is in its first month of service.

It's a pleasure to be working with the professional staff at 2U. We seem to strike just the right balance of thinking, working, and laughing.

Music Director, Donna Zebolsky

Choir Members: Tom Peterson, Julie Kirn, Bill Kuhn, Deb Gibson, Elizabeth Thompson, and Chris Peters

Meg Quintana, Jennie White, and Joe White also sang with us for part of this last year. We hope to have Joe and Jennie join us again as soon as their circumstances permit.

The choir sang at 7 services during the year: Oct. 13, Nov. 24, Dec. 22, Jan 26, Feb. 23, Mar. 2, and Apr. 13, and May 18.

Many thanks to Julie Kirn who serves as our choir librarian.



ADMINISTRATIVE

Committee on Ministry

Submitted by: Pat Caffrey

Members: Sue Aschinger, Pat Caffrey, Louisa Foster, Julie Kirn, Greg Minter, and Rev. Scott McNeill (ex officio)

The Committee On Ministry's (CoM) role is to monitor, support, and strengthen the work of shared ministry at Second Unitarian Church in pursuit of our common vision and congregational mission.

At the beginning of the year, the CoM focused on discussing and understanding the role of the CoM using various resources including the Second Unitarian Standing Rules and Covenant and UUA resources. Action steps from last year's evaluation were reviewed. CoM members had the opportunity to work with committees, members and Rev. Scott at various points in time during the last year. CoM members, Board members and Rev. Scott participated in a day long session with Thea Nietfeld, a consultant with the UUA MidAmerica Region to strengthen communication and build healthy relationships. It was a very productive day where we explored the opportunities for Second Unitarian to continue to be a vibrant congregation and how to use change, conflict, covenant, and shared ministry as components in bringing about our mission in the church and in the world.

Understanding that building relationships is important, yet at times challenging, the CoM is proposing a three-part workshop that would be offered to the congregation with the intent of helping our community to deepen their relationships with one another to further our commitment to living in right relationship and promote our vision of an authentic, compassionate and transformative community.

The CoM is currently completing the annual UUA evaluation of the Minister which also includes evaluating our ministry as a congregation.

Nominations & Leadership Development

Submitted by Carol Johnson

Members: Carol Johnson, Chair; Richard Koelling, and Tom Peterson

The Nominations & Leadership Development Committee is an elected position with the members serving a 3-year term. Our primary purpose is to provide candidates who are eligible, experienced, and capable to fulfill the duties for positions on the Board of Trustees and on the Nominations/Leadership and Endowment Committees.

This year in addition to filling the two positions for the Board for the regular rotation, we also provided a third candidate to fill a vacancy due to a board resignation. Nominees for the next election were communicated to the congregation in the May Newsletter as stated in the By-laws.

We also discussed the committee's role and responsibility for leadership development with other committees, the Board and the minister. We hosted a MidAmerica Leadership Development Webinar in November and are recruiting members for other leadership development opportunities such as Midwest Leadership Train

Personnel Committee

Submitted by Carol Johnson

Members: Nancy Amsler, Anita Meyer and Carol Johnson

The major achievement of the Personnel Committee for this 2013-2014 church year was to redesign the process and forms for giving feedback on the performance of church employees. The process includes garnering input from committees/ individuals who work closely with the employee. It also encourages goal-setting for the position that includes input from the employee, the minister and members who work closely with the position.

Strategic Planning

Submitted by Carol Johnson

Members: Steve Abraham, Carol Johnson, Rich McArdle, Stephanie Peterson or Craig Piquette.

The Strategic Planning Committee submitted a plan to the Board of Trustees in this spring for their approval. Members of the committee led several meetings with congregational leaders, staff and general membership to inform the congregation about the content of the plan. The plan focuses on Second Unitarian Becoming a ReNEWed Church.

The following narrative, goals and strategies are taken from the plan. The committee encourages all members and affiliates to read the plan in its entirety for more about the rationales and tactics of the plan. The plan is online and printed copies are available for review.

“In order to grow and thrive, the members and staff of Second Unitarian Church of Omaha must clearly articulate and fully understand our evolving common community identity. This identity is fed by our religious tradition, informed by our mission, and shared by our covenants. It must be strongly articulated by our leaders in cooperation with our professional staff. It must be clearly and tirelessly communicated to our members. The congregation must understand it, take ownership of it and project it to the larger community”

GOAL: Maturation Growth at a Personal Level

Strategy 1: Strengthen Sunday mornings at Second Unitarian as a place and time to gather in community and grow in spirit.

Strategy 2: Develop strong religious education programs for the whole community.

Strategy 3: Make personal ministry a requirement of membership

GOAL: Maturation Growth at the Organizational Level

Strategy 1: Redesign the organizational structure of the church, so that it is inclusive of more members and more open to change.

Strategy 2: Continue to strengthen the financial foundation of the church

GOAL: Shared Ministry

Strategy 1: Offer mentoring, training and support for congregational leaders and for specific ministries within the congregation

Strategy 2: Regularly and publicly commit to our ministry together by integrating the various parts of ministry into our individual lives and in our church.





PROGRAMS

Caring Committee

Submitted by Dodie Robison

Members: Dodie Robison, chair; Norma Koelling, Donna Dudley, Victoria Dudley, Cynthia Lynne, Rev. Scott McNeill (ex-officio)

Mission: The Committee's mission is to build a caring community that will help and support each of our members as we experience the events, stages, and transitions of life.

- **Activities:** Contacted members celebrating joys and dealing with illness and sorrows. Contacts are made by cards, notes, calls, or visits. Information for these contacts is gained from the Sunday Service Joys and Concerns, from members of the congregation, and from Rev. McNeill.
- Provided assistance for members with special needs
- Assisted with memorial services and the reception that follows
- Sponsored "The Power of Music" pastoral care program. The program was well-attended and the committee received many favorable comments.

Goals: Develop a more reliable method of notifying Rev. McNeill of Joys and Concerns when he is not in the pulpit. Survey congregation concerning pastoral care programs or workshops that would be helpful and of special interest.

Communications Committee & Marketing Advisory Council

Submitted by Nancy Amsler

Communications Committee

Members: Dodie Robison, Carlynn Hartman Kurtz (co-chair), Nancy Amsler (co-chair), Ex-officio members: Rev. Scott McNeill and Gary Emenitove.

This committee has been mostly inactive this year, but occasionally acts in a consultant role.

Marketing Advisory Council

Members: Kathy Bell, Carol Johnson and Nancy Amsler (chair). Ex-officio members: Rev. Scott McNeill and Gary Emenitove. Graphics Advisor is Molly Kliment-Jenkins.

This council is designed to "brand" the church, and to help make it and its activities more visible to the community. It serves in an advisory capacity to assist committees with publicizing their activities.

The council continues to work on the church website, and has incorporated the new logo with a complementary color scheme. Numerous changes have been made to improve the website's accuracy, relevance, aesthetics, and ease of use.

The website effort is just one component of our ongoing effort to increase/improve our visibility in the community using a cohesive brand. Other components include the newly designed ads and slides, and a new banner which was unveiled at our Earth Day booth..

A file of user-friendly documents, including templates for ads, posters, and slides, and guidelines for their use is available on the website. These are password protected and the password can be obtained from the Office Administrator.

The council has increased its focus on press releases, most recently the Retiree's Group and the End of Life workshop..

Ads have been placed on KIOS Radio, in the PFLAG newsletter, the Pride Players play bill, and Google Ad Words

We assisted with the development of the new religious education brochure.

We assisted with organizing the foyer and First Hour area and has submitted suggestions for branding the outside to the Board.

Works in progress are updating the list of media contacts and assisting with the look of booths for events such as Earth Day.

Denominational Connections

Submitted by Vicki Pratt

This church year I made a commitment to myself to resuscitate and invigorate our congregation's connections to UUs and UU congregations. One of my goals was to make everyone aware of benefits we receive from our MidAmerica Region and the national UUA. These benefits include all kinds of training, staff

expertise, curricula, various means of paper and electronic communications, and annual get togethers. I featured a benefit in each monthly newsletter and also let the Board, Staff, and Committee Chairs know about pertinent upcoming training.

Another goal was to let everyone know how to make personal connections with other UUs. Newsletter articles featured summer camps, Church of the Larger Fellowship, and ways to hook up with social media.

I had to be creative on the goal of nominating members for regional awards. I didn't know the awards had been suspended for a year while regional staff evaluated the awards process. So I used the newsletter to give another shout out to past winners from our own congregation.



My goal of promoting attendance at the Regional Assembly in Topeka, KS and General Assembly in Providence, RI was achieved. Pat Caffrey, Cheri Cody, JoAnne and Darrel Draper, Donna Dudley, Carol Johnson, and I were at Topeka. We know of at least one member who will be at GA. The business meeting portion of these get togethers is how our denomination lives out our Fifth Principle, Participation in the Democratic Process.

The Fifth Principle was the reason for my goal of keeping members and business meeting delegates informed about issues to be voted on. This happened at our congregation's February's forum and vote on the proposed new Social Justice Study/Action Issues.

Two goals remain unfilled as I move on to other volunteer opportunities within our congregation: getting more of our members involved at the regional and national levels and engagement by more than a Chair. Now that the committee is resuscitated I leave the invigorating to those who follow.

Fellowship Committee

Submitted by Janet Nichols

Members: Judy Eller and Janet Nichols, co-chairs, Betty Segell, Dodie Robison, Gay DeWester. New member: Betsy Fleckenstein-Phillips

The mission of the Fellowship Committee is to enhance the vision of the Second Unitarian Church by providing a ministry of welcome and celebration.

Fellowship committee is proud of the special events we sponsor each year as well as the weekly coffee hour. We support the mission of Second Unitarian of being authentic, compassionate and transformative by providing radical hospitality.

- Coffee hour each Sunday
- Commitment Sunday with Stewardship committee
- Thanksgiving Dinner
- Sing For Your Supper
- Spring Celebration
- Potlucks

We are excited to partner with other committees to provide special events.

Lifespan Religious Growth and Learning

Submitted by Anita Meyer

Co-chairs: Anita Jeck (until January 2014) and Anita Meyer

Members: Jaime Short and Pam Curtiss-Smith

Our committee overcame the obstacle of changing Director of Religious Education in the middle of the summer. After the DRE left, one of our church members, Molly Kliment, offered to be interim DRE and her assistance in getting the R.E. "school year" kicked off was invaluable and her good work continues. We offered a new class for middle schoolers, and offered a class for pre-school through first graders and another class for elementary age children. We were able to easily recruit a sufficient number of volunteers to staff all of those classes and were delighted to receive this support from the congregation – we were also happy to get feedback from several of our teachers of how this work has furthered their spiritual development.

We continued to forgo R.E. classes one Sunday a month and provide Service Learning Project opportunities for our children, youth and church members. These projects show the children that they can be a transformative force in their community. Organizations we supported included Planned Parenthood, making blankets for Project Harmony, the VFW by making sleeping mats for veterans out of recycled grocery bags, and two projects pictured below. We also continued the tradition of sponsoring our church's adoption of families in need at the holidays.

The photos below show Second Unitarians having fun while making art out of recycled materials at Fontenelle Forest. The art work was used in an exhibit sponsored by the Smithsonian at the forest.



Macyl Boruff Library Committee

Submitted by Pete Miller

Members: Pete Miller, Chair; Gwen Eurich, Vicki Pratt, Lorraine Duggin, Melissa Konecky

The Macyl Boruff Memorial Library Committee experienced some major changes in 2013-2014. Due to changes in how committees are funded, the Macyl Boruff Memorial Fund was dissolved.

The money was put to great use, starting with the purchase of a new library plaque commemorating Macyl Boruff. We also paid for the design and printing of some beautiful bookmarks, and made a contribution in Macyl Boruff's name to the Radio Talking Book Service. Another portion went to gift certificates that will be used for the purchase of new library materials. The remainder of the fund went into the Endowment Fund.

This year we purchased eleven new books, with a focus on Social Justice titles. The Library was proud to make several of these titles available on-site at the Social Justice Summit.



We also enjoyed participating in the annual Book Sale, which was a great success. The committee has worked to make the library a more organized place; we are conducting a full inventory now so we can replace lost titles. We have also created new shelf space by moving the old TV and finding a new place for the new member board.

Membership

Submitted by Kathy Bell

Members: Leslie Harvey, Chair; JoAnne Draper, Board Contact; Kathy Bell, Lorraine Duggin, Tom Rundquist, Katie Tessin, Connections Coordinator.

Greeters: Sue Aschinger, Phil & Donna Dudley, Judy Eller, Louisa Foster & Bill Hay, Jack Frost, Joel & Kathie Haskins, Melissa Konecky, Monica Meier & Jonnathan Pinzon, Greg Minter, Don Mundy, Angela Nelson, Katie Nelson, Roger & Julie Nicolaisen, Tom & Stephanie Peterson, Phil & Betsy Phillips, Tom & Shirley Rundquist.

Welcome Desk Staffers: Cheri Cody, JoAnne Draper, Katie Tessin, and Kathy Bell.

New this year, the committee enjoyed the assistance of a paid Connections Coordinator, Katie Tessin, who coordinated greeters, newcomer lunches, Pathways classes, and new-member ceremonies. The committee provided food for lunches and classes, assisted the Board of Trustees with the annual census, and conducted an evaluation of all its activities to determine areas it could improve upon. This evaluation, which included researching best practices, will serve as a roadmap for making improvements in the coming years.

Statistical information:

- 132 – Members reported on the UUA census on February 1st, an increase of 4.
- 15 – Newcomers attending Pathways to Membership Classes held in June and November.
- 18 – New or reinstated members, May – April.
- 76 – Average Sunday morning worship service attendance, May – April.

Music and Worship/Aesthetics

Music and Worship

Submitted by Tom Peterson

Members: Committee members for 2013-2014 were: Tom Peterson, Chair; Vicki Dudley, Lorraine Duggin, Julie Kirn, Michael Lynne, Chris Peters, and Jennie White.

In a year with many highlights, the high point must certainly have been the Commitment Sunday Service. The cumulative efforts of numerous groups, including the Choir, Aesthetics, Fellowship, Stewardship, RGL, and Building and Grounds, combined to transform a school auditorium into a worship space and a cafeteria into a fellowship hall for over 100 members and friends of Second Unitarian.

M&W Associates, with guidance from Rev. McNeill, continue to explore personal growth through worship, to deepen our understanding of the meaning of ritual, and our shared spiritual experience. Working to support Rev. McNeill and our guest speakers, we strive to create cohesive, meaningful services.

Our average Sunday attendance through 2013 was 94.94, and 96.19 through the first 16 weeks of 2014.

Aesthetics / Second Showing

Submitted by Pam Curtiss-Smith

Members: Pam Curtiss-Smith, Dodie Robison

At the beginning of this church year, the Aesthetics committee worked with members of other committees to improve the welcoming feel of the church.

With our combined efforts, we achieved this by applying fresh paint and new furniture in the foyer and stairwell. We also reduced the amount of information posted in the entryway and created a more consistent look with the more permanent information there.

In the sanctuary, a new, decorative screen replaced one loaned by Dodie to mask the electronic system cabinet behind the piano. The screen provides a nice backdrop for the pianists as well.

Special or significant events warrant special decoration, so Aesthetics used two new artificial trees donated by Julie Kirn and Bill Kuhn in 2012 during the winter holiday season. The festive atmosphere drew many comments from 2U

members. Flowers for Commitment Sunday and the following brunch were arranged for and provided some spring color for the snowy morning's event,

Transforming the school performance space to a sacred space for 2U members.



Social Justice Coordinating Council

Submitted by Pat Caffrey

Social Justice Summit

On Jan. 18th, 2014, Second Unitarian Church held a Social Justice Summit at Project Harmony, where 45 Second Unitarian justice makers gathered with facilitator, Jacqui Williams. Jacqui is a member of First Unitarian Universalist Society of Albany; previous Chair of Catalyst, St. Lawrence District's anti racism/anti oppression/ multicultural committee; was president of DRUUMM (Diverse and Revolutionary UU Multicultural Ministries); and currently, Jacqui serves on the UUA Presidential Search Committee.

Participants held conversations in breakout sessions that addressed questions such as: 1) What was missed in the discussions so far; 2) What has stopped and wonder why; 3) What is near and dear to your heart; 4) What do we have and want more of; and 5) Intersectionality – Dove tail with other committees, organizations, etc.

Feedback from participants:

Enjoyed the presentation a lot; Jacqui was an excellent facilitator; Felt that the group breakdowns did much to challenge what needs to be done and to think about how to accomplish the goals; Do not marginalize those, who for whatever reason, have limitations with involvement; Much food for thought and action; Very informative and inspirational; Great workshop!



Responses to 'I'm most interested in':

LGBT Issues - service, advocacy; Health Issues for LGBT in keeping with the mission of the Caring Committee
 ACA ("Obama care") / Medicaid expansion;
 Could participate in Paint-a-thon; Habitat Widening divide - haves & have nots; Racial divide - Omaha; Gun violence; Living Wage
 Adult religious education; Elimination of superficial barriers to communication: color, race ethnicity, language, etc.; Music and Worship (quality, relevancy, depth)
 Advocacy, immigration reform, community garden
 Advocacy; CSAI; Connection to Iowa Network; am working with OTOC / IPL on grants
 Interested in getting Circle Suppers to begin again. Many current issues were covered in these suppers - social justice.
 Liberation of Palestine
 Communications
 Discussion groups; economy; employment; disabilities; 1) spiritual; 2) education; 3) Service 4) support
 Environment, Environmental justice; OTOC - working on issues with other organizations
 Food Justice - local foods (for local nutrition (in food Deserts) & (local environment).
 FSL Projects / RE / Service / Projects
 Reproductive rights.
 Planting fruit / nut trees - community agriculture; Solar panel power - get clean energy on the grid; Mentoring / helping children - the vulnerable that can't defend themselves. Helping kids in formative years; Preventing legislation that oppresses or takes away liberty, i.e. LGBTQA families should be able to adopt.
 Regular social justice education meetings w/ larger group to learn, discuss, & organize for action & advocacy

My heart is drawn to environmental action but esp. toward working with the intersectionality of wherever I focus.

Social Justice - it is the core of who we are



Next Steps: Social Justice kickoff meeting is being planned for June to: Re-invent and re-imagine social justice at Second Unitarian Church. Many visitors and new members say that they came to Second Unitarian because of its commitment to justice work. What can we do to make sure what they find is relevant and effective? Bring your experience and interests and join with others committed to justice for a potluck and structured discussion to set a focus and outreach mission for Second Unitarian.

LGBTQ Welcoming Congregation Committee

Submitted by Tammy Hunter, Chair

Members: Ferial Pearson; Mary Anne Chisholm; Shari Baumer; Bill Kuhn; Betty Segell; Bill Hay; Neva Cozine; David Johnson. Others participate informally or occasionally.

In the Spotlight:

Since February of 2012, a transgender youth group, Open Arms, meets monthly at the church (www.openarmsomaha.com). Meetings consist of a potluck lunch, time for personal sharing, and sometimes a focused activity. Our goal is to provide a safe and nurturing space for transgender teens, young adults, and children, as well as their families and friends.

In October, the Pride Players teen theater group performed at Second Unitarian. The group uses improvisation to create songs, poetry, monologues, and skits that explore what it means to be a gay, lesbian, bisexual, transgender, or straight-allied teen in Omaha. We had a potluck supper and a performance by the Players, followed by discussion and theater games.

Also in October, Second Unitarian had a booth at a National Coming Out Day Community Festival, held at ConAgra Park Plaza in downtown Omaha.

A pre-party for the Night Of A Thousand Stars Nebraska AIDS Project fundraiser was held at the Pearson's home. We had a smaller turnout this year but still raised \$175.

Second Unitarian and the Open Arms Transgender Youth Group will have a booth at a May 17th LGBTQ Emerging Leaders Summit and Resource Fair. It will be held at the new Community Engagement Center at UNO.

On June 28th, we will join First Unitarian in marching in the Pride Parade in Council Bluffs and hosting a booth at the Pride Festival at Stinson Park in Aksarben.

Ads for Second Unitarian this year included the monthly online PFLAG Omaha newsletter and the Pride Players teen theater programs.



The booth at 'Earth Day' Our congregation again had an information booth at Omaha Earth Day. This year we gave away packages of organic Giant Snow Pea seeds as well as chatted with visitors about our congregation. Larry Kurtz's red wiggler earthworms attracted a crowd by demonstrating how to vermicompost food waste.

Care for the Environment Group

Submitted by Vicki Pratt, Contact

Members: Marco Ballarin, Community Garden Coordinator; Vicki Pratt contact; Clyde Anderson; many gardeners and volunteers

In the spotlight:

Community Garden: All 14 organic community garden plots are rented for this summer. Gardeners are from our congregation plus nearby neighbors. This spring we tilled the garden for the first time. It started as no-till permaculture but the weeds and herbs were starting to overtake the vegetables.

Green Sanctuary program has been on hiatus for a couple of years. We're looking for someone to revive this opportunity for our congregation to be accredited through the UUA as a Green Sanctuary. Paperwork has been submitted and several of the required projects are already complete. If you would like to help proclaim and live out our congregational, community, and individual commitment to the Earth, contact Vicki Pratt at vlpratt@cox.net. More information is at <http://www.uua.org/environment/sanctuary/>

Share the Plate Program

One half of the offering each Sunday is given to an outside non-profit organization. In the last twelve months of the program, \$5,341.46 was received and then donated to the following organizations: Project Harmony; Epilepsy Foundation – Nebraska; First Unitarian Church in Oklahoma City, joined by other congregations formed the Standing on the Side of Love Fund - Tornado Relief for Undocumented Families; Chickasaw Nation Disaster Relief and Recovery Fund; Educare of Omaha; Planned Parenthood of the Heartland; One World Community Health Center; Inclusive Communities; Minister's Discretionary Fund; Nebraska Coalition for Lifesaving Cures; Siena Francis House; St. Augustine Indian Mission School and City Sprouts.

Participation with UUA

The MidAmerica Region UUA Assembly, Hunger for Justice, in Topeka, KS, was attended by Vicki Pratt, Carol Johnson, Cheri Cody, JoAnne Draper, Darrel Draper, Donna Dudley and Pat Caffrey. Recordings of the keynote address, social action event and all three worship services will be available at the MidAmerica UUA website www.midamericauua.org.



Second Unitarian Church members participated in determining our **congregation's vote on selecting the new Study/Action Issue**: We ranked the potential list from top to bottom. There was a tie for the top spot of Escalating Inequality and Gun Violence: A Public Health Issue; followed by Renewing and Securing Our American Democracy; Ending the War on Terror; Pursuit of a Just Peace for Israelis and Palestinians and Empowerment: Age and Ability Reconsidered. These rankings will guide how our delegates vote on the final selection at this year's General Assembly in June.

Omaha Together One Community – broad based community organizing

Second Unitarian is a charter member of this congregation-based community organizing group. OTOC unites more than 20 congregations in Omaha to build relationships and make our community a better place to live. OTOC teaches people to become effective leaders in their congregation, explore common interests, research ways to resolve concerns and issues, present solutions to decision-makers, and hold elected officials accountable.

In the spotlight - Recent Highlights

Leadership Training in August offered an overview of community organizing and how people of faith can work together for the common good.

More than 150 people attended the February **Issues Conference** to learn about current

work of OTOC Action Teams and to identify emerging issues.

450 people bought tickets for the annual **Celebration of Spring Fun(d)raiser**. This evening of entertainment, food, and socializing netted more than \$17,000 to be used for OTOC's operating expenses.

In the spotlight - Action Team News

Housing and Neighborhood Revitalization:

Several team members testified at the City Council Budget Hearing in support of increased funding to demolish condemned and unsafe buildings. The City Council approved \$957,000 to improve the safety and appearance of neighborhoods. The team was also instrumental in the State Unicameral's approval of legislation creating the Omaha land bank to revitalize older neighborhoods.

Immigration Reform: This team is working to stop deportations of residents with no criminal record, educate elected officials on the need and benefits of immigration reform, advocate for fair treatment of local immigrants, and support local DREAMers. Actions include several meetings with Congressman Lee Terry, prayer vigils, news conferences, and urging the Nebraska Legislature to pass Resolution 399 in support of reform at the federal level. In February the team and several other organizations hosted DJ Yoon, a leader of Fast4Families, to pressure Congress to take up immigration reform. His visit started with prayer and reflections at College of St. Mary followed by education and a call to action. In April more than 700 people attended a Mass of Remembrance for deported family and friends at Holy Name Catholic Church.

Workforce Development: After visiting a successful job training program in Des Moines established by AMOS, A Mid Iowa Organizing Strategy, the team is researching support for a similar program in Omaha. The team is continuing to monitor the adequacy of services provided by the Heartland Workforce Solutions and successfully testified in favor of \$25,000 funding at this year's City Council Budget Hearing.

Mental Health: This new Action Team was created in response to the need for funding and programming for mental health services. Research is now underway to improve transportation for Medicaid-eligible patients, health care for refugees,

treatment programs in prisons, and support for reentry programs for inmates.

Environmental Sustainability: This newly formed Action Team is looking into ways to promote sustainable and safe sources of energy production, improve recycling programs, and expand public transportation.

Public Education: The team was formed to provide feedback on Omaha Public Schools new strategic plan. The team continues to monitor tactics for engaging parents into the active life of their children's schools.

Refugee Support: The team is helping to develop the Refugee Support Collaborative to link refugees and medical providers, provide leadership development education, and build relationships between refugees and other Omaha residents. In October seven refugee communities presented the second annual Refugee Cultural Night. More than 300 performers showcased foods, dances, and traditions.

Medicaid Expansion and State Tax Policy: The team formed in early 2014 to support the Wellness In Nebraska Act (LB887). This legislation was written to "Bridge the Coverage Gap" for the 54,000 low income Nebraskans who do not make enough money to qualify for federal assistance with health insurance premiums and also do not qualify for state Medicaid. The bill did not pass so the team is gearing up for the 2015 legislative session. OTOC helped gather support for WIN by phone banking and obtaining clergy signatures on a letter to state senators. Three Unitarian Universalist clergy in Omaha signed the letter.

Young Religious Unitarian Universalists (YRUU)

Submitted by Shawne Coonfare & Ben Wallace

Coordinators: Ben Wallace and Shawne Coonfare

Youth Advisors: (2U:) Shari Busse, Mary Anne Chisholm, Tammy Hunter, Joe White, (1U:) Joe Schaff, Ben Wallace and Shawne Coonfare

Members:

Seniors: Brian Huggins, Peter de Vreede, Kalen Short

Juniors: Sean McArdle, Jessica Archer

Sophomores: Jared Kolok, Rhianna Giron, Shiraz de Vreede, Dakota Bangert

Freshmen: Noah Giron, Alan Godfrey

8th Graders: Johanna Callaghan, Samuel Peterson, Sabrina Short, Jenna Hutchinson, Madaline Kane, Genevieve Mahood

7th Graders: Izzy Short, Alex Toth, Chloe Coonfare, Anne Gallagher, Will Archer, Erin Stokes

Coming of Age

Unitarian Universalist teenagers usually join their congregations with a special "*Coming of Age*" ceremony. This ceremony is often preceded by a year-long curriculum helping them to learn more about Unitarian Universalism and articulate their own beliefs. The Coming of Age ceremony usually features the youth reading their statements of personal belief (credo statements) to the congregation (typically incorporated into the Youth Service at the end of the year in May or June). Eligible youth (current freshmen or those older who had not previously participated) chose not to participate in Coming of Age this year.

Our Whole Lives (OWL)

Our Whole Lives (OWL) helps participants make informed and responsible decisions about their sexual health and behavior. It equips participants with accurate, age-appropriate information in six subject areas: human development, relationships, personal skills, sexual behavior, sexual health, and society and culture. Grounded in a holistic view of sexuality, OWL not only provides facts about anatomy and human development, but also helps participants clarify their values, build interpersonal skills, and understand the spiritual, emotional, and social aspects of sexuality. Our current OWL program is a 26 week/lesson cycle, and the current curriculum, as well as Advisor training, is tailored for youth over the 7th grade. Parent preview and consent is required prior to participation.

Youth who completed the curriculum this year included: Samual Sweeney, Anne Gallagher, Chloe Coonfare, Jenna Hutchinson, Alex Toth, Genevieve Mahood, Johanna Callaghan, Rhianna and Noah Giron, Madeline Kane, Alan Godfrey, Ava Mills, Sabrina and Izzy Short, and Liam Hay
Trainers/Advisors: Shari Busse and Joe White

Bridging

Bridging is a time for introspection and sharing with peers in the YRUU community and adult mentors/advisors to reflect on one's spiritual path in a meaningful way, with respect to this significant time of transition, as well as what that means for the next journey in life. Activities around this theme are for seniors who will be leaving YRUU. Brian Huggins, Peter de Vreede, Kalen Short have met with Advisors to discuss and reflect upon this passage and will continue this transition through the summer.

Young Religious Unitarian Universalists (YRUU)

YRUU is for youth in grades 7-12 and is a joint youth group between First and Second Unitarian Churches. They meet on Wednesday nights at First Unitarian. YRUU year runs in conjunction with the school year (September – May). The Goals of YRUU are to: grow life-long Unitarian Universalists; provide worship, celebration and rites of passage for UU youth; learn about the traditions and heritage of Unitarian Universalism; develop personal growth, relationship building & leadership skills for youth; help youth to develop a social conscience and learn to be agents of change, as a group and individually, in the world; develop continuity and foster communication between age levels of youth within the program; and to foster tolerance, understanding and acceptance of diversity

This year began with a Youth Advisor training and covenant building sessions facilitated by Nancy Combs Morgan hosted at 1st Church. Ministers from both churches, as well as all youth between 7th and 12th grades, and their parents, were invited to attend the discussion. And those serving youth through RE were invited to participate in the day-long training session.

Youth Adult Committee (YAC)

The focus of this YRUU year was building a youth-leading structure within the group. The youth formed a Youth Adult Committee (YAC), which was comprised of all youth interested in taking leadership roles, youth advisors, and interested parents. YAC officers were elected, all comprised of youth, with adult mentorship for each role.

The YAC utilized the feedback gained from the full representation of youth and parents to plan and

organize programming with the structure of "The 6 Pillars of Balanced Youth Ministry" (from the UUA Office of Youth and Young Adult Ministries) = Building Community, Social Action, Worship, Learning, Leadership, Congregational Involvement.

The YAC met between one and three times monthly in order to ensure effective leadership for the YRUU, to plan weekly programming, events, and activities, and to formalize the structure of youth leadership within YRUU.

2013 – 2014 YRUU Activity Summary

- YRUU included many guest leaders this year. Justin Short provided two opportunities for trust building exercises, a yoga as spirituality discussion and experience was led by Gay Abraham, and a spirited discussion led by Jaime Alexander regarding around the topic of Unitarian Universalism and Atheism. The group also enjoyed a visit with Partner Church Minister (and her husband, young interpreter, and local host, Janet West) incorporating conversation around how Unitarian Universalism in the United States relates to the beliefs and traditions for those in Tran Sylvia.
- Other activities included visiting and participating in worship at the Hindu Temple, numerous contemplative exercises and discussions around social justice, social action and giving, as well as music workshops. The youth even had an occasional game night. The youth also led an overnight, which included a UU based role play game created by Ryan and Bethany Murphy, which was followed by participation in the next Sunday's service.
- This year's YRUU activities will end with the traditional Spaghetti Works dinner (a celebration and honoring of one another and time spent together over the year), as well as Youth Service, which is youth led and focused.
- YRUU was also provided the opportunity to plan for a summer trip this year which included many fundraising activities that brought the youth closer together in community, and provided the youth a strong and tangible show of support from their congregations that really exemplified their importance and inclusion as members of their church communities. This trip to Colorado will occur in June, will include 13 youth (to include all the Seniors), and will center around a Habitat for Humanity project, as well as the UU spiritual connection to nature.



BUILDING

Building and Grounds

Submitted by Clyde Anderson & Tom Rundquist, Co-Chairs

Mission Statement: The Building & Grounds Committee works to insure the facilities of the Church are safe and meet the needs of its members and guests.

Members: Clyde Anderson and Tom Rundquist - Co-Chairs, Rick Bell, Gary Emenitove – Custodial Contact, Bill Kuhn, Larry Kurtz, Roger Nicolaisen, Tom Peterson, Craig Piquette - Board Contact.



Major Achievements:

- Thanks to the many volunteers who participated in the Fall Cleanups Oct. 5, Nov. 2, and Dec. 7 and Spring Cleanup April 26.
- During June and July volunteers painted the Church Foyer and south exterior.
- A contractor patched and restriped the parking lot eliminating several hazardous potholes.
- A contractor was hired to rebuild the southwest window well, repair the stairs and landing to the Minister's Office, and replace several panels of the sidewalk.
- Our crew removed the dead spruce tree, and a contractor removed the stumps.
- During the winter of 2012-2013, there were many complaints about the quality of snow removal in our parking lot and walks. This winter we hired a commercial contractor. Performance was great, complaints were gone, but it cost four times as much!



Goals:

- The Minister and Music & Worship Committee are discussing possible enhancements to the Sanctuary and Foyer with B&G such as painting the Sanctuary, new glass entry doors to make the entrance more welcoming and let more light in, new video displays, and an improved sound system.
- New cabinets and counter space on the east side of Kitchen
- Improved lighting and security for Church Yard
- Install gutters and downspouts on the east side of the roof.

Leadership

Tom and Clyde have co-chaired Building & Grounds for three years, and we are seeking new leaders.





FINANCES

Finance Coordinating Council

Submitted by Clyde Anderson

The Finance Coordinating Council (FCC) includes the Endowment Committee, Fundraising Task Force, Stewardship Task Force, and the Treasurer.

Council Members: Clyde Anderson – Chair, Pat Caffrey (Treasurer), Cheri Cody (Stewardship), Joel Haskins (Endowment), Vicki Pratt (New Treasurer eff. 7/1/14), Nancy VanderSluis (Fundraising)

Endowment Committee Members: (Elected by the Congregation to 3-year terms) – Phil Dudley, Joel Haskins, and Don Mundy

Fundraising Task Force Members: Nancy VanderSluis

Stewardship Task Force Members: Cheri Cody & Joel Haskins (Co-Chairs), Sue Aschinger (Trainer), Cheri Cody (Board Contact), Phil Dudley (Trainer), John Knape (Publicity), Rev. Scott McNeill (ex-officio), Clyde Anderson (Statistics),
Commitment Sunday Team – Tom Peterson, Janet Nichols, Sue Aschinger, Leslie Harvey, Carol Johnson, Molly Kliment-Jenkins, Pam Curtis-Smith

Treasurer: Pat Caffrey

Major Achievements during 2013-2014:

- **Endowment** – Held recognition event for new and past members of Full Circle.
- **Fundraising Team** sponsored a Silent Auction during May.
- A Commitment Sunday service and pot-luck lunch was held March 2 at Beveridge Middle School as the kickoff event for our **Stewardship Campaign**. Guest speaker Rev. John T. Crestwell, Jr. from Annapolis, MD, spoke to our congregation about how we can support Unitarian Universalism.
- The **Treasurer** position is being modified to lessen the workload with some of the tasks being assigned to the Office Administrator-Assst. Treasurer and a paid Bookkeeper.

Statistical information:

- Managed the 2013-2014 Budget of \$217,912
- Held 16 meetings (FCC - 12, Stewardship – 7, and Endowment – 2)
- Volunteers prepared the Weekly Deposit Forms from Sunday offerings
- Canvassed 17 new members for 2012-2013 and 105 member households for 2014-2015
- As of May 1 pledges have been made by 82 households totaling \$184,634 for the 2014-2015 Stewardship Campaign. This is 94.5% of our \$195,479 pledge goal.
- Reviewed 12 months of financial statistics
- Organized the Budget Team (Clyde Anderson, Cheri Cody, JoAnne Draper, Rev. McNeill, Craig Piquette) and prepared the Proposed 2014-2015 Budget
- Develop *In-Kind Donation and Stock Gift Policies* which were approved by the Board.
- Made a digital photo inventory of church property, furnishings and equipment. The inventory is searchable as an Excel document so it should be easy to find things.

Members of Full Circle (those who have donated to the Endowment Fund or who have included the Church in their will): Vicki Pratt, Al Harrison, Pat Caffrey, Cheri Cody, Steve and Gay Abraham, Gene and Vija Kopecky, Louisa Foster and Bill Hay, Sue Aschinger, plus an anonymous donor.

Treasurer's Report

Submitted by Pat Caffrey, Treasurer

A special thank you to all contributors for their generosity and stewardship in ensuring that Second Unitarian Church continues to be a vibrant and dynamic church, carrying out our mission to be Authentic, Compassionate, and Transformative in our lives, in our faith and in our world!

The Financial Statements presented include the following:

Consolidated Balance Sheet as of YTD 04/30/2014; EOY 06/30/2013; and EOY 06/30/2012

Income and Expense Report - Operating Fund as of YTD 04/30/2014; EOY 06/30/2013; and EOY 06/30/2012

To provide a historical perspective, the year end financial information for the previous two years is included in this annual report.

Presentation of Fund Balances as part of Consolidated Balance Sheet

The Consolidated Balance Sheet shows the restricted and unrestricted funds in both the assets and liabilities/members' equity portions of the balance sheet. As of 4/30/2013, Checking and Money Market Account Balances total \$62,439.29. \$44,810.51 is Restricted Funds. \$17,628.78 is Unrestricted Funds.

In addition it recognizes the prepaid pledges and prepaid gifts as payable in 2014-2015. To accurately report these as pledges / gifts paid in 2013-2014 for 2014-2015, this amount is recorded as a Liability (Payable). Prepaid pledges / gifts will be transferred to Pledge Income in the next fiscal year of 2014-2015.

The Endowment Fund – Fund 03 is detailed on the Consolidated Balance Sheet. Included in the Endowment Fund are investments in the Vanguard Group, the donated Jefferson Pilot Annuity and the donated 5 shares of Citigroup stock. As per the accountant's recommendation, in September, 2008, the investments are marked to market after dividends have been posted:

- Changes in market value are recorded as "Unrealized Gain or Loss" account on a monthly basis for the Vanguard Group and Citigroup stock.

Treasurer Transition

It has been my pleasure and honor to serve as Treasurer for the last few years. Vicki Pratt has been appointed Treasurer for Second Unitarian

Church by the Board. In addition, we have restructured the Treasurer duties and responsibilities. We understand that the stewardship of Second Unitarian Church's financial position is part of everyone's responsibility. Treasurer responsibilities will be aligned within the positions of the Treasurer, a Bookkeeper and the Assistant Treasurer (Asst. Treasurer) which is currently the Office Administrator. The alignment of responsibilities ensures segregation of duties and that best practices are incorporated into the financial management of Second Unitarian Church. Coordination among all three is necessary to ensure the integrity of financial management for Second Unitarian Church.

Treasurer – Vicki Pratt: A member of Second Unitarian Church, appointed by the Board, who is responsible for oversight of financial duties and reporting, communication and collaboration with others as related to Treasurer responsibilities.

Bookkeeper – Vicki Allely, Bookkeeping Services LLC: As a contracted, paid position, the bookkeeper is responsible for transactions not done by the Asst. Treasurer, Bank reconciliations, Reporting and to provide technical assistance as requested. The Bookkeeper reports directly to the Minister with guidance from the FCC and the Board.

Asst. Treasurer – Gary Emenitove: As part of the Office Administrator's responsibilities, Asst. Treasurer duties include much of the day-to-day activities, including but not limited to processing Deposits / Contributions and Offerings, Accounts Payable which is primarily check and bill payment processing; and a myriad of additional responsibilities. For all of this and more, we are grateful to Gary Emenitove, for his talents and untiring efforts.

Second Unitarian Church - Consolidated Balance Sheet (Unaudited)

	<u>Current Year-to-Date</u> <u>4/30/2014</u>	<u>Year-to-Date 6/30/2013</u>		<u>Year-to-Date 6/30/2012</u>	
ASSETS					
CURRENT ASSETS					
Checking	38,446.24	14,058.20		6,517.93	
Money Market	<u>23,993.05</u>	<u>49,248.30</u>		<u>49,148.36</u>	
	62,439.29	63,306.50		55,666.29	
Checking & Money Market - Restricted					
01 - OPERATING FUND - Payables / Receivables	2,385.00	18,500.96		6,086.00	
03 - ENDOWMENT MM - Memorial - Rev. Haley	0.00	1,693.06		1,000.00	
04 - ASEC FUND	0.00	0.00		940.19	
05 - BUILDING	1,611.31	4,575.93		4,422.77	
06 - MUSIC & WORSHIP	0.00	0.00		2,892.03	
07 - MACYL BOROFF LIBRARY	0.00	0.00		2,133.21	
08 - SOCIAL ACTION	0.00	0.00		1,702.18	
09 - RGL CHILDREN	0.00	0.00		166.29	
12 - NEW BUILDING FUND MON MKT	7,125.00	7,125.00		7,125.00	
15 - TEEN MINISTRIES	0.00	0.00		195.21	
17 - TECHNOLOGY	0.00	0.00		788.52	
19 - FELLOWSHIP FUND	0.00	0.00		678.28	
20 - SERVICE/PROJECT COLLECTIO	0.00	0.00		0.00	
21 - RESERVE FUND	13,634.80	15,946.85		7,197.00	
23 - MEMBERSHIP	0.00	0.00		511.80	
26 - ASCHINGER MM	0.00	1,600.00		5,000.00	
27 - CARING FUND	0.00	0.00		293.00	
28 - GIFT-ELVERA BOGGS TRUST	7,200.00	7,200.00		7,200.00	
29 - MINISTER'S DISCRETIONARY	1,847.55	2,597.53		1,933.03	
31 - YRUU	151.85	151.85		<u>360.51</u>	
32 - N. HEINEMEYER	1,355.00	1,355.00			
33 - ANDERSON 2014-2015 PL MM	<u>9,500.00</u>	<u>0.00</u>			
Checking & Money Market - Restricted	44,810.51	60,746.18		50,625.02	
01 - OPERATING FUND	17,460.73	2,434.95		4,015.84	
13 - INTEREST FROM MONEY MARKET	168.05	125.37		1,025.43	
24 - FUNDRAISERS	<u>0.00</u>	<u>0.00</u>		<u>0.00</u>	
Checking & Money Market - Unrestricted*	17,628.78	2,560.32		5,041.27	
33 - Stock Gift - Prepaid Pledge		19,162.39	19,162.39		
ACCOUNTS RECEIVABLE	0.00	0.00	0.00	0.00	200.00
					200.00

Second Unitarian Church - Consolidated Balance Sheet (Unaudited)
(continued)

	<u>Current Year-to-Date 4/30/2014</u>	<u>Year-to-Date 6/30/2013</u>	<u>Year-to-Date 6/30/2012</u>
ASSETS (continued)			
ENDOWMENT FUNDS			
Vanguard Group	74,457.78	61,140.10	49,022.82
Jefferson Pilot Annuity	11,149.02	11,149.02	11,149.02
Citigroup Inc. 5 Shs	<u>239.50</u>	<u>239.85</u>	<u>137.05</u>
Subtotal Endowment Funds	<u>85,846.30</u>	<u>72,528.97</u>	<u>60,308.89</u>
Subtotal Current Assets	<u>148,285.59</u>	<u>135,835.47</u>	<u>116,175.18</u>
FIXED ASSETS			
LAND AND BUILDINGS			
Land	20,000.00	20,000.00	20,000.00
Church Building	88,744.00	88,744.00	88,744.00
Equipment	1,650.00	1,650.00	1,650.00
Panasonic Copier	1,771.64	1,771.64	
Accumulated Depreciation - Copier	-98.42	-98.42	
Furniture and Fixtures	<u>5,125.72</u>	<u>5,125.72</u>	<u>5,125.72</u>
Subtotal Fixed Assets	<u>117,192.94</u>	<u>117,192.94</u>	<u>115,519.72</u>
TOTAL ASSETS	<u>265,478.53</u>	<u>272,190.80</u>	<u>231,694.90</u>
LIABILITIES (PAYABLES)			
Pledges Prepaid - Next Year	2,285.00	14,440.00	4,786.00
DRE HRA Ins Benefits Payable		1,500.00	1,500.00
Wages Payable		2,560.96	
Quarterly Tax Payable - Transition to PayChex			
Gifts Prepaid - Next Year	100.00		
TOTAL LIABILITIES (PAYABLES)	<u>2,385.00</u>	<u>18,500.96</u>	<u>6,286.00</u>
FUND BALANCES / MEMBERS' EQUITY			
Fund Balances	127,811.19	127,485.20	111,080.92
Unrealized Gain/Loss Vanguard	20,548.62	11,813.99	-303.29
Unrealized Gain/Loss Citigroup	<u>-786.00</u>	<u>-785.65</u>	<u>-888.45</u>
Unrealized Gain/Loss Anadarko		<u>-343.42</u>	
	147,573.81	138,170.12	109,889.18
Restricted Funds - Committees; Payables	4,148.16	23,228.74	21,169.99
Restricted Funds - End, Bldg, Aschinger, Boggs Gift, Minister's Disc, Heinemeyer, Anderson	40,662.35	37,517.44	29,455.03
Restricted Funds - Endowment	85,846.30	72,528.97	60,308.89
Restricted funds - Anderson Prepd PI & Gift		19,162.39	
Members Equity	<u>115,519.72</u>	<u>115,519.72</u>	<u>115,519.72</u>
TOTAL LIABILITIES AND FUND BALANCE/MEMBERS' EQUITY	<u>265,478.53</u>	<u>272,190.80</u>	<u>231,694.90</u>

Second Unitarian Church - Income and Expense Statement - Operating Fund (unaudited)

	4/30/2014				6/30/2013		
	Current Month	Current Year to Date	Annual Budget	% Actual to Budget	Year to Date	Annual Budget	% Actual to Budget
INCOME							
Pledge Income/Current Yr.	\$11,119.71	\$150,641.94	\$181,841.00	82.84%	\$161,052.27	\$167,758.00	96.00%
New Pledges Current Year	210.00	6,814.00	6,000.00	113.57%	9,837.45	3,500.00	281.07%
Pledges for Previous Year	0.00	6,065.00	0.00	0.00%	890.00	0.00	0.00%
Subtotal Pledge Income	11,329.71	163,520.94	187,841.00	87.05%	171,779.72	171,258.00	100.30%
Dividend Income	0.00	123.22	0.00	0.00%	197.45	0.00	0.00%
Gifts	0.00	1,563.80	2,500.00	62.55%	2,298.00	2,000.00	114.90%
Fundraising	30.46	4,353.19	7,500.00	58.04%	3,125.57	5,000.00	62.51%
Offering	877.30	8,615.92	14,300.00	60.25%	12,505.77	13,000.00	96.20%
Rent	50.00	50.00	600.00	8.33%	225.00	1,000.00	22.50%
HRA Terminated - Not Used	0.00	1,625.00	0.00	0.00%	0.00	0.00	0.00%
Refund Income	0.00	101.17	0.00	0.00%	234.66	0.00	0.00%
RGL/Youth Program Prev. RE Reg -Children	0.00	0.00	0.00	0.00%	2,125.00	2,100.00	101.19%
RE Registration-Teen	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
RE Registration - Adult	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
Transfer Funds	0.00	0.00	5,171.00	0.00%	691.00	6,628.00	10.43%
TOTAL INCOME	12,287.47	179,953.24	217,912.00	82.58%	193,182.17	200,986.00	96.12%
EXPENSES							
Payroll Taxes-Staff	322.50	3,054.80	4,073.00	75.00%	3,167.94	3,469.00	91.32%
Office Admin. Salary	1,673.75	16,737.50	20,085.00	83.33%	15,600.00	15,600.00	100.00%
Office Admin-Ins Benefits	154.59	1,545.90	1,855.00	83.34%	1,760.94	1,750.00	100.63%
Office Admin-Retirement	167.38	1,673.80	2,009.00	83.32%	1,794.00	1,794.00	100.00%
OA Professional Expense	85.00	140.00	1,005.00	13.93%	0.00	0.00	0.00%
Asst .Treasurer-Moved '14	0.00	0.00	0.00	0.00%	2,340.00	2,340.00	100.00%
Membership Coordinator	300.00	3,000.00	3,600.00	83.33%	1,150.00	2,600.00	44.23%
Membership Coord Prof Exp	0.00	0.00	390.00	0.00%	0.00	0.00	0.00%
RE Coordinator Salary	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
RE Coordinator-Ins Ben	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
Music Director	1,000.00	10,450.00	12,250.00	85.31%	9,321.60	8,000.00	116.52%
DRE Salary	1,442.00	11,545.00	17,304.00	66.72%	16,800.00	16,800.00	100.00%
DRE-Insurance Benefits	0.00	139.00	1,808.00	7.69%	126.00	1,800.00	7.00%
DRE-Retirement	0.00	144.20	1,731.00	8.33%	1,260.00	1,400.00	90.00%
DRE-Professional Expense	0.00	126.35	1,731.00	7.30%	0.00	0.00	0.00%
Payroll Processing	71.90	726.91	804.00	90.41%	0.00	0.00	0.00%
HRA Monthly Fees	12.00	167.23	288.00	58.07%	0.00	0.00	0.00%
Subtotal Salary Expenses	5,229.12	49,450.69	68,933.00	71.74%	53,320.48	55,553.00	95.98%
Housing Allowance	1,500.00	15,000.00	18,000.00	83.33%	18,000.00	18,000.00	100.00%
Insurance Benefits	1,144.36	8,756.55	8,981.00	97.50%	7,938.38	6,292.00	126.17%
Minister W2 Salary	3,353.33	33,533.30	40,240.00	83.33%	39,911.00	38,000.00	105.03%
In Lieu of FICA	371.25	3,712.50	4,455.00	83.33%	4,284.00	4,338.00	98.76%
Professional Expense	0.00	1,630.78	5,824.00	28.00%	3,689.04	5,600.00	65.88%
Minister Pension	485.33	4,853.30	5,824.00	83.33%	5,600.04	5,600.00	100.00%
Subtotal Ministerial Pkg	6,854.27	67,486.43	83,324.00	80.99%	79,422.46	77,830.00	102.05%

Second Unitarian Church - Income and Expense Statement - Operating Fund (unaudited)

	6/30/2012		
	Year to Date	Annual Budget	% Actual to Budget
INCOME			
Pledge Income/Current Yr.	\$153,085.39	\$156,747.00	97.66%
New Pledges Current Year	6,215.00	4,500.00	138.11%
Pledges for Previous Year	250.00	0.00	0.00%
Subtotal Pledge Income	159,550.39	161,247.00	98.95%
Dividend Income	244.00	0.00	0.00%
Gifts	2,825.00	3,000.00	94.17%
Fundraising	5,153.19	7,711.00	66.83%
Offering	12,201.95	15,000.00	81.35%
Rent	300.00	700.00	42.86%
HRA Terminated - Not Used	0.00	0.00	0.00%
Refund Income	0.00	0.00	0.00%
RGL/Youth Program Prev. RE Reg-Children	0.00	100.00	0.00%
RE Registration-Teen	0.00	100.00	0.00%
RE Registration - Adult	0.00	100.00	30.00%
Transfer Funds	-4,998.00	0.00	0.00%
TOTAL INCOME	175,276.53	187,958.00	93.25%
EXPENSES			
Payroll Taxes-Staff	2,624.54	3,330.00	78.82%
Office Admin. Salary	14,091.46	13,781.00	102.25%
Office Admin-Ins Benefits	1,592.28	1,850.00	86.07%
Office Admin-Retirement	1,580.31	1,576.00	100.27%
OA Professional Expense	0.00	0.00	0.00%
Asst .Treasurer-Moved '14	1,812.25	1,977.00	91.67%
Membership Coordinator	0.00	0.00	0.00%
Membership Coord Prof Exp	0.00	0.00	0.00%
RE Coordinator Salary	11,972.50	6,589.00	181.70%
RE Coordinator-Ins Ben	0.00	857.60	0.00%
Music Director	5,637.96	5,638.00	100.00%
DRE Salary	895.05	10,349.00	8.65%
DRE-Insurance Benefits	1,500.00	992.40	151.15%
DRE-Retirement	0.00	1,271.00	0.00%
DRE-Professional Expense	0.00	0.00	0.00%
Payroll Processing	0.00	0.00	0.00%
HRA Monthly Fees	0.00	0.00	0.00%
Subtotal Salary Expenses	41,706.35	48,211.00	86.51%
Housing Allowance	18,000.00	18,000.00	100.00%
Insurance Benefits	7,461.90	7,531.00	99.08%
Minister W2 Salary	36,000.00	36,000.00	100.00%
In Lieu of FICA	4,131.96	4,132.00	100.00%
Professional Expense	5,396.96	5,400.00	99.94%
Minister Pension	5,400.00	5,400.00	100.00%
Subtotal Ministerial Pkg	76,390.82	76,463.00	99.91%

Second Unitarian Church - Income and Expense Statement - Operating Fund (unaudited)

4/30/2014

6/30/2013

	Current Month	Current Year to Date	Annual Budget	% Actual to Budget	Year to Date	Annual Budget	% Actual to Budget
EXPENSES							
Moving Expenses	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
Administrative Expense	65.35	301.13	1,360.00	22.14%	775.14	1,526.00	50.80%
Treasurer Admin Expense	26.40	361.99	485.00	74.64%	1,771.15	1,225.00	144.58%
Director RE Prof Exp-Moved '14	0.00	0.00	0.00	0.00%	1,291.39	1,680.00	76.87%
Youth Director Contributi	0.00	0.00	200.00	0.00%	3,300.00	4,000.00	82.50%
Membership Coord Prof Exp-Moved '14	0.00	0.00	0.00	0.00%	0.00	390.00	0.00%
Staff Development / Appreci	0.00	0.00	300.00	0.00%	235.00	250.00	94.00%
Office Equipment	0.00	218.19	700.00	31.17%	464.90	470.00	98.91%
Office Furniture	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
Board Mtgs & Retreat	0.00	150.00	300.00	50.00%	193.99	300.00	64.66%
Minister Installation	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
Share the Plate Donations	438.65	4,410.48	7,150.00	61.69%	6,282.41	6,500.00	96.65%
Fundraising Expense	0.00	0.00	0.01	0.00%	0.00	0.00	0.00%
Search Committee Expense	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
RGL- Childcare	307.50	1,165.00	3,200.00	36.41%	1,396.87	2,950.00	47.35%
Religious Education Suppl	16.47	454.02	750.00	60.54%	317.69	750.00	42.36%
Copier Expense	34.30	308.92	2,090.00	14.78%	1,391.36	2,370.00	58.71%
Denominational Dues	1,062.40	10,624.00	10,624.00	100.00%	10,773.00	10,773.00	100.00%
Insurance	0.00	3,987.00	3,130.00	127.38%	3,514.00	3,100.00	113.35%
Janitorial-Cleaning	611.76	4,420.46	5,098.00	86.71%	4,732.00	4,950.00	95.60%
Janitorial-Suppl/Trash PU	102.76	831.75	1,785.00	46.60%	972.60	1,725.00	56.38%
Lawn Care	0.00	780.00	1,200.00	65.00%	870.00	1,200.00	72.50%
Leadership Development	0.00	100.00	100.00	100.00%	100.00	100.00	100.00%
OTOC Dues	0.00	1,507.00	1,507.00	100.00%	1,215.00	940.00	129.26%
Postage	20.79	96.02	475.00	20.21%	170.46	551.00	30.94%
Telephone	228.61	2,178.45	2,520.00	86.45%	2,464.61	2,268.00	108.67%
Advertising	0.00	1,780.00	1,690.00	105.33%	400.00	400.00	100.00%
Utilities	439.00	4,292.95	4,572.00	93.90%	4,855.51	3,960.00	122.61%
Subtotal General Expenses	3,262.24	37,086.05	46,191.01	80.29%	39,649.50	42,837.00	92.56%
Caring	0.00	196.00	650.00	30.15%	296.23	650.00	45.57%
Fellowship	128.84	911.96	1,350.00	67.55%	578.54	1,170.00	49.45%
Finance	0.00	2,379.04	2,440.00	97.50%	1,874.75	1,460.00	128.41%
Bldgs. & Grounds Mainten.	0.00	1,682.00	1,690.00	99.53%	890.36	1,630.00	54.62%
Library	0.00	125.14	450.00	27.81%	137.41	150.00	91.61%
Membership	71.37	326.11	1,750.00	18.63%	1,282.77	1,725.00	74.36%
Communications	0.00	0.00	50.00	0.00%	198.69	210.00	94.61%
Music & Worship	0.00	3,162.01	5,400.00	58.56%	5,797.95	5,850.00	99.11%
ASEC	0.00	0.00	0.00	0.00%	0.00	0.00	0.00%
Lifespan RGL	0.00	593.84	1,200.00	49.49%	467.82	1,100.00	42.53%
Soc Justice Coor Council	65.00	410.93	700.00	58.70%	729.01	700.00	104.14%
Technology	0.00	69.95	389.00	17.98%	310.06	280.00	110.74%
Committee on Ministry	0.00	0.00	250.00	0.00%	196.23	200.00	98.12%
Leadership Dev-Nominations	66.00	166.00	100.00	166.00%	100.00	100.00	100.00%
Subtotal Committee Expenses	331.21	10,022.98	16,419.00	61.05%	12,859.82	15,225.00	84.47%
TOTAL EXPENSES	15,768.59	164,927.46	217,912.01	75.69%	193,089.84	200,986.00	96.07%
EXCESS INCOME\EXPENSES	-\$3,481.12	\$15,025.78			\$92.33		

Second Unitarian Church - Income and Expense Statement - Operating Fund (unaudited)

6/30/2012

Year to Date Annual Budget % Actual to Budget

EXPENSES

Moving Expenses	0.00	0.00	0.00%
Administrative Expense	8,400.38	1,154.00	72.82%
Treasurer Admin Expense	3,554.10	2,354.00	226.14%
Director RE Prof Exp-Moved '14	1,027.91	1,694.00	60.88%
Youth Director Contributi	1,500.00	2,610.00	57.47%
Membership Coord Prof Exp-Moved '14	0.00	0.00	0.00%
Staff Development / Appreci	0.00	0.00	0.00%
Office Equipment	199.99	100.00	199.99%
Office Furniture	528.87	530.00	99.79%
Board Mtgs & Retreat	208.27	300.00	69.42%
Minister Installation	0.00	0.00	0.00%
Share the Plate Donations	5,706.81	7,500.00	76.09%
Fundraising Expense	0.00	0.00	0.00%
Search Committee Expense	0.00	0.00	0.00%
RGL- Childcare	1,120.00	2,200.00	50.95%
Religious Education Suppl	583.08	1,000.00	58.31%
Copier Expense	2,065.67	2,270.00	91.00%
Denominational Dues	9,720.00	9,720.00	100.00%
Insurance	3,397.00	3,100.00	109.58%
Janitorial-Cleaning	4,698.80	4,700.00	99.97%
Janitorial-Suppl/Trash PU	967.97	1,460.00	66.30%
Lawn Care	1,080.00	1,600.00	67.50%
Leadership Development	0.00	500.00	0.00%
OTOC Dues	900.00	900.00	100.00%
Postage	373.33	525.00	71.11%
Telephone	2,191.57	2,200.00	99.62%
Advertising	261.00	261.00	100.00%
Utilities	4,068.91	4,200.00	96.88%
Subtotal General Expenses	37,342.41	42,436.00	88.00%
Caring	43.61	510.00	8.55%
Fellowship	970.00	970.00	100.00%
Finance	935.24	1,300.00	71.94%
Bldgs. & Grounds Mainten.	1,606.89	1,710.00	93.97%
Library	150.00	150.00	100.00%
Membership	1,433.06	1,500.00	95.54%
Communications	0.00	30.00	0.00%
Music & Worship	6,000.00	4,600.00	130.43%
ASEC	0.00	0.00	0.00%
Lifespan RGL	422.53	1,100.00	38.41%
Soc Justice Coor Council	808.76	1,000.00	80.88%
Technology	433.80	490.00	88.53%
Committee on Ministry	0.00	200.00	0.00%
Leadership Dev-Nominations	0.00	0.00	0.00%
Subtotal Committee Expenses	12,803.89	13,560.00	94.42%
TOTAL EXPENSES	175,055.24	187,958.00	93.14%
EXCESS INCOME\EXPENSES	\$221.29		



APPENDICES

Covenants

CONGREGATIONAL COVENANT OF RIGHT RELATIONS

adopted May 23, 2010

To strengthen the bond of peace within and beyond the Second Unitarian Church of Omaha: We pledge

- to create a religious community where we freely explore our values and honor our diversity as a source of communal strength.
- to build healthy relationships by respecting our differences and assuming good intentions.
- to listen appreciatively and endeavor to speak directly, honestly, and compassionately, particularly when we are in conflict.
- to do our best to forgive if we hurt one another, to make amends and to reconnect in a spirit of gratitude and generosity.
- to abide by this covenant in celebration of the common purpose that unites us.

Faithfully done, our work carries forward the ministry of this church to create loving community and supports our mission to grow as a beacon of hope—sharing a vision of a world community that embraces diversity, justice, and respectful stewardship within the interdependent web of existence.

STAFF COVENANT,

adopted September 2009; rev. November 2010, April 2012

In the interest of promoting spiritual growth and right relations within and beyond the Second Unitarian Church of Omaha, we, the professional staff and the volunteer staff, covenant to:

- model healthy relationships and teamwork among the staff and with congregants

- promote healthy business practices in a professional manner, with attention to good stewardship of all resources.

Recognizing that the way we are with one another affects the entire congregation, we agree to:

- express appreciation and encourage one another
- attend to group process, taking time together to remember what is important (such as important dates – anniversaries of employment, birthdays, etc.)
- communicate openly with one another
- listen without interruption to what others have to say and process that
- encourage speaking and knowing when not to speak, in the interest of effective decision-making for the common good
- approach concerns and issues with direct communication, working toward resolution and with respect for confidentiality
- challenge assumptions (our own and others)
- avoid triangulation and offer mediation when appropriate
- inform each other about when we arrive and when we leave the building
- practice sensitivity to differences, cultural and otherwise
- and, allow for mistakes from ourselves and the members of Second Unitarian.

Faithfully done, our work carries forward the ministry of this church to create loving community and inspire spiritual growth and supports the mission to grow as a beacon of hope—sharing a vision of a world community that embraces diversity, justice, and respectful stewardship within the interdependent web of existence.

New Members

Cindy Ramsey, June 1, 2013
Ed Bok, June 1, 2013
William Carmichael, June 1, 2013
Amy Carmichael, June 1, 2013
Cade Ullerich, June 1, 2013
Kristie Wood, June 1, 2013
Pam Miller-Jenkins, October 20, 2013
Dave Jenkins, October 20, 2013
Phil Phillips, November 2, 2013
Angela Nelson, November 2, 2013
Katie Nelson, November 2, 2013
Kim Hovseth, November 2, 2013
Jason Michalak, November 2, 2013
Betsy Fleckenstein-Phillips, November 10, 2013
Monica Meier, November 10, 2013
Jonnathan Pinzon, November 10, 2013
John Bope, December 22, 2013
Deborah Gleich-Bope, December 22, 2013

Reinstated Members

None

Departing Members

Barry Ashley
Julie Homan
Courtney Houser
Darren Houser
Celine Markel
Megan McGuire
Jason Michalak
Kent Smotherman
Ann Thariani
Melanie Williams-Smotherman

Births

Meredith Dahlia Miller, February 28, 2014

Marriages & Commitment Ceremonies

None

Deaths

Nancy Heinemeyer, May 19, 2013
Herbert Armbrust, November 10, 2013

Graduating Seniors

2013

Emily Burnside
Jay Haskins
Russ Riley

2014

Peter de Vreede
Aidan Hay
Brian Huggins
Samantha Quintana
Kalen Short

Other Groups at Second Unitarian

Meditation Reincarnated

Submitted by Kevin Dunlop

Regular members include Gwen Eurich, Ronda Stevens, Diane Gowens, Mark Tipton, Cade Ullerich, and Jennie White

We have been teaching and encouraging lovingkindness, spirituality, and mindfulness. Our members encourage each other to improve their lives, as well as the lives of those around us, by using meditation to reduce the effects of stress and to find peace of mind.

Retirees' Group

Submitted by Carol Johnson

The Retirees Group of Second Unitarian Church meets each month on the second Tuesday at (usually) 1:00. Each month a discussion or presentation engages participants in a topic of interest to persons in their more mature years. This year, topics and presenters included:

July: Culture of Aging Discussion led by Dodie Robison

August: Preventing Falls led by Nancy Amsler

September: All About ENOA—Eastern Nebraska Office of Aging

October: Affordable Health Care Act by AARP Presenter, Vickie Pratt and Tai Chi Demonstration by Christine Cady of Nebraska Safety Council

November: Discussion led by Rev Scott McNeill—5 Regrets of People Who are Dying

December: Holiday Celebration-Yatze

January: Two Who Dared—DVD about Waitstill and Martha Sharp, UU Minister and Social Worker wife

February: Organ Donation by Tom McNeil of Nebraska Organ Recovery

March: Interesting sites within two hours of Omaha facilitated by Darrel Draper

April: Services Available from Your Pharmacist-Al Devitt of Kohll's Pharmacy

May: Friendly Side of Vicious Weeds by Master Gardener Mary Anna Anderson

June: CPR Party by Alegent/Creighton Health Care

Proposed Bylaws Revisions

Please see following pages

Bylaws

These proposed Bylaws changes are to be discussed and voted upon at the Annual Meeting, May 18, 2014

Article 1. Name

The name of this church shall be: Second Unitarian Church of Omaha.

Article 2. Denominational Affiliations

Second Unitarian Church shall be a member of the Unitarian Universalist Association and of the ~~Prairie Star District~~ **MidAmerica Region**. It is the intent of this Congregation to make annual financial contributions equal to its full Fair Share as determined by the Association and the ~~District~~ **Region**, based on the number of Members.

Article 3. Mission Statement

Our Mission is to be Authentic, Compassionate and Transformative in our lives, in our faith, and in our world.

Article 4. Non-Discrimination Policy

Eligibility for membership, hiring practices, and the call of religious professionals shall be made without discrimination based on color, race, sex, sexual orientation, religious heritage, national origin, socio-economic status, marital status, age, disability or appearance. In all dimensions of congregational life, we shall conduct ourselves without discrimination toward others.

Article 5. Membership

Section 5.1. Eligibility.

Any person 16 years of age or over, or any young person who has completed our senior high Coming of Age program, may become a Member of this Church ~~by signing its Membership Book~~. The Church shall not adopt nor require any articles of faith or creed as a condition of membership.

Section 5.2. Members and Affiliates.

5.2.a. Members. Members shall be those who have signed the Membership Book and who, ~~in the preceding 12 months, have made a recorded financial contribution to the Church and~~ commit to fulfilling the expectations of membership set forth in Section 5.4. Exemption from **pledging and** the financial contribution may be granted by the Board of Trustees upon application to the Board for such exemption.

5.2.b. Affiliates. An Affiliate is a person who, though not a member as defined under Section 5.2.a., is active in the Church and who makes an annual recordable financial contribution to the Church ~~and commits to fulfilling the expectations set forth in Section 5.4~~. The Church encourages Affiliates to become Members in order to fully participate in the Church.

Section 5.3. Rights of Membership.

5.3.a. Members shall have the exclusive right to decide with their vote

5.3.a.1) to elect or dismiss members of the Board of Trustees and Nominations and Leadership Development Committee, and delegates to General Assembly,

5.3.a.2) to call or dismiss a minister,

5.3.a.3) to adopt the annual budget,

5.3.a.4) to approve solicitation of funds or expenditures in excess of five percent

- of annual budgeted income for a single project or expenditure,
 - 5.3.a.5) to approve disbursements from the Endowment Fund,
 - 5.3.a.6) to buy or sell property or to mortgage (encumber) property,
 - 5.3.a.7) to amend the Bylaws, and
 - 5.3.a.8) to decide other issues submitted to the Congregation by the Board of Trustees.
- 5.3.b. Information about all aspects of the Church, except confidential information, shall be readily available to all Members.

Section 5.4. Expectations of Members ~~and Affiliates~~.

Members ~~and Affiliates~~ are expected to participate actively in the Church's activities and to make a ~~recordable financial contribution~~ **financial pledge of support in their name** to the Church each fiscal year. The ~~financial contribution should~~ **pledge must** represent an amount judged by the Member ~~or Affiliate~~ to be a **their** fair share of the Church's needs, in light of the Member's ~~or Affiliate's~~ income and means, ~~and the fact that generous contributions from others in the past have sustained and built the Church we enjoy today.~~ **The pledge and a recordable financial contribution must be made annually in support of the church unless exempted as noted in Section 5.2.a. If a pledge is made by a household, all may become members of the congregation.**

Section 5.5. Notice of Membership Status

The Board of Trustees shall annually, in preparation for the annual census to the Unitarian Universalist Association, direct that Members who have not made a **pledge and** a recorded contribution within the preceding 12 months, and who are not exempt per Sec. 5.2.a., be notified that their status will be changed ~~to non-voting~~, unless they indicate a desire to continue ~~voting~~ membership within 30 days by written notice to the Board Secretary and take steps to meet the membership requirements.

Section 5.6. Termination of Membership.

Any Member who moves away from Omaha or its vicinity or who chooses to withdraw membership, can request that their name be removed from the current membership list ~~and their status changed to former member~~ by sending written notice to the Secretary. The Board of Trustees may direct that Members ~~whose status has been listed as non-voting for 12 months, who have not made a recorded financial contribution during that time,~~ **who do not meet expectations for membership** and who do not respond to attempted contact within 30 days be removed from the membership list ~~and their status be changed to former member~~.

Article 6. Membership Congregational Meetings

Section 6.1. Annual Meetings.

The annual meeting of the ~~membership congregation~~ shall be held ~~in May~~ at such time and place as shall be fixed by the Board of Trustees.

Section 6.2. Special Meetings.

A special meeting of the ~~membership congregation~~ may be called by the Board of Trustees, or by 25 members who have filed with the Board Secretary written notice of their intention. Notice of special meetings shall include a statement of matters to be considered, and the business of the meeting shall be limited to the matters as stated.

Section 6.3. Notice.

Two notices of all ~~membership~~ **congregational** meetings, stating the purpose of the meeting, shall be sent to each member of the church not less than seven days and not more than 30 days before the meeting. Announcements shall also be made at church services on two Sundays preceding the meeting.

Section 6.4. Right to Vote.

The right to vote at an ~~annual or special~~ **congregational** meeting shall be extended only to persons who have been designated Members 60 days prior to the meeting. All contributions must be recorded within the past ~~12~~ **10** months preceding the 60-day cutoff date. Unless otherwise specified herein, all action at any meeting shall be by majority vote. Proxy votes shall not be accepted.

Section 6.5. Quorum.

Forty percent of the voting membership shall constitute a quorum for the transaction of business at a ~~membership~~ **congregational** meeting.

Section 6.6. Procedures.

All ~~membership~~ **congregational** meetings shall be conducted in a timely and courteous manner, with open interaction among all interested parties. Sufficient time shall be provided for discussion. At the discretion of the Chairperson or upon the request of any member, the Chairperson shall provide for voting by secret ballot on the matter under consideration. The rules contained in Robert's Rules of Order, Revised shall govern all meetings in matters not covered by the Articles of Incorporation and By-Laws. Minutes shall be taken at all meetings.

Section 6.7. Absentee Ballots.

A member who knows in advance that he or she will not be able to attend a congregational meeting may obtain an absentee ballot from the Secretary of the Board of Trustees or designee appointed by the Board. The absentee ballot must be obtained prior to the scheduled congregational meeting. The absentee member must return the ballot directly to the Secretary or designee prior to the scheduled meeting.

Absentee ballots will be available for voting on pre-announced topics such as election of candidates from an announced slate. Absentee ballots will not be counted if the pre-announced topic or slate of candidates is amended during the congregational meeting.

Decisions on which topics may be included on the absentee ballot are at the sole discretion of the Board of Trustees. The Board is responsible for preparing all absentee ballots in such a manner that the absentee ballot clearly indicates the voter's preferences. Absentee ballots will not count towards a quorum.

Article 7. Board of Trustees

Section 7.1. Selection and Term.

The governing body of this church shall be a Board of Trustees consisting of six members elected for three-year terms by the church membership. Two ~~elective~~ Trustees shall be elected annually **by the members**. No person who has served four successive years on the Board of Trustees is eligible for election or appointment until that person has been absent from the Board for a period of not less than one year. No more than one

family member from the same household shall serve on the Board of Trustees at the same time. No member of the congregation shall be eligible to serve on the Board of Trustees if a family member from the same household is an employee of the church. If the number of candidates for election to the Board of Trustees exceeds the number of seats to be filled, then voting at the annual meeting shall proceed by secret ballot with each voting member present at the meeting allowed to vote for a number of candidates equal to the number of seats to be filled. The candidate(s) receiving the highest number of votes shall be elected. There shall be separate nominations and elections for the regular three-year terms and for any unexpired terms. Terms of office for elective Trustees shall begin July 1, following their election at the annual meeting. All Trustees shall have been Members and actively involved in the Church for at least two years prior to the start of their terms and be prepared to attend the June Board meeting for orientation.

Section 7.2. Removal.

Any Trustee may be removed from office by majority vote of the voting members present at a ~~membership~~ **congregational** meeting. Any Trustee who has missed three consecutive meetings or four meetings between annual ~~membership~~ **congregational** meetings may be considered for dismissal at the next ~~membership~~ **congregational** meeting.

Section 7.3. Vacancies.

The Board of Trustees may elect a member to complete the unexpired term caused by a vacancy, except when an unexpired elective term extends beyond the next annual ~~membership~~ **congregational** meeting. Said member shall serve until that annual meeting, when a member will be duly nominated and elected by the membership to fill the remainder of the unexpired term.

Subsection 7.3.a. Vacancies.

If there is a vacancy on the Board, the Board may ask a current member completing his or her term to continue on the Board for another year to provide continuity. Board members who volunteer to stay for an additional year will stand for election for a one year term. If no current member wishes to stay for another year, the board will notify the Nominations and Leadership Development Committee. The Nominations and Leadership Development Committee will be charged with nominating a member to stand for election for a one year term on the Board to fill that vacancy. Preferably this will be a member with previous Board experience.

Section 7.4. Legal Authority.

The Board shall be the legal representative of the Church.

Section 7.5. General Responsibilities.

The general responsibilities of the Board, which shall not be delegated, are to:

- 7.5.a. Provide leadership in advancing the mission (Article 3) of the Church.
- 7.5.b. Govern and lead the Church as the representative **body** of the Congregation.
- 7.5.c. Set policies which establish goals with a long-range perspective for church organizational units. ~~and to specify appropriate limits on attaining the goals. These policies shall provide guidelines that empower church organizational units to operate within the guidelines.~~

7.5.d. Monitor achievement of goals ~~and conformity to limitations on means of attaining the goals, as established in Board policies.~~

7.5.e. Ensure that all governing documents of the church are followed.

Section 7.6. Specific Responsibilities.

The specific responsibilities of the Board, which shall not be delegated, are to:

7.6.a. Ensure ongoing communication with the Congregation

7.6.b. Meet at a regularly scheduled time once each month, and as often in addition as necessary to carry out the affairs of this church. ~~All regular Board meetings will be publicized, if practicable, in the church bulletin, and any member of the church may attend. A majority of Trustees shall constitute a quorum for the transaction of business.~~

7.6.c. Submit an annual budget to a membership meeting for approval.

7.6.d. Adopt and publish a set of ~~rules to be known as the Standing Rules of the Board of Trustees~~ Policies and Procedures, which will serve as a guide and framework for committees and other church-related activities.

7.6.e. Organize policies ~~by category and number, and place them in a policy book~~ **and make them** available to all members of the Congregation.

7.6.f. Be the interpreter of the Bylaws, and to conduct a review of them at least every five years.

7.6.g. Manage and control assets of the Endowment Fund.

Section 7.7. Church Records.

The Board of Trustees shall see that all necessary records are kept. These include: 1) accurate minutes of all meetings of the Board and Committees, 2) records of membership as well as voting eligibility of Members, and 3) a roster of pledging units and their pledges. Copies of all these records shall be kept in a secure place. All personal information shall be treated as confidential.

Section 7.8. Board Meetings

7.8.a. All regular Board meetings will be publicized electronically, and if practicable, in the church bulletin.

7.8.b. A majority of Trustees shall constitute a quorum for the transaction of business.

7.8.c. Any member of the church may attend except during those times when an executive session is declared.

Article 8. Officers of the Board of Trustees

Section 8.1. Selection and Terms.

8.1.a. The outgoing Board and officers shall remain in office, retain decision making responsibilities and preside at any meetings occurring through June 30.

8.1.b. New members elected to the Board will attend the June Board meeting without general voting privileges. This is to acquaint new members with board functions and assure successful transition of duties. At the June meeting incoming and continuing members, who will comprise the new Board, will elect a ~~Chairperson, Vice Chairperson, and Secretary, officers whose terms of office shall be for one year beginning~~ **All officer positions on the Board begin July 1.**

Section 8.2 Duties of the Officers.

8.2.a. The Chairperson shall preside at all congregational meetings and at all meetings of the Board of Trustees. The Chairperson shall be an ex-officio

member of all committees and shall assure that the Ministerial Compensation Review Committee convenes as provided in Article 10.

8.2.b. The Vice Chairperson shall perform the duties of the Chairperson when the Chairperson is unable to act or while the office is vacant ~~and until a new~~ ~~Chairperson is elected.~~ **In the event that the office will be vacant for more than 1 month, a new member of the Board will be appointed by the Board. The Vice Chairperson will succeed to the Chair at that time and a new Vice Chairperson shall be elected to serve the remaining term.**

8.2.c. The Secretary shall keep full records of all actions of congregational meetings and of the Board of Trustees, shall cause notice to be given of all meetings as provided in the Articles and By-Laws, shall maintain a current roll of voting members of this church and be responsible for certifying voting members as required at membership meetings, and shall distribute and provide for distribution and maintenance of records for keys/key codes to the church. The Board Secretary shall set apart in a prominent place in the church, a Membership Book that shall be headed by the Articles of Incorporation.

Section 8.3. Vacancies.

The Board of Trustees may elect one of its members to fill any vacancy among the officers, such member to hold office until the next election of officers.

Section 8.4. Removal.

The Board of Trustees may remove an officer from her/his position as an officer of the Board. A majority vote of the Board shall be required for removal.

Article 9. Nominations and Leadership Development Committee

Section 9.1. Selection and Term.

There shall be a Nominations and Leadership Development Committee composed of three members. Each year at the annual **congregational** meeting one member will be elected. The term of membership on the Nominations and Leadership Development Committee is three years. No member of the Committee is eligible for re-election until at least one year after the end of a previous term. Vacancies in the Nominations and Leadership Development Committee may be filled by the Board of Trustees; such appointment to last until the next annual meeting. The Nominations and Leadership Development Committee shall elect one of its members to be Chair at its first meeting after the annual meeting. At the annual meeting, members present may make further nominations from the floor, and the notice of elections sent by the Nominations and Leadership Development Committee should so state.

Section 9.2. Calls and Recruitment.

The Nominations and Leadership Development Committee shall make an open and active call for candidates to run for election to the Board of Trustees, Endowment Fund Committee, and the Nominations and Leadership Development Committee, and also for candidates for positions that are appointed by the Board of Trustees. Church Members may nominate themselves or any other Member with the Member's consent.

Section 9.3. Duties.

The Nominations and Leadership Development Committee shall publish the names

of the nominees for the Board of Trustees, Endowment Fund Committee, and the Nominations and Leadership Development Committee ~~which~~ **that** are to be filled by election at the annual meeting, in sufficient time to send to the membership not less than seven days before the Meeting. They will coordinate with other church leaders for leadership development as appropriate.

Article 10. Minister

Section 10.1. Selection of Minister.

In the event of a vacancy in the position of Minister, the Board of Trustees shall present to the Congregation, at a special congregational meeting held for that purpose, the candidate recommended by the Ministerial Search Committee (see Section 10.2). The Minister shall be called by an affirmative vote of 90% of the Members present at this meeting. Voting shall be by written ballot.

Section 10.2. Selection of Ministerial Search Committee.

The Board and Nominations and Leadership Development Committee shall issue a call to all Members and **those** Affiliates who have made a contribution of record within the past year for names of potential nominees. The call shall be in accordance with the procedure stated in Section 9.2. The Board, in consultation with the Nominations and Leadership Development Committee, will present a slate of seven (7) members at a congregational meeting. The slate will be approved as presented by a majority vote of the ~~voting~~ Members present at a ~~membership~~ congregational meeting. In the event of a vacancy on the committee, the Board of Trustees may appoint a member of the congregation to the committee.

Section 10.3. Rights and Responsibilities of Minister.

The Minister shall:

- 10.3.a. Have exclusive control of the pulpit and shall have general direction of the religious activities of the church as well as freedom to express her/his opinion outside the pulpit. This church shall maintain the tradition of a free pulpit and shall place no restrictions upon the teachings of the minister.
- 10.3.b. Attend to the Congregation's spiritual interests and needs.
- 10.3.c. In cooperation with the lay leadership, be responsible for the conduct of worship and participate in the education and pastoral care programs.
- 10.3.d. Participate in the denomination and the community.
- 10.3.e. Be a non-voting member of the Board of Trustees and Endowment Fund Committee and ex-officio member of all standing committees.
- 10.3.f. Be responsible for the selection, termination, supervision, and annual written evaluations of all paid staff. Input from the Personnel Committee and other relevant sources will be sought.
- 10.3.g. Make recommendations in consultation with the Personnel Committee annually to the Board of Trustees for the compensation of the paid staff.
- 10.3.h. Make a report to the members at the annual **congregational** meeting and bring to the attention of the Board of Trustees any matters which seem to be pertinent to the general welfare of the church, and make any recommendations as seem to be proper.
- 10.3.i. Function within the Bylaws and Board of Trustees policies.

Section 10.4 Minister's Compensation.

The Ministerial Compensation Review Committee shall be chaired by a Board member and consist of a Board member, a ~~standing~~ committee chairperson and a member of the Committee on Ministry. Prior to February 1st each year the Ministerial Compensation Review Committee shall meet with the minister to review salary and other compensation together with other conditions of the ministry, and shall report its findings and any recommendations to the Board of Trustees for consideration. It shall be the duty of the Chairperson of the Board of Trustees to assure that this Committee convenes each year.

Section 10.5. Committee on Ministry.

A Committee on Ministry of at least 3 Members shall be formed ~~according to the Standing Rules~~ and serves to promote a collaborative ministry consistent with the mission of Second Unitarian Church.

Section 10.6. Dismissal of Minister.

Failure of the Minister to follow Church policies, loss of confidence by ~~By~~ the Congregation, or unprofessional behavior shall be grounds for recommending the dismissal of the Minister. The Board of Trustees, or twenty-five church Members by petition, shall call a congregational meeting for consideration of the dismissal of the Minister. A majority vote is necessary for dismissal or the acceptance of a resignation. Voting shall be by written ballot.

Article 11. Church Organization

Section 11.1. Committees

~~Standing~~ Committees ~~shall~~ **should** include Finance, Religious Growth and Learning, Membership, Building and Grounds, Music and Worship, and Social Justice Coordinating Council. ~~The Board of Trustees may will establish other committees as required and may dissolve committees.~~ Membership on committees is open to Members, ~~Non-voting~~ Members, and Affiliates of the Church. **Membership on a committee is term-limited to 6 years, at which time, the member must leave that committee for at least one year.**

Section 11.2. Authority of the Board of Trustees.

The Board of Trustees shall have the authority to create, dissolve, combine, and divide Committees. The Board of Trustees is charged with making changes as needed **to fulfill the mission and vision of the church.**

Section 11.3. Meetings of Committees.

11.3.a. All meetings of Committees shall be open to church Members, ~~Non-voting~~ Members, and Affiliates, ~~as observers, except when an executive session is declared.~~ All final and formal actions shall be taken at open meetings.

11.3.b. All committee meetings will be publicized electronically, and if practicable, in the church bulletin.

Section 11.4. Conformity of Policies and Empowerment of Lay Units.

Any policy made by an organizational unit of the Church shall conform to the Bylaws and to the policies of all higher units. The order of units is: Congregation, Board of Trustees, and Committees. The Board of Trustees shall be the arbiter in case of a dispute. All units are empowered to act without prior approval provided that their actions conform to relevant policies and to their budget and spending plan.

Section 11.5. Qualifications of Lay Leaders.

All lay leaders (Trustees and Committee Chairs) shall be Members of the Church (see Section 5.2.a.).

Section 11.6. Committee Chairs.

~~It shall be the responsibility of the Board of Trustees to see that the Committees have Chairs. Candidates for succession to the Chairs for all of a committees shall be nominated annually by the committee members. However, in the absence of a nomination from the Committee, the Board of Trustees shall nominate a Committee Chair. After two years in office, a Committee Chair shall not serve as chair of that committee again for at least one year. , except with unanimous consent of the committee and approval by the Board of Trustees a Committee Chair's term can be extended a maximum of one year for a total of three years. A succession plan for committee leadership will be established by each committee.~~ A Committee Chair whose performance is inadequate may be removed by the Board of Trustees.

Article 12. Fiscal Matters

Section 12.1. Treasurer.

The Board of Trustees shall appoint annually at their June Board meeting a church Member, who is not a Board member, to serve as Treasurer. The Treasurer's term of office will be July 1 through June 30. The Treasurer shall have custody of all church funds, and shall deposit all funds in a bank designated by the Board of Trustees to the credit of the Second Unitarian Church of Omaha. The Treasurer shall receive and disburse funds in accordance with the annual budget, the Committee spending plans, and as directed by the Board of Trustees, and shall keep an accurate account of such. The Treasurer shall make this accounting open to inspection by any Member, shall make periodic reports to the Board of Trustees and to the Finance committee, and shall make a report to the annual meeting.

Section 12.2. Authorization to Sign Checks.

The Board Chairperson, the Vice Chair and the Treasurer shall be authorized to sign checks. Signatures of two of these officers are required on all checks.

Section 12.3. Budget Limits.

At the beginning of the budget year each Committee Chairperson will submit a spending plan to the Board of Trustees for approval. After said approval a Committee is empowered to act within those plans and the policies of the Church. Expenditures outside the spending plan require prior approval by the Board of Trustees.

Section 12.4. Audits.

An audit of all fiscal operations of the church shall be conducted at least bi-annually and when changing treasurers. The audit may be conducted by an independent CPA or by an audit committee made up of at least three members from the congregation, at least one of whom is a Board member, as the Board chooses. The Board shall review all audits.

Section 12.5. Bonding.

The Treasurer shall be bonded in sufficient amount to cover all negotiable assets as determined by the Board of Trustees.

Section 12.6. Protection of Non-Profit Status.

Neither the Board of Trustees nor any officer or employee of the Church shall take any action or allow any activity or use of church property which shall jeopardize the tax-exempt status of the Church or its property. Nothing in these Bylaws shall be construed to allow a violation of this section.

Section 12.7. Insurance.

The buildings and contents owned by the Church shall be adequately insured and the Church shall carry liability and other forms of insurance in amounts and with such carriers as determined by policy of the Board of Trustees.

Article 13 The Second Unitarian Church of Omaha Endowment Fund

Section 13.1. Name.

The Church shall establish and maintain a fund known as The Second Unitarian Church of Omaha Endowment Fund, hereafter called the “Endowment Fund.”

Section 13.2. Purpose.

The purpose of the Endowment Fund (1) to enhance the mission of ~~Omaha~~ Second Unitarian Church of Omaha and (2) to promote Unitarian Universalist Principles in the community ~~independently from the annual operating budget~~. No distributions from the fund will be made until it surpasses \$250,000.

Article 14. The Endowment Fund Committee (EFC)

Section 14.1. Custodian.

Endowment Fund Committee (hereinafter called the “EFC”) shall be the custodian of the Second Unitarian Church of Omaha Endowment Fund.

Section 14.2. EFC Membership.

The Endowment Fund Committee shall consist of three (3) members, all of whom shall be voting Members of the Second Unitarian Church of Omaha for a minimum of one (1) year prior to the start of their term on the committee. One member will be elected each year at the Annual Meeting. The term of each member shall be three (3) years. No member of the EFC shall serve more than two (2) consecutive three (3) year terms. After a lapse of one (1) year, former EFC members may be re-elected. The Minister, the Chair of the Board of Trustees, and a representative from the Finance Committee shall be advisory, nonvoting members of the EFC. **All members will complete a financial conflict of interest (COI) statement each year to file with the board secretary.**

Section 14.3. Nominations.

The Nominations and Leadership Development Committee shall nominate new members for the EFC.

Section 14.4. Vacancies.

In the event of a vacancy on the EFC, the Board of Trustees shall appoint a qualified member of the Congregation to fill the vacancy until the next annual meeting, at which time the Congregation shall elect a member to fulfill the term of the vacancy.

Section 14.5. Meetings.

The EFC shall meet at least quarterly, or more frequently as deemed by it in the best interest of the Endowment Fund. A quorum shall consist of three (3) members. A majority present and voting shall carry any motion or resolution. ~~Upon election by the Congregation at the annual meeting, The EFC shall elect from its own membership a chairperson, financial secretary, and recording secretary. The chairperson, or member designated by the chairperson, shall preside at all EFC meetings.~~

~~Section 14.6. Recording Secretary.~~

~~The recording secretary shall maintain complete and accurate minutes of all meetings of the EFC and supply a copy thereof to each member of the EFC, the Board of Trustees, and the Church Office Administrator. Each member of the EFC shall keep a complete copy of minutes to be delivered to his/her successor.~~

~~Section 14.7. Financial Secretary.~~

~~The financial secretary of the EFC shall assist the Congregation's Treasurer in maintaining complete and accurate books of accounts for the Endowment Fund and shall submit to the Treasurer on behalf of the EFC written requests for checks payable from the Endowment Fund and shall sign all other necessary documents on behalf of the congregation in furtherance of the purposes of the Endowment Fund. The Chairperson of the Board of Trustees and the Treasurer shall sign checks payable from the Endowment Fund.~~

Section 14.8. Audit.

Starting the year following the first year when distributions can be made from the Endowment Fund, the financial records of the Endowment Fund shall be audited biannually by a certified public accountant or other appropriate person who is not a member of the EFC. Costs of the audit shall be paid from the proceeds of the Endowment Fund, independent of the normal distribution requirements. The EFC shall report on a quarterly basis to the Board of Trustees and, at each annual meeting of the Congregation following each audit, shall render a full and complete audited account of the administration of the Endowment Fund during the previous two years. In years when an audit is not performed, the Committee shall report a full and complete account of the administration of the fund during the previous year at the annual membership meeting.

Section 14.9. Advisory Members.

The EFC may request other members of the congregation serve as advisory members and, at the expense of the Endowment Fund, independent of the normal distribution requirements, may provide for such financial counseling on investment or legal matters as it deems to be in the best interest of the Endowment Fund.

Section 14.10. Liabilities.

Members of the EFC shall not be liable for any loss that may be incurred upon the investment of the assets of the Endowment Fund except to the extent that such loss shall have been caused by bad faith or gross negligence. No member shall be personally liable as long as she or he acts in good faith and with ordinary prudence. Each member shall be liable only for his/her own willful misconduct or omissions and shall not be liable for the acts or omissions of any other member. No member shall engage in any self dealing or transactions with the Endowment Fund in which

the member has direct or indirect financial interest and shall at all times refrain from any conduct in which her or his personal interests would conflict with the interest of the Endowment Fund.

Section 14.11. Assets.

All assets are to be held in the name of the Second Unitarian Church of Omaha Endowment Fund.

Section 14.12. Financial Recommendations to Board.

Recommendations to hold, sell, exchange, rent, lease, transfer, convert, invest, reinvest, and in all other respects to manage and control the assets of the Endowment Fund, including stocks, bonds, debentures, mortgages, notes, or other securities, as in their judgment and discretion they deem wise, prudent and in accordance with the religious values of the congregation, are to be made by the EFC for approval of the Board of Trustees, with subsequent execution by the financial secretary of the EFC.

Article 15. Distributions From The Endowment Fund

Section 15.1. Gift and Accounting Records.

The EFC shall abide by and keep a record of the terms and restrictions of all gifts to the Endowment Fund and shall determine the principal and income of the Endowment Fund according to accepted accounting procedures.

Section 15.2 Restriction on Use for Operating Budget

No portion of distributions from the Endowment Fund shall be used for the annual operating budget or support services of the Congregation except only in particular, temporary, difficult circumstances, where integrity of gift restrictions permit, and with the approval by a two-thirds (2/3) majority of the voting Members present at a membership meeting.

Section 15.3. Distribution Requirements.

Distributions from the Endowment Fund shall not be made unless the fair market value of the fund over the previous four (4) quarters is at least \$250,000. Upon meeting this condition, distributions may be made from the Endowment Fund annually and at other such times as deemed necessary and/or feasible, with the total annual distributed amount not to exceed 50% of the interest earned by the Endowment Fund over the previous four (4) quarters, or not to exceed 5% of the average fair market value of the Endowment Fund over the previous thirteen (13) quarters, whichever is least, to accomplish the following purposes, with the remaining interest being added to the principal through re-investment:

- 15.3.a. **Upkeep of the physical plant** of Second Unitarian Church, such as but not limited to maintenance of buildings, capital improvements or renovations, or debt reduction;
- 15.3.b. Outreach into the community, including, but not limited to, grants to UU camps and conferences, theological schools, local social service agencies or institutions to which this congregation relates, and to special programs designed for those persons in our community who are in spiritual or economic need;
- 15.3.c. Wider mission of Unitarian Universalism, including, but not limited to, stipends for Ministerial Interns in training with Second Unitarian Church, or

grants to the Unitarian Universalist Association for new church development, leadership training, community and educational ministries, world mission, or capital financing;

- 15.3.d. Scholarships or grants to members of the Second Unitarian Church, or their dependents, for the purpose of attending college, graduate school, theological, nursing, or medical school; or other such training which enables members of this Congregation to grow in faith and service to Unitarian Universalism.

Section 15.4. Congregational Approval of Distributions.

Programs for support shall be suggested by Members of the Congregation, recommended by the EFC, and approved by the Board for funding. The Committee will review the status of the Endowment Fund by January 31 of each year. At such time that it is determined that distributions may be made from the Endowment Fund, the EFC will, through the newsletter to be published the following March, notify the Congregation of the approximate amount available for distribution, remind the Congregation of the allowed purposes, and identify the date by which the EFC must receive written requests for Endowment Fund distribution recipients. The EFC will review the submitted requests and make recommendations for funding to the Board of Trustees by the May meeting. The Board of Trustees will announce selected recipients and amounts of the distribution(s) during the annual meeting of the Congregation ~~at the end of May~~, at which time the Congregation will act on the selections. Congregational approval of recipients of distributions will require a simple majority of members present. Any funds remaining from the allowed distribution amount shall be added to the principal of the Endowment Fund.

Article 16. Legal Matters

Section 16.1 Legal Counsel.

Legal Counsel may be appointed by the Board of Trustees. The Counsel may or may not be a Member of the Church. The Counsel shall respond to questions from the Board of Trustees regarding the legality of policies and/or actions.

Section 16.2. Indemnification.

The Church shall indemnify all employees, elected and appointed representatives of the Church, and all members of the Board of Trustees against any liability asserted against such person and incurred in the course and scope of her/his duties or functions within the Church to the maximum extent allowable by law, provided the person acted in good faith and did not engage in an act or omission that was intentional, willfully or wantonly negligent, or done with conscious indifference or reckless disregard for the safety of others. The provisions of this article shall not be deemed exclusive of any other rights to which such person may be entitled under any Bylaw, agreement, insurance policy, vote of Members or otherwise.

Section 16.3. Dissolution.

In the case of dissolution of the Church, all of its property, real and personal, after all just claims upon it are paid, shall be conveyed to and vested in the Unitarian Universalist Association, the ~~Prairie Star District~~ **MidAmerica Region** of the Unitarian Universalist Association, or another Unitarian Universalist entity as determined by the Board of Trustees. The Board of Trustees shall perform all actions necessary to effectuate such conveyance.

Article 17: Amendments

Section 17.1. Bylaws

These By-Laws may be altered, amended or replaced by a majority vote of the voting members present at a membership meeting. A transcript of the changes proposed and of the existing section, if any, being considered for amendment shall be included with the first notice of a membership meeting called for the purpose of amending the articles of incorporation or these By-Laws.

Section 17.2. Articles of Incorporation

The articles of incorporation may be amended by a two-thirds majority of the voting members present at a membership meeting or voting absentee.

Article 18: Conveyance of Real Property

Section 18.1. Approval of Conveyance of Real Property

Any conveyance of real property which this corporation shall make must be by the vote of two-thirds (2/3) of the voting members present or voting absentee at the annual or special meeting.