Second Unitarian Church of Omaha Annual Report

2023-2024

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Rules for Annual Meeting

- 1. A quorum of voting members is required for business to proceed to a vote. You must be visible on screen in order to count for the quorum. Once quorum is established, you may turn off your camera.
- 2. To contribute to the discussion of any item: Open up chat and let the moderator know you have a question by typing "???", "Comment", "Question" or use the "Raise Hand" function in zoom. You will be identified as the next speaker and unmuted in the order that your request is received.
- 3. Time limit: 2 minutes, and you may not speak again until everyone else has had the opportunity to talk.
- 4. Your comments have to stay relevant to the motion presented.
- 5. Voting will occur following the meeting. All those present will receive an email soon after the meeting with your ballot. Please complete it by 5:00 pm today.

Minutes of 2023 Annual Meeting

Annual Congregational Meeting Minutes Second Unitarian Church of Omaha

Saturday, June 10, 2023 @ 10:00 a.m. - on Zoom

- 1. Welcome Dorothy (10:00)
- 2. Establishment of Quorum
- 3. Chalice lighting and opening words Rev. Meadows
- 4. Congregational Covenant of Right Relations Everyone
- 5. Introduction of the Agenda and time keeper
- 6. 2023 2024 Budget Vicki Pratt
 - a. Alex Rost: Rental income? from outside sources
 - b. Michael Lynne: We need to be aware that our reserves will be drained so we need to be fiscally responsible.
 - c. Budget was approved by the congregational vote.
- 7. Fiscal Coordinating Council and Endowment Committee ByLaw Changes Dorothy Danielson
 - a. Change biannually to biennially
 - b. Amendment to policies proposed by Anita Jeck:
 - i. 12.4 Revised Language, 2nd revision

An audit of all fiscal operations of the church, including the endowment fund, shall be conducted at least biennially and when changing treasurers. The audit may be conducted by an independent certified public accountant (CPA) or by an audit committee as the Board chooses. The audit committee is to include at least three members from the congregation, at least one of whom is a Board member. It shall not include members of the Endowment Fund Committee. The Board shall review all audits.

ii. 14.6 Revised Language, 2nd revision

The EFC shall report on a quarterly basis to the Board of Trustees. In addition, the EFC shall provide a complete account of the administration of the fund during the previous year at the annual congregational meeting.

c. All FCC bylaw changes were approved by the congregational vote.

8. Bylaw Amendments

- a. Clarify that the endowment is part of the church audit
- b. Endowment bylaw change was approved by the congregational vote.
- 9. Nominations and Leadership Carol Johnson
 - a. Board:
 - i. Casey Horpedahl
 - ii. Anita Meyer
 - b. Endowment: Rod Baumann
 - c. Nominations and Leadership:
 - i. Deborah Jadhav (filling in for Casey Horpedahl's remaining term)
 - ii. Kathy Huggins
 - d. Floor nominations none
 - e. All candidates were approved by the congregational vote.

10. General Assembly Delegates - Anita - 5 Min (10:40)

We are allowed 3 delegates to GA. If there are more candidates, then voting will be held by secret ballot at the Annual Meeting.

- i. Vicki Pratt
- ii. Cheri Cody
- iii. Alex Rost
- b. All delegates were approved by the congregational vote.

11. South Property Boundary Update (no vote today) -

- a. Suggestion to get a notarized letter signed by both parties with the understanding that she is responsible for maintenance and insurance on said property.
- b. Concerns about insurance coverage: which party is responsible?

12. Annual Ministerial Report

13. Chalice Extinguishing and Closing - Rev. Meadows

Minutes of 2024 Annual Meeting

Annual Congregational Meeting Minutes Second Unitarian Church of Omaha

Saturday, June 1, 2024 @ 10:00 a.m. - on Zoom

Quorum (35% of membership, or 38 members) reached: 54 voting members present.

- 1. Call to order (Casey Horpedahl)
- 2. Chalice Lighting (Casey Horpedahl) (Modified from an Xavier University Jesuit prayer- credit to Molly Kliment-Jenkins)
- 3. Congregational Covenant of Right Relations (Everyone)
- 4. Review of Agenda (Casey Horpedahl)
- 5. Treasurer's Report (Cheri Cody)
- 6. 2024-2025 Budget Proposal (Mark Siepker)
 - a. Mark Siepker made the motion to move the budget to the ballot. It was seconded.
- 7. Slate of Nominees (Carol Johnson)
 - a. Endowment: Mark Siepker
 - b. Nominations & Leadership: Dorothy Danielson
 - c. Stewardship: David Nesbit and Anita Jeck
 - d. Board of Trustees At-Large members: Vicki Pratt and Rachel Yamamoto
 - e. There were no nominations from the floor. Carol Johnson made the motion to move the nominations to the ballot. No discussion. It was seconded.

8. General Assembly Delegates (Casey Horpedahl)

- a. Delegate nominees: Vicki Pratt, Cheri Cody, Anita Jeck
- **b.** There were no nominations from the floor. Casey Hopredahl made the motion to move the delegates to the ballot. No discussion. It was seconded.

9. Proposed bylaws changes (Casey Horpedahl)

- a. Updating language: him/her to their
- b. Committee name change: Membership Committee to Connection Committee
- c. Robert's Rules of Order: change to Democratic Rules of Order?
 - i. <u>Democratic Rules of Order</u>
 - ii. <u>Robert s Rules Discussion Google Drive</u>
- d. Membership Requirements: The Board of Trustees, with input from the minister when applicable, has the authority to waive the requirements for retaining membership for reasons of compassion, such as health or ability issues. If possible, the matter should first be addressed with the individual, to clarify their desire to continue membership.
- e. Casey Horpedahl made the motion to move the bylaw revisions to the ballot. No second needed.
- 10. Endowment Distribution (Casey Horpedahl)

- a. Use the \$2300 Endowment Fund Distribution toward the Installation Service of Rev. Juniper Meadows, newly settled minister of Second Unitarian.
- b. Casey Horpedahl made the motion to move the measure to the ballot. No second needed.
- 11. Ministerial Report (Rev. Juniper Meadows)
- 12. Chalice Extinguishing
- 13. Closing

Addendum: 57 ballots sent out. 53 were returned by deadline. All motions were approved.

Nominees

These are the candidates who are up for election at the upcoming Annual Meeting. The following slate of church officers does not include any floor nominations.

- Endowment: Mark Siepker
- Nominations & Leadership: Dorothy Danielson
- Stewardship: Anita Jeck and David Nesbit*1
- Board of Trustees: Vicki Pratt and Rachel Yamamoto

Mark Siepker

My background includes a degree in Accounting from UNO, a CPA certification, and 40+ years of combined accounting and finance experience at CPA firms, First Data Corporation and the city of Bellevue. I currently serve as the co-chair of the Finance Council Committee. I joined the church in June 2016.

Dorothy Danielson

My journey with Unitarian Universalism started in the 80's when I was seeking a place for my children's Religious Education. I was brought up in the Jewish faith, and my husband was a Lutheran. As soon as I walked in the door to Second Unitarian, I knew I had found what I was looking for. I became very active in the Religious Education committee for many years. Together Cheryl Wallace from First Church and I founded YRUU and I am so delighted it

^{1*} This slate assumes that an amendment to the Bylaws, Section 16.1 Selection and Term of Stewardship Chair to add "16.1.e. Two people may be appointed or elected to fill the position of Stewardship Chair or Vice Chair; in which case they serve as Co-Chairs or Co-Vice Chairs", passes. In the case that the amendment does not pass, the vote on the Stewardship co-chairs will be null and the Board of Trustees will appoint a candidate for Stewardship.

is still active today. In 2001, I had been elected to serve on the Board. However, my husband and I had made a life changing decision to move to Arizona, so JoAnne Draper took my place on the Board.

I lived in Cottonwood, Arizona for 16 years and joined the Sedona Unitarian Universalist Fellowship (SUUF). I was on the Committee on Ministry there. I also worked full time as the Laboratory Administrator at Verde Valley Medical Center. When my husband passed away in 2013, I decided to come back to Omaha to live closer to my children.

I have been active at 2nd Unitarian since I returned.I was nominated to serve on the Board in 2020. I was the Stewardship chair in 2020 during Covid and and then served as the Board Chair for the following two years (which I enjoyed very much!) I have always been involved in the Caring Committee, and once I was off the Board I joined Faith Connections and the Connection Team. I also was the Stewardship chair for the 24-25 year "Grow with Love" campaign.

I love this church and the people - It is my Second home.

Anita Jeck

Since joining Second Unitarian in 1985, I have served in a variety of roles, including: DRE, Board of Trustees, Ministerial Search, Nominations & Leadership Development, Religious Education, and other committees. Currently, I serve as Chair of the Board of Trustees. My term on the Board expires next year. Serving as Co-Vice chair of Stewardship will be a new area of service and growth for me. I enjoy working in partnership with others and look forward to the creative collaboration!

Dave Nesbit

Dave Nesbit is a writer, musician photographer and spoken word performer who came to Omaha In 1991 to help his parents set up a business in town.

He has put together a number of Art and Fashion shows, and ran a decade long string of spoken word shows for charity. And is the creative director of New Life Events. A 501 c3 organization that focuses on supporting the art scene in Nebraska and Iowa. He has released two novels of his own work.

Vicki Pratt

I've been a member of Second Unitarian for 25 years. I quickly joined our Social Justice and Library Committees because I love books and was looking for a connection to local community action. That led to leadership positions here -- two terms as Finance Chair, Social Justice Chair, Library Chair, three years as Treasurer, term on Endowment Committee, and a term on our Board of Trustees. I have leadership training from my former employer and OTOC (Omaha Together One Community).

At the District, Regional, and National level of UUism I served as Board Secretary for the Prairie Star District and Secretary for the Midwest UU Foundation endowment committee. I have represented our congregation as a voting delegate to several MidAmerica regional meetings and national General Assemblies. I regularly contribute to Friends of MAR, Friends of UUA, and Chalice Lighters. I have attended many webinars facilitated by MAR, UUA, UUtheVote, and Side With Love.

At Second Unitarian I have experienced member-led services, two settled ministers, developmental ministers, interim ministers, and a targeted minister. I'm thrilled with the current resurgence of young adult members, social justice activism, community compassion, and message from our pulpit. I'm honored to be considered as a Trustee for our congregation's even brighter future.

Rachel Yamamoto

I joined Second Unitarian in late 2001, and I was chair of the Social Justice Committee in 2002 and 2003. I was previously on the Board of Directors for the ACLU Nebraska for about 10 years, and the Heartland Workers Center for about 10 years. I have lived in Omaha most of my life, outside of a few years in Des Moines and Lincoln for college and law school. I'm married with two children, Ellie and June, who are 17 and 14 this year. I'm an attorney practicing exclusively in immigration law. When I'm not working or spending time with family, I volunteer a few hours a week walking dogs at the Nebraska Humane Society, which benefits me as much as the dogs. I have loved this church since I found it in 2001, although I have not always attended or participated consistently. Whenever life has taken my time and energy away from Second Unitarian, I have always found my way back because of the peace and community here. This church is so open-minded and open-hearted that it soothes my soul to be a part of this group, and I am honored to serve as a member of the Board.

Proposed Budget

		Powerchurch	Final 2023-2024	Proposed 2024-2025	% change from prev. FY	Notes 24-25
Line #	Income	4101				Diadas dive south intel
1	Pledges Budgeted		\$190,162	\$188,510	-1%	Pledge drive acutal total
2	New Pledges New Members	4103 4401	\$2,000	\$3,500	75%	Distance in the second se
3 4	Dividend Income Interest Income	4401	\$450 \$1,848	\$0 \$2,881	-100% 56%	Dividends no longer given by insurance carrier CDs and Money Market
5	Gifts	4410	\$200	\$1,500	650%	Trending up
6	Fundraising	4411	\$1,000	\$1,000	0%	Caring: Possible Chili Cook-Off: \$100; Library Committee will coordinate Book Sale of donations from members and friends: \$700; Second Chance sales: \$200
7	New Name: Miscellaneous Income	4412	\$290	\$390	34%	Community Garden rental: \$140; Vanco fee offset: \$250
8	Offering	4420	\$14,000	\$17,000	21%	
9	Rent	4430	\$1,000	\$7,500	650%	Rental fees -Iglesia: \$6,500; \$1,000 miscellaneous
10	Transfer from Set-Asides	4614-105	\$5,500	\$0	-100%	2024-25 budget: This line no longer used. See replacement line 75.
11	Total Income		\$216,450	\$222,281	3%	
	Expenses					
	Salaries and Benefits				-	Increase
12	Office Admin. Salary	5101-100	\$24,843	\$25,588	3.0%	3.5% CPI Per minister
13	Office Admin Ins Benefits	5101-200	\$308	\$345	12.0%	Placeholder will be based on Insurance package
		5101-300				12% increase in current health coverage as of 1/1/24
14 15	Office Admin Retirement OA Professional Expenses	5101-300 5101-400	\$2,484 \$745	\$2,559 \$768	3.0%	10% of salary 3% of salary
16	DRE Salary	5102-100	\$27,518	\$28,344		3.5% CPI Per minister
17	DRE Insurance Benefits	5102-200	\$562	\$630	12.1%	Placeholder - will be based on Insurance package
18	DRE Retirement	5102-300	\$2,752	\$2,834	3.0%	12% increase in current health coverage as of 1/1/24 10% of salary
19	DRE Professional Expenses	5102-400	\$1,926	\$1,984	3.0%	7% of salary
20	Unfilled: Instrumentalist/Choir Director	5103-100	\$0	\$0	40000	No posting for this position
21	Childcare Staff		\$1,680	\$0	-100%	
22	Tech Coordinator Salary	5106	\$8,413	\$8,965	6.6%	3.5% CPI Salary per minister. Minister request: reimburse portion of 12 months of internet bill. Board decision: \$25 monthly stipend. \$25 x 12 = \$300. \$8,665 salary + \$300 stipend = \$8,965
23	Payroll Taxes-Staff	5115	\$4,778	\$4,812	1%	for 2024-25: Use same FICA and Medicare percentages as last year per Treasurer.
24 25	Staff Development/Appreciation Total Salaries and Benefits	5117	\$250 \$76,259	\$300 \$77,129	20% 1%	ao laat yoal yor moasulor.
26	Ministerial Compensation Housing Allowance	5122	\$18,468	\$65,716		3.5% CPI Minister determines how to allocate total compensation
	2 20; 5;					
27	Insurance Benefits	5123	\$8,602	\$9,634	12%	Placeholder – will be based on Insurance package 12% increase in current health coverage as of 1/1/24
28	Minister W2 Salary	5124	\$43,828		-100%	
29	In Lieu of FICA	5124-100	\$4,766	\$5,027		
30 31	Professional Expenses Minister Retirement	5125 5126	\$6,230 \$6,230	\$6,572 \$6,572	5% 5%	
32	Total Ministerial Compensation	0.000	\$88,124	\$93,521	6%	Minister voluntarily reduced contract pay to balance 23-24 budget. Compensation before voluntary cut: \$89,651.
33	Administrative Expenses Administrative Expense	5131-100	\$2,080	\$1,455	-30%	Sign up Genius: \$150; Powerchurch renewal: \$455; Background checks: \$90; Office supplies: \$250; Soul
34	Treasurer Admin Expense	5132	\$2,400	\$2,583	8%	Matters Social Media package: \$135; Specialty printing and paper: \$125; Paper: \$250. Monthly payroll processing fees: \$1,680; EOY/W-2/Qtrly-
						\$350; Core Bank Fees: \$40/mo x 12 = \$480; Safe Depos Box: \$35; Nebr Corp Biennial Renewal: \$28; 1099 filing: \$10
35	Treas Exp - Transaction Fees	5132-100	\$750	\$720	-4%	Vanco monthly fees and transactions: \$720
36	Total Administrative Expenses		\$5,230	\$4,758	-9%	
37	General Expenses Board Expenses	5500-100	\$600	\$200	-67%	
	New line: Minister Installation	5504		\$2,500		Guest travel, lodging; event food, decorations, honorarium
38	Share the Plate Donations	5505	\$5,820	\$6,375	10%	STP changed to every other month for one month
(155	enuruneenu2009513551000420200045599859859					beginning Jan. 1, 2025. Formula: 1/2 of Offering line for first half of year = \$17,000 x. 5 x. 5 = \$4,250; plus 1/4 of Offering line for last half of year = \$17,000 x.25 x.5 = \$2,125; \$4.250 + \$2.125 = \$6.375
39	Fundraising Expense	5506	\$100	\$0	-100%	
40	Religious Education-Childcare	5510	\$1,344	\$1,512	13%	1 teen provider contract position. \$13.50/hr. 2 hrs per event = 112 hrs/year. 50 church services + 6 all-burch gatherings = 56 events. \$13.50 x 2 x 56 = \$1,512 Pay is from church checking account. Church does not pay taxes. Church sends 1099NEC to provider at year end.
41	Religious Ed Programming & Supplies	5515	\$3,950	\$2,805	-29%	50 Sunday worship services and 6 congregation meetings (% o 2 v 41° = 4: 144) Core RE: \$155, (1/3 of cost); RE Programming, supplies, snacks: \$1,157; (RUU \$255; OWL training for 1 person/ training w meals \$350; OWL training for 1 person/ snacks: \$200
42	New line: Rental Event Supervisor	5516		\$200		New position: \$15- \$25/hr - occasional Pay is from church checking account. Church does not pay taxes. Church sends 1099NEC to provider at year end. (Paid by renters in rental fee.)
43	Copier Expense	5520	\$1,250	\$1,250	0%	and, (r and by remote an ferride lide.)

		Powerchurch	Final 2023-2024	Proposed 2024-2025	% change from prev. FY	Notes 24-25
44	Denominational Dues	5521	\$11,909	\$12,289	3%	Church recei
45	Insurance	5522	\$4,978	\$5,425	9%	dues New carrier 1 2023: \$4,058 Workers Cor
16	Janitorial-Cleaning	5523	\$6,000	\$6,000	0%	Assumes sar agreed to \$6
47	Janitorial Supplies/Trash Pick up	5524	\$1,880	\$2,380	27%	cleaning (wh Janitorial sup Trash pick up
18	Lawn Mowing & Snow Removal	5525	\$6,080	\$6,840	13%	Mowing chur Snow remov
49	OTOC Dues	5531	\$2,110	\$2,223	5%	\$4,500 Per bylaws:
50	Postage	5532	\$450	\$300	-33%	Good supply
51	Telephone & Internet	5533	\$2,200	\$2,320	5%	mailings red Centurylink r Total increas
52	Communications/Marketing Advisory Council	5534	\$1,260	\$710	-44%	Constant Co \$200; Promo 4 Worker Ad \$1,700 KIOS in total.
53	Utilities: Gas/Electric/Water	5535	\$6,036	\$6,333	5%	MUD: 4.7% i OPPD: 2.5%
54	Security Service	5536	\$600	\$720	20%	\$60/mo alarr
55	MidAmerica Consulting		\$0	\$0		Per Board
56	Total General Expenses		\$56,567	\$60,382	7%	
57	Committee Expenses Caring	5901	\$100	\$50	-50%	Memorial pla members an
58	Fellowship	5902	\$975	\$1,100	13%	Thanksgiving Event \$100;F
59	Finance Coordinating Council	5903	\$250	\$50	-80%	FCC: Educa
50	Bldg & Grounds Maintenance	5904-101	\$1,495	\$1,615	8%	Heating and inspections (supplies (mu miscellaneou Exterminator
1	Bldg Capital Expense Repair/Replaceme	5904-105	\$4,700	\$3,700	-21%	Garden Sup the irrigation Approved by replacement microwave o \$100
62	Committee on Ministry	5920	\$300	\$90	-70%	UU Institute
33	Faith Connections	5961	\$305	\$200	-34%	Soul Matters
64	Library	5905	\$100	\$72	-28%	Software for
65	Connections (formerly Membership)	5906	\$550	\$250	-55%	Visitor adhes \$120; Just th snacks: \$50; \$95; Welcom Welcoming (\$85; Less ov constraints
66	Worship/Aesthetics	5910	\$6,080	\$3,855	-37%	6 guest spea tuning/repain Soul Matters Guest music
67	Social Justice	5913	\$1,386	\$910	-34%	Open Arms (\$125; Pride I \$100; Educa OATS Restri necessary.
68	Stewardship	5962	\$800	\$500	-38%	Kick off Food
69	Technology	5914	\$1,806	\$1,256	-30%	Box Online S DreamHost I Mgmt; \$340; Maintenance Account \$15
70	Technology New Equip/Replacement	5914-105	\$800	\$0	-100%	2024-25 bud needed
71	Leadership Dev./Nominations	5921	\$775	\$125	-84%	Coffee with Registration
72	Safety Committee	5959	\$50	\$25	-50%	Safety suppli
73	Total Committee Expenses		\$20,472	\$13,798	-33%	
74	Total Cash Expenses		\$246,652	\$249,588	1%	
75	Out of Balance by:		-\$30,202	-\$27,307	-10%	
79	Other Expense Depreciation Expense	6500-100	\$322	\$322	0%	

Notes 24-25 Church received email from UUA 11/17/23 with 24-25 dues New carrier for Commercial Package. Premium paid in 2023: \$4,058. Estimate for 2024; \$4,500 Workers Comp Insurance; \$925
Assumes same cleaning schedule as 23-24: Mint Fresh agreed to \$6K for cleaning upstairs every week and full cleaning (whole bldg) once a month
Janitorial supplies: \$500 Trash pick up: \$1,880
Mowing church lawn (26 times @ \$90 each) = \$2,340 Snow removal 10 times when over 1* @ \$450 each = \$4,500 Per bytaws: 1% of specific income lines.
Good supply of stamps left over from 23-24; paper mailings reduced with electronic communications Centurylink monthy bill increase from \$70 to \$80/month; Total increase from \$2,200 to \$2,320
Constant Contact: \$210; Pride Festival Booth (Table): \$200; Promo Give-Aways (Including Pride Festival); \$220; 4 Worker Admisions to Pride Festival; \$80 \$1,700 KIOS sponsorship is pass through so not included in total: MUD: 4.7% increase = \$4,436
OPPD: 2.5% increase = \$1,897
\$60/mo alarm system fee Per Board
Memorial plaques; Altar tokens for consistent zoom members and homebound or ill members
Thanksgiving dinner \$450; Games Event \$50; Winter
Event \$100;Paper cups/coffee\$500 FCC: Educational materials \$50; Endowment Com: 0
1.2
Heating and AC inspection and filters \$475; safety inspections (fire suppressions hardware) \$170; garden supplies (much, plants, ingitating parts) \$300; miscellaneous supplies for bldg maintenance \$500; Exterminator (spray for bugs) \$170. 50% increase in Garden Supplies is for a new garden hose and repairs for the infigation system (parts). Approved by Board on December 20: Basement door
replacement bid: \$3,200. Replace range and built-in microwave oven and regular oven:\$400; disposal of old: \$100
UU Institute Virtual Training Sessions (3 sessions @ \$30
Soul Matters: \$165 (1/3 of cost); Food for programs: \$35
Software for book catalogue: \$72
Visitor adhesive name tags, new Values bookmarks: \$120; Just the Basics snacks: \$75; Pathways Class snacks: \$30; Signing Ceremony gifts - UU Pocket Guides: \$36; Welcoming Ceremony Gifts - UU Primer books: \$75; Welcoming Ceremony cakes å juten/sugarthee snacks: \$85; Less overall reduced by \$250 due to budget constraints
6 guest speakers/yr = \$1,950 (\$325 each); piano tuning/repairs \$600; worship supplies/aesthetics \$750; Soul Matters (1/3 of total cost); \$155 Guest musicians: \$400
Open Arms (\$30/mo for food) \$369; Community garden, \$125; Pride Parade fee: \$125; Immediate Action funds: \$100; Education Eventis, Materiais, Banners; \$200 OATS Restricted Fund has \$100 to use for Pride tickets, if necessary. Kick off Food/décor; \$400; Entertainment:\$100
Box Online Storage for file Sharing (Renewal) \$40; DreamHost DNS Renewal/DreamPress Web Content Mgmt; \$340; Zoom Accounts \$320; Audio/Visual Maintenance and Repair \$400; YouTube Premium Account \$156
2024-25 budget: No equipment repairs or replacements needed Coffee with potential nominees: \$25: Delegate Registration for MidAmerica Region Annual Mg: \$100
Safety supplies

Voting Membership Roster

The following individuals met the requirements to be considered a voting member for at least one congregational meeting. An eligible voter is one who has been a member for at least 60 days and has made a recordable contribution or received a waiver from the Board of Trustees within the past year.

ABRAHAM, Stephen AFRANK, Jan ALBERTS, Chris ANDERSON, Clyde ASCHINGER, Sue BALLARIN, Marco BANG, Ember BAUMANN, Rod BELL, Kathy **BELL**, Rick **BERGEVIN**, Laura **BROWN**, Karin **BURBACH**, Aaron **BURNSIDE**, Calvin CAFFREY, Pat CANTRELL, Tom CLIMER, Michael CODY, Cheri CORWIN, Ruth CURTISS-SMITH, Pamela DANIELSON, Dorothy DEWESTER, Gay DOAN, Janet DRAPER, Darrel DRAPER, JoAnne DUDLEY, Vicki DUGGIN, Lorraine ELLER, Judy EURICH, Gwen FISCHBACH, Bob FLECKENSTEIN-PHILLIPS, Betsy GIBSON, Deb GLENN, Lisa Burnside HANSEN, Pam HASKINS, Joel HASKINS, Kathie

HUGGINS, Kathy HUX, Alana HUX, Karen ILL, JJ JADHAV, Deborah JECK, Anita JENKINS, Jeff JENN, June JOHNSON, Carol JOHNSON, David KIRK, Tera KIRN, Julie **KLIMENT-JENKINS**, Molly KNAPE, John KONECKY, Melissa KOPECKY, Gene KOPECKY, Vija KUHN, Carla/Bill KURTZ, Larry LYNNE, Cynthia LYNNE, Michael MARSH, Rachna MEIER, Monica MEYER, Anita MILLER, Carolyn MILLER, Pete MILLER-JENKINS, Pam MORRISON-SLOAT, Wesley MUNDY, Don NELSON, Cheryl NESBIT, David NICHOLS, Janet NUNN, Martha PETERS, Chris PETERSON, Stephanie PETERSON, Tom

PHILLIPS, Phil **PINZON**, Jonnathan **PIQUETTE**, Craig PRATT, Vicki ROBB, Linda **ROBINSON ABRAHAM, Gay** ROSSITER, Rebecca RUDY, Mary **RUNDQUIST, Shirley** SCARBOROUGH, Jill SCHERBRING, Becky SCHERBRING, Bryan SHARP, Lillie SHORT, Jaime SHORT, Justin SIEPKER, Becky SIEPKER, Jeff SIEPKER, Mark SMITH, Laura SOLICK, Patricia TALUKDAR, Andrea TALUKDAR, Anjan THOMAS, Lolly TOTH, Garv VANDERSLUIS, Nancy WEISS, Michaela WELLS, Johnny WELLS, Kit WELLS, Randy WHITE, Jennie WHITE, Joe WIECZOREK, Judy WILLIAMS, Suzy WORAM, Charlie YAMAMOTO, Rachel Record Count: 107; Quorum: 38

Proposed Bylaws Changes

- Update pronouns to inclusive language: he/she to 'they', him/her to 'them', his/her to 'their'
- Change the name of Membership Committee to 'Connections Committee'
- Section 6.6 Congregational Meetings: Change from use of Robert's Rules of Order to 'Democratic Rules of Order'
- Section 5.5 Ongoing Requirements for Membership: Add "5.5.b. The Board of Trustees, with input from the Minister when applicable, has the authority to waive ongoing requirements of membership for reasons of compassion, such as health and ability issues. If possible, the matter should first be addressed with the individual, to clarify their desire to continue membership."
- Section 16.1 Selection and Term of Stewardship Chair: Add "16.1.e. Two people may be appointed or elected to fill the position of Stewardship Chair or Vice Chair; in which case they serve as Co-Chairs or Co-Vice Chairs."

LEADERSHIP AND STAFF

Minister

It's been an exciting and dynamic time at 2U Omaha!

- I was proud to accept the call to serve as your settled minister.
- Growing sense of fellowship within congregation.
- Members taking more initiative o reach out for pastoral care.
- Article 2 Passed GA with 80% majority
- Personnel Committee has been a tremendous help.
- Several new members.
- Powerful Witness to global events with Nebraskans For Palestine via Ramadan Iftar Potluck
- Introduction of Spanish covenant and visual descriptors. Accessibility is Love.

Chair, Board of Trustees

• SMART/Safe Congregation Team convened:

• The church year began with a challenging situation concerning a congregant and family in crisis. Due to safety concerns, the Board convened the SMART(Safe congregation) team to assess, advise, and help navigate the situation. Local law enforcement and the UUA safe congregation consultant were consulted.

 Because of escalating behavior and safety concerns, one in-person Sunday worship service was canceled and held online only. The congregant was blocked from 2U-related social media and banned from church property. Volunteers then provided additional surveillance during worship services until it was clear this congregant had moved out of the area.

 The congregation responded to this difficult situation respectfully. The Caring Committee was instrumental in organizing volunteers to assist the family in crisis, who eventually also moved out of state to be near family.

• Carry the Light Initiative:

• During the pandemic of 2020-21, the congregation was engaged in discussions regarding our meaning & purpose. From these discussions, several concerns became apparent, including:

§ the importance of connection and our legacy of social justice

§ concerns for financial sustainability and aging leadership.

 At the same time, a religious education revisioning team studied the nationwide trend of decline in the Sunday School model of religious education for children to envision a new model of faith formation and involvement.

This past year, the results and evolution of these discussions were distilled into the following
 Carry the Light Initiative to help guide Second Unitarian toward a strong future:

§ A Community of All Ages & Abilities – relationship is everything

- · Emphasis is placed on relationship building
- Worship together as a community of all ages & abilities
- Assist all ages to participate & know they belong
- Invite many talents & gifts into living our mission
- · Keep the Covenant of Right Relations in our hearts & minds

§ Shared Leadership – many hands, many gifts.

- · Expand collaboration between individuals, groups, and leadership
- Simplify processes for efficiency & transparency
- Encourage all gifts & passions
- Invite diverse ages & abilities into leadership
- Learn from each other & share tasks
- Engage in our Unitarian Universalist denomination

\S Welcome & Outreach – we are known by the company we keep

· Commitment to OATS – Open Arms Trans Social group

- Commitment to OTOC Omaha Together One Community
- Making our values known on diverse platforms and PRIDE activities
- We support community causes aligned with our values
- Welcome the stranger

\S Fiscal Sustainability – ensuring a sound future

- · Invest in quality programming
- · Embrace legacy planning as a spiritual act
- Practice good stewardship
- Bring fun into a new fundraising tradition
- Share our space to promote rentals

• Church Rentals

• The *Iglesia Apostolica de la Fe en Cristo* congregation has been renting the upstairs church area on a regular basis on Sunday afternoons. The arrangement is working well and provides a steady source of income. There have been a few other sporadic rentals as well.

• Rev. Juniper Meadows called as settled minister!

Upon Contract Minister Rev. Meadows' expression of interest in pursuing settled ministry at Second Unitarian, the Board assigned a Call Task Force, per UUA guidelines, to engage the congregation in discerning if Rev. Meadows might be a good fit for Second Unitarian on a long-term basis. Task Force members included: Carol Johnson, Laura Bergevin, Lily Sharp, Chris Peters, Karen Hux, and Margo Miller.
 After holding discussions, summarizing and sharing feedback, it was the strong recommendation of this task force to proceed with a congregational vote to call Rev. Juniper as our settled minister. The Board approved their recommendation, and a congregational vote was held on May 18, 2024. Sixty-seven members voted unanimously to call Rev. Meadows as our settled minister - and there was much rejoicing!

• The Board has now convened an Installation Task Force to work with Rev. Meadows to plan an Installation Service during the coming church year. To date, members of this task force include: Molly Kliment-Jenkins, Janet Nichols, DRE Ashleigh Fuson, and Aaron Burbach.

• Goals for the coming year:

- Review, revise, and expand the Safe Congregation policy to be more encompassing.
- Update Rental policy to include information on required insurance.
- Continue to work on compliance/trigger calendar(s) to ensure that policies are being followed appropriately (as recommended by the last audit) and facilitate coordination between committees, leadership, and staff.

Director of Religious Education

See Religious Education Committee Report

Office Administrator

2023-2024 was a busy year.

- Tech wise, I received a new computer before July 2023 and we all got a new alarm system. Everyone is doing great with the alarm system.
- I appreciate being able to work from home and consideration for my well being when we had safety issues with a member.
- I took time off in January and April for knee surgeries. Things seemed to go smoothly here when I was out recovering from my surgery.
- The Spring directory has not gone out yet. Membership and I decided to have it coincide with the end of the church year.

Treasurer's Report

Projected			Projected	
May 31, 2024	%		June 30, 2024	%
\$ 168,823	89%		\$ 184,412	97%
\$ 3,934	122%		\$ 4,200	210%
\$ 516	N/A		\$ 516	N/A
\$ 15,831	113%		\$ 17,000	121%
\$ 14,082	137%		\$ 14,500	141%
\$ 4,500	82%		\$ 4,500	82%
\$ 207,686	96%		\$ 225,128	104%
	May 31, 2024 \$ 168,823 \$ 3,934 \$ 516 \$ 15,831 \$ 14,082 \$ 4,500	May 31, 2024 % \$ 168,823 89% \$ 3,934 122% \$ 516 N/A \$ 15,831 113% \$ 14,082 137% \$ 4,500 82%	May 31, 2024 % \$ 168,823 89% \$\$ 3,934 122% \$\$ 516 N/A \$\$ 15,831 113% \$\$ 14,082 137% \$\$ 4,500 82%	May 31, 2024 % June 30, 2024 \$ 168,823 89% \$ 184,412 \$ 3,934 122% \$ 4,200 \$ 516 N/A \$ 516 \$ 15,831 113% \$ 17,000 \$ 14,082 137% \$ 4,500 \$ 4,500 82% \$ 4,500

EXPENSES				
Staff Salaries/Benefits	\$ 65,404	78%	\$ 71,700	94%
Minister Compensation/Benefits	\$ 78,432	89%	\$ 87,000	99%
Admin/Treasurer Expenses	\$ 4,100	78%	\$ 5,200	99%
General Expenses	\$ 48,006	85%	\$ 52,410	93%
Committee Expenses	\$ 14,631	71%	\$ 17,000	83%
Total Cash Expenses	\$ 210,573	85%	\$ 233,310	94%
Excess Cash Income/Expense	\$ (2,887)		\$ (8,182)	
,				
Depreciation Expense	\$ 293	91%	\$ 322	100%
Excess Income/Expense	\$ (3,180)		\$ (8,504)	

Connection

Committee/Team	Caring
Chair/CoChairs/Convener	Dorothy Danielson, Linda Robb
Accomplishments	Set up Volunteer List, worked with Connection Team on Mentoring new members, made congregation aware of Caring and how we can help, set up an Email for Caring, organized food donations with the help of volunteers, assisted with 2 Memorial services, helped with cleaning and organizing, set up or provided transportation, Revolutions around the Sun(Birthdays), ENews articles
Challenges	Caring requests are sporadic - we tried to meet the needs as requested
Goals '24-'25	Keep Caring Committee active - it is a vital part of the church
Potential Teams '24-'25	Alana Hux, Rebecca Rossiter, Julie Kirn, June Jenn

Committee/Team	Connection Team
Chair/CoChairs/Convener	Judy Wieczorek & JoAnne Draper
Accomplishments	 Started w/ 105 members in Sept; lost 11 (18 new members this year (5 from the Oct Pathways classes, 10 from the April classes & another 3 in June) 105-11+ 18=112, net growth of 7. Judy did a successful revamp of the Pathways program. The New Member Ceremony received positive feedback. Just the Basics program has really evolved with great supporting documents done by Dorothy Danielson. Started a new Mentoring (Guides & Seekers) program with 3 teams from the fall & spring class. This is discussed in the 2nd pathways class. We continue with our work of updating the directory, doing exit interviews, hospitality teams and reaching out to "Lost Sheep" members. We have well documented procedures & store documents in google.

Challenges	Loss of 11 members (3 passed away, 4 moved out of state, 4 choose to leave)	
Goals '23-'24	 Recruit new team members Update Pathways: from Principles to Values after GA Pledging information needs to be tweaked as well as letter or handout How best to gather pics, bios, pledge info, pledges, form? Continued focus on new mentoring program 	
Potential Teams '23-'24	 Hospitality – Kathy Bell and Michaela Weiss Visitor Info – JoAnne Draper Just the Basics – Dorothy Danielson Pathways – Judy Wieczorek New Member Ceremonies – Lorraine & JoAnne Church Directory and Lost Sheep – Michaela Weiss Mentoring Team (new) Dorothy, JoAnne, Linda Robb & Sue Aschinger 	

Committee/Team	Fellowship
Chair/CoChairs/Convener	Janet Nichols
Accomplishments	<image/> <caption></caption>

	 Summer BYOB picnic with Carla/bill leading a fun evening/sing along Game event in the fall The Annual Thanksgiving Dinner with 65 attendees Soup/Dessert supper mid winter "Share the Warmth" with donations collected for Project Harmony Stewardship Kick-Off Dinner (providing information and support) Co-Hosted the Easter Egg Hunt with RE Providing support to other committees as needed (verbal and in person) Continue to provide fellowship supplies for Sunday morning hospitality teams, which are co-sponsored by the Fellowship and Connection Committees.
Challenges	The continual challenge of a very small committee coming up with new ideas to interest many of the congregation. We experience challenge and frustration with variable attendance and support for our events.
Goals '24-'25	Sponsor other events throughout the year Focus on intergenerational events Intentionally invite individuals to assist with certain events
Potential Teams '24-'25	Asking for volunteers for individual events for example: Thanksgiving Dinner
	 Team Member: Judy Eller Sunday Morning Hospitality Team Members: 1st Sunday Chalice Bearers: Co-leaders - JoAnne Draper & Carol Johnson; Clyde Anderson, Tom Cantrell, Darrel Draper, David Johnson, Johnny Wells, and Kit Wells. 2nd Sunday Flames: Co-leaders - Kathy Bell & Julie Kirn; Rod Baumann, Janet Doan, Gene Kopecky, Vija Kopecky, Rick Bell, and Steve Jacobson. 3rd Sunday Joyful Servers: Co-leaders - Michaela Weiss & Carolyn Miller; Sue Aschinger, Melissa Konecky, Mary Rudy, Judy Wieczorek, Lillie Sharp, and Laura Bergevin. 4th Sunday Journeys: Co-leaders - Janet Nichols & Anita Jeck; Dorothy Danielson, Judy Eller, Betsy Fleckenstein-Phillips, Deborah Jadhav, Phil Phillips, and Mark Siepker. 5th Sunday Beacons: Co-leaders - Kathy Huggins & Gay DeWester; Cheri Cody, Karen Hux, and John Knape.

Faith

Committee/Team	Faith Connections
Chair/CoChairs/Convener	JoAnne Draper
Accomplishments	 New Initiatives: <u>After Hour</u>, held on the last Sunday of the month. <u>Promoted Outside Events</u> with mixed results <u>Soul Matters:</u> Tera took training and has been facilitating. Programs We explored using podcasts & videos. October 8th: presented a video about the Streetcar from the League of Women Voters of Omaha w/ attendance of 17 & several on zoom with lots of discussion. Dec 6th: A campaign to put "Paid Sick Leave" on the Nov ballot, an evening event w/ pizza. 8 present & 2 on zoom Dec 10th: Used a podcast from Hidden Brain called "Creating God" from social psychologist, Azim Shariff. 8 in attendance & 8 on zoom. Feb 11: A video on Trans Etiquette from 2 trans-activists from the UU Church of Akron, Ohio was presented. 28 in person & 10 on Zoom Feb 28: "Protect Our Rights" (abortion rights), an evening event with pizza. 30 in person & 5 on zoom. April 28th: teamed up w/ Worship Committee on Article II of the UUA Bylaws. Tom Peterson did the sermon & we provided lunch, a presentation with handouts & discussion. Attendance was 35-40 people June 9th: The plight of the <u>Palestinian people</u> in the Gaza Strip included a documentary, "How Israel Was Created," followed by discussion. 18 people attended & 10 on zoom.

Challenges	<u>Challenges w/ Programs:</u> Some people on zoom came in late & didn't realize it was a video so there wouldn't be interaction. Fortunately, Clyde was well informed and helped answer questions. (Oct 8th) There was a poor turnout due to this being a busy time of the year and 2U members had already signed the petition. The cost of food was addressed by free-will donations. (Dec 6th) Because it was 52 minutes long, we asked people to listen to it ahead of time. We had technical issues. Recommendation is to load the presentation on the computer in advance so it can be tested. (Dec 10th)
Goals '23-'24	Recruit more members for this team Put articles in enews to explain & promote Soul Matters Look for more events such as going to a movie & dinner.
Potential Teams '23-'24	Individuals head each of our programs with help of others to include those not on the committee. Members: Tera Kirk, Clyde Anderson, Cheri Cody, Anita Jeck, Pam-Curtiss Smith, Dorothy Danielson, Rachna Marsh & joining us is Karin Brown.

Committee/Team	Religious Education
Chair/CoChairs/Convener	Janet Nichols Ashleigh Fuson, DRE
Accomplishments	 Blessing of the Backpacks before school began Trunk or Treat: neighborhood wide, well attended event even with the freezing temperature Christmas giving: Whole church support to the Omaha Area Sanctuary Network (OASN) and Merry Mart at the Stephen Center. Many boxes of gifts were delivered. Ice Skating at Skate Ribbon park at Riverfront Park. It was a fun, all ages event but freezing cold YOUTH: Spaghetti Dinner at 1st, Talent show at 2nd and 3 youth(1 from 2nd and 2 from 1st) attended Youth Conference at Columbia, MO Young Adult OWL class with continued activities

	 Easter Egg Hunt (with Fellowship) after services Fourth Friday Fellowship each month (except holidays) FIRST Sundays of each month, children are welcome downstairs for programming centered around the worship theme of the month ALL Sundays, children are welcome in the church services. We practice whole family worship and work to be radically welcoming and accessible to people of all ages and abilities.
Challenges	 Sporadic Fourth Friday attendance Planning fun events to foster family connections
Goals '23-'24	 Reach out to families for specific, fun activities to foster connection (roller skating, etc) Recruit more trained adult child care providers in the nursery for each Sunday
Potential Teams '23-'24	We appreciate all volunteers helping with First Sunday programing, special events and activities Team Members: Anita Jeck, Pam Miller-Jenkins, Pete Miller, Janet Nichols with Ashleigh Fusion

Committee/Team	Social Justice
Chair/CoChairs/Convener	Cheri Cody, Chair & Tera Kirk, Scribe
Accomplishments	
Challenges	Social Justice is currently in the process of visioning what the future might be with new leadership and potentially new structure. We really consider this as an opportunity rather than a challenge, but it will represent change.
Goals '23-'24	Goals will be articulated after the visioning process
Potential Teams '23-'24	Clyde Anderson, Ember Bang, Aaron Burbach, Mollie Champion, Philip Champion, Cheri Cody, JoAnne Draper, Kristy Fennessey, Heidi Garvin, Maya J. Hernandez (Lincoln), Tera Kirk, Cy Leise, Marcia Leise, Margo Miller, Pam Miller-Jenkins, Vicki Pratt, Cindy Ramsey, Rebecca Rossiter, Anita Meyer (Board liaison)

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CO	nmittee,	leam

Worship Team

Chair/CoChairs/Convener	
Accomplishments	
Challenges	
Goals '23-'24	
Potential Teams '23-'24	

Fiscal

Committee/Team	Endowment
Chair/CoChairs/Convener	Rod Baumann - Chair/Secretary Carolyn Miller - Investment Monitor Gene Kopecky - Convener
Accomplishments	 Presentation (March 17,2024) made to the congregation to inform attendees of our endowment fund: what it is, what it is for, its value, types of investments, how to donate, etc. Revised EFCs Implementation Procedures and received Board approval for those revisions. This included revisions to the Endowment Fund Distributions Application form. Calculated an amount of \$2,300 for the fiscal year's annual distribution from the endowment fund and recommended to the Board the money could be used for either or both purposes as described in two separate applications (new painted mural at front of church or Reverend Juniper's installation service). Invested new donations received during the fiscal year.
Challenges	
Goals '23-'24	
Potential Teams '23-'24	

Committee/Team	Finance Coordinating Council (FCC)
Chair/CoChairs/Convener	Vicki Pratt and Mark Siepker
Accomplishments	<u>Cultural Vision:</u> - Representative from the Board of Trustees, Stewardship Committee, Endowment Fund Committee, Fundraising Team, and Cap Ex team in attendance at every Finance Coordinating Council meeting. - Implemented composition of annual Next Fiscal Year Operating Budget Team: current Board of Trustees Chair, incoming Board of Trustees Chair or current Board Vice Chair, FCC representative, Cap

Committee/Team	Finance Coordinating Council (FCC)
	Ex representative, Stewardship Committee representative, incoming Stewardship Chair, treasurer, minister.
	<u>Leadership Vision:</u> - Completed transition FCC leadership from 1 Chair to 2 Co-chairs. Beginning with 2024-25 fiscal year, 1 Chair (Mark Siepker).
	 Fiscal Vision: Provided means for each Operating Budget line owner to itemize future Cap Ex long term building and equipment replacements and improvements. Continued to maintain Cap Ex spreadsheet of planned replacement and improvement dates for building and equipment. Continued to apprise the Board of Trustees of Cap Ex spending needs. Monitored and acted on opportunities for short term investments.
	<u>Vision of Outreach:</u> - Continue to record donations to OATS and other "off operating budget" donations. - Continue to report the amount of donations and withdrawals of these "off operating budget" donations.
	<u>Positive Results to Budget:</u> - The final cash spending deficit for the year was \$8,198, compared to the budgeted deficit of \$30,201. Final results were \$22,003 better than expected (see financial reports for further details).
	Money Counting Volunteers: - Special thanks to the money counting volunteers who ensured timely, accurate and secure processing of the weekly contributions made to the church. Thank you to counters Clyde Anderson, Kathy Bell, Kathie Haskins and Vicki Pratt, and to alternates Lolly Thomas and Mark Siepker.
Challenges	 Managing the annual operating budget to minimize the deficit. This included finding new revenue sources (rentals), maximizing interest earned on cash in excess of current operating needs and growing membership. Managing expenses to ensure prudent and necessary spending only.

Committee/Team	Finance Coordinating Council (FCC)
Goals '24-'25	 Continue to grow membership Continue to look for new revenue sources (rentals, other) Continue to maximize earning from cash in excess of current operational needs Examine role of Endowment Fund in supporting current operational needs Continue to look for opportunities to reduce expenses without degrading church operations or missions Look for opportunities for involvement of new church members on the FCC, and younger church member if possible
FCC '24-'25	Mark Siepker, Vicki Pratt, Cheri Cody, Carolyn Miller, Gene Kopecky. New members are under consideration to build bench strength for future years.

Committee/Team	Stewardship
Chair/CoChairs/Convener	Dorothy Danielson, Anita Meyer
Accomplishments	Volunteers made all the food, special entertainment, involved new members which really added a lot, most of all it was FUN! We made 94% of the goal even with the loss of 11 members, new Bylaw worked very well
Challenges	It's a lot of work - you really need to be organized and have a plan
Goals	Pass on all the knowledge to Anita Meyer who will be next year's chair, make the Stewardship goal, involve new members,
Potential Teams '23-'24	Karin Brown, Dorothy Danielson, Anita Meyer, Dave Nesbitt

Physical

Committee/Team	Building & Grounds
Chair/CoChairs/Convener	Clyde Anderson
Committee Members	Rick Bell, Pam Curtis-Smith (Aesthetics Liaison), Dorothy Danielson, Casey Horpedahl (Board Liaison), Julie Jensen, David Johnson, Gene Kopecky, Larry Kurtz, Carla/Bill Kuhn (Technology Liaison), Michael Lynne, Roger Nicolaisen, Tom Peterson, Jim Poleshuk, Pete Sharp
General Report	 Our monthly meetings at Church are usually scheduled on the first Saturdays and include a walk-around inspection, light repairs, yard work, etc. Church Cleanup Days were held on 10/28/2023 and 5/06/2024, and we greatly appreciate all the volunteers who participated!
Major Accomplishments	 Replaced the insecure Minister's Office exit door with a new wider steel door with panic bar mechanism – Cost \$3,639 Thanks to Rick Bell's research and expertise, B&G converted that ugly patch of grass and dirt between the handicap ramp and the building into a patio using concrete pavers creating an attractive gathering space. Cost - about \$900. Sold the 14 heavy banquet tables and bought 9 new light-weight plastic-top tables. Net cost - \$680 Replaced the defective hot water heater in the North Furnace Room - Cost \$569. Pete Sharp donated installation. Corrected subsidence problem next to the New Bathroom Addition by mudjacking the adjacent sidewalk back to proper elevation so that stormwater will flow away from bldg \$350 Assisted Technology with several projects - e.g., new security system, installation of digital projector & screen in RE Worship Area for hybrid events like First Hour.
Goals '24-'25	 Attract new leadership. Clyde has been Chair since 2020. Rehab the irrigation system for the front landscape garden areas. Correct erosion on SE side of bldg. and rehab peace cairn area. Repaint the Sanctuary. Improve signage, especially on Basement Area doors.
Potential Teams '24-'25	 Re-establish a Church Garden Team to maintain the landscape and flower gardens on the property.

Committee/Team	Library
Chair/CoChairs/Convener	Melissa konecky
Accomplishments	 (1) acquired several books re. social justice issues as well as books to support the mission of the church, committees and individuals (2) publicizing these books in the weekly e-mail (3) stored most of the old church paperwork in acid-free boxes in our designated cabinet downstairs (4) held a successful book sale (5) shared leadership within the committee with the chair often asking for advice, opinions and other members' expertise (6) researched the status of the children's library as separate from the Macyl Boruff Library (7) removed several long-lost books from our collection (8) adding a "wish list" of books in case anyone wants to purchase and donate a book to the library
Challenges	 (1) having enough shelf space to display books attractively without looking and being too crowded to identify and remove books easily (2) dating pictures and identifying people in pictures found among old paperwork (3) our budget although we have some money left on gift cards (4) no ability so far to have access to subscription e-books or to audiobooks to increase availability of reading material to all (5) determining what among the old church papers to keep. Nothing has been tossed except for a few duplicates of old brochures
Goals '24-'25	 (1) a successful book sale in September (2) continuing to honor the memory of Macyl Boruff, whose family donated money to establish our library (3) keep our eyes and ears open for church members interested in serving on the library committee
Potential Teams '24-'25	 (1) recruit church members to help set up and take down during the annual book sale (2) having church members participate in the book sale by donating books no longer wanted and/or by purchasing (3) church members are storing many books in their home for the book sale

Committee/Team

Technology

Chair/CoChairs/Convener	Carla/bill Kuhn
Accomplishments	Purchased and installed a ceiling mounted projector and screen in the downstairs common area, to facilitate First-hour presentations and overflow, from the sanctuary. Made adjustments to the sanctuary sound system to improve performance of the newer hand held microphones. Continued to add new users to the main door lock and security system. Added a repeater in the sanctuary, to extend the WiFi signal from the router located in the office. Installed an HDMI switch, located on the bottom of the sanctuary projector, allowing video to be projected from the front or rear of the sanctuary.
Challenges	Maintaining proper balance of sound between voices and instruments for services in-person and on Zoom. Only minimal adjustments can be made during services, due to location of the audio mixer, (Located near the chimes) Security system continues to function well, but I continue to get calls, from the monitoring center, for intrusion. These are mostly cases of not disarming the system, within the time allowed after entry, or using the remote keypad function and not waiting to see that the system is disarmed before entry.
Goals '23-'24	Replace or upgrade sanctuary AV computer, to improve responsiveness of Zoom presentations. Extend microphone audio cables to the AV cabinet to enable direct adjustment in real time for vocals and instruments. Add additional microphones for Dulcet Singer, Instruments to improve sound balance.
Potential Teams '23-'24	Carla/bill ???

Facilitative

Committee/Team	Marketing & Communication
Chair/CoChairs/Convener	Jaime Short and Carol Johnson
Accomplishments	 Promoted Trunk or Treat and staffed a table with information about UU and Second Unitarian church, including facility rental info. Provided signage for United We Walk Coordinated with Social Justice Committee for Pride Parade Coordinated with Social Justice Committee to set up and staff a booth at Youth Pride Festival and Pride Festival With First Unitarian Church, published full page, colored ads in 3 programs for River City Mixed Chorus Raised funds to publicize 2U with weekly sponsorship spots on KIOS Continued to update the Second Unitarian Church website
Challenges	Connecting with and coordinating with other committees
Goals '24-'25	 Maintain a presence with pride Parade and Festival Promote Second Unitarian Church, particularly facility rental Recruit new members to the committee
Potential Teams '24-'25	Jaime Short, Carol Johnson, Kathy Bell, Molly Kliment-Jenkins Continue collaborations with other committees

Committee/Team	Nominations & Leadership Development
Chair/CoChairs/Convener	Carol Johnson
Accomplishments	 Presented a slate of candidates to the membership for the congregational annual meeting Provided financial support for snack food for after-services small group minister call meetings
Challenges	Recruiting members to accept leadership positions
Goals '23-'24	To recruit a slate of candidates as described in by-laws
Potential Teams '23-'24	Elected Team: Deborah Jadhav, Kathy Huggins and Dorothy Danielson

Committee/Team

Personnel

Chair/CoChairs/Convener in	
Accomplishments	
Challenges	
Goals '23-'24	
Potential Teams '23-'24	

Oversight

Committee/Team	Committee on Ministry
Chair/CoChairs/Convener	Karen Hux, Rev. Juniper Meadows, Pam Miller-Jenkins, Pete Miller
Accomplishments	 *Held a Conflict Resolution Workshop with Lisa Presley from MidAmerican Regional UU office. *Developed an outline for conducting self-reflections (assessments) of Second Unitarian Committees. This is still a work in progress. *Completed evaluation of Rev. Juniper for the UU Administration Fellowshipping Committee. * Spoke at three Sunday services about the purpose of the COM ("COMedy Moments")
Challenges	*Coming up with an effective way of evaluating Second Unitarian church committees. *Communicating to the Second Unitarian congregation what the purpose and goals of COM are.
Goals '23-'24	*Engage the congregation in revising the Covenant of Right Relations *Continue revising and exploring effective ways to encourage Second Unitarian church committees to self-reflect on their successes and challenges. *Continue monitoring the climate of the church as a whole to ensure awareness of conflicts before they grow. *Continue to assist Rev. Juniper in her formation as a settled minister.
Potential Teams '23-'24	

Mission, Vision & Covenants

Meaning & Purpose

The meaning and purpose of our church is to nurture each other toward our better selves, in order to transform our community and the world to be more just and kind, and toward becoming better stewards of the earth.

We are the village that has the potential and the power to transform ourselves, the community, and the world.

Vision

The church we envision is one where:

- We see ourselves as striving to live with integrity and working together to bring about needed change in our community and world through acts of love and justice.
- We find ourselves in ministry to each other and our community through vibrant worship, religious learning, and opportunities for personal and spiritual growth.
- We feel nurtured and challenged in the diverse tapestry of Beloved Community, where everyone can be their authentic selves and know they belong.

Mission

Through our mission to be authentic, compassionate, and transformative in our lives, in our faith, and in the world.

View our <u>Meaning and Purpose Document</u> to learn how we plan to make our mission more than simply aspirational. Learn of the concrete actions we are taking on connection, ministry, religious education, reflecting our values, and organizational structure. And, the questions we continually ask to ensure we are still on the path to who we strive to be as a viable vibrant religious community, living in covenant and trust with each other.

Congregational Covenant of Right Relations

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.

- Adopted May 23, 2010

Board of Trustees Covenant

We, the members of the Board of Trustees of 2U, agree to enter into this covenant promising one another our mutual trust and support to carry out our responsibilities. We are beholden to our church's mission of love and justice. Advancing that mission will be at the forefront of our work, grounding our planning and decision making. We will take guidance from our Covenant of Right Relations, our church mission, the Principles of our Unitarian Universalist faith and this covenant.

The work of the Board of Trustees is part of the spiritual aspect of each of our lives, nurturing and feeding us. We will encourage ourselves and each other to further our personal sense of meaning and purpose, as well as our spiritual development. It's up to each of us to make this a profound process, endeavoring to bring joy/reverential humor to our activities, acknowledging each of us brings unique gifts and insights. We acknowledge that wisdom takes time, and is a process of thinking deeply, as no one person has all the answers. By practicing deep listening we will:

- Reflect before responding to opinions, ideas, thoughts and questions from other board members,
- Support constructive communication of differing opinions without judgment,
- Honor dissenting views,
- Seek outside sources for direction when needed,
- Respect BoT decisions, and
- Speak with one voice to the congregation.

Healthy churches are led by healthy leaders.

Staff Covenant

The staff of the Second Unitarian Church covenant to foster a beloved community as we support the congregation in achieving its mission. To live this covenant, we honor the following practices:

- We work to establish and nurture a culture of mutual trust and respect. We lean into accountability to one another and the mission of Second Unitarian Church.
- We will remain mindful of the dynamics of power within staff/supervisor relationships and actively work to mitigate the worst aspects of institutional hegemony in our team. Supervisory staff will advocate for those under their purview.
- We will make each other aware of our presence when arriving/leaving during the week.
- We commit to being open to direct and honest conversations, even in times of difficulty or conflict.
- We give honest feedback, both praise and constructive criticism, so we may all best serve Second Unitarian's mission and the congregation.
- We practice transparency, trusting each other by sharing information about our program areas.
- We respect our personal identities and full life outside of our work environment.

- Timely response and accountability to regular work tasks (expenditures, reports, requests, etc)
- Compassionate communication to members regarding boundaries, items out of our scope of practice (referring on) and timelines. We will call in our supervisor when we feel the need.
- We respect and appreciate our individual temperaments, work styles and means of communications and strive to accommodate each other according to our availability.

We take responsibility for reviewing and revising this covenant as needed, reminding ourselves of our intentions at the beginning of every staff meeting.

Membership & Life Changes

New Members

These individuals have made the decision to join our congregation. May the gifts of time, talent and treasure from these individuals help us live a fuller community life and feed their spiritual journey:

- Randy Wells
- Rebecca Rossiter •
- Rachna Marsh
- Ember Bang
- Bob Hess
- Forret Knapp
- Steve Jacobsen •
- Calvin Burnside
- JI III

Reinstated Members

Life's journeys have taken each of us to new lands and experiences. May your return to our community come

- Dave Nesbit
- Marica Leise
- Cy Leise

Departing Members

Those who came before helped support who we are today. We are thankful for the gifts of time, talent and treasure from these individuals who are no longer here with us in our building:

- Larry Kurtz- moved out of state
- Justine Mohr- moved out of state
- Shirley Rundquist- moved out of state
- Laura Smith- moved out of state
- Dave Jenkins: returning to Catholic church

Marriages & Commitment Ceremonies

Committing to become a new whole is a journey not taken lightly. These individuals have made that commitment to each other.

Anonymous

Anonymous

- Aaron Burbach •
- Johnny Wells
- Kit Wells
- Tom Lister
- Michael Climer
- **Kristy Fennessey**

with a richness of experience to enlighten us on our shared path:

- Anonymous
 - Anonymous

Bob Fischbach-Checking out 1st.

Becky Scherbring

Bryan Schebring

Alex Rost

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- Anonymous
- Anonymous

- Anonymous
- Anonymous

Deaths

We drink from a well we did not dig. While these individuals may no longer be a part of our physical world, they live on in our memories. We are thankful for their presence in our community.

- Jack Frost
- Ruthann Irby
- Gwen Eurich

Dedications

When children are brought into our community, it provides a joyous light and playfulness that reminds us of those parts of our childlike selves that may need nurturing. We dedicate our community to being there for these children and their families as we all grow together.

- Anonymous
- Anonymous
- Anonymous

- Anonymous
- Anonymous
- Anonymous

Graduating Seniors

Life is full of transitions and finishing with high school is a major one. It has legal distinctions and it often comes with added responsibilities. We lift up your accomplishment and wish you a future filled with wonder, curiosity and joy.

- Anonymous
- Anonymous
- Anonymous

- Anonymous
- Anonymous
- Anonymous

Full Circle Membership

Full Circle Membership is achieved by making a commitment to the future of Second Unitarian through a gift to the Second Unitarian Endowment Fund. The commitment can be a donation or by listing Second Unitarian as a beneficiary in legacy (such as will, trust or estate) plans. The Endowment Fund invests the donations and Second Unitarian benefits from the interest earned. Any amount and every donation helps add to our financially secure future.

Individuals who contributed to our Endowment Fund this year include:

- Anonymous
- Anonymous
- Anonymous

- Anonymous
- Anonymous
- Anonymous

Other Church Groups

Dulcet Singers

RNUU

Writing for Spiritual Growth

OATS

part of SJ? covered there?