



# UNITY CHURCH-UNITARIAN

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*The mission of Unity Church  
is to engage people  
in a free and inclusive  
religious community  
that encourages lives of  
integrity, service and joy.*

## **ANNUAL MEETING INFORMATION PACKET**

**Unity Church-Unitarian**

**144th Annual Meeting of the Congregation**

**Saturday, November 21, 2015 • 10:00 a.m.**

**Pancake breakfast begins at 8:30 a.m.!**

Everyone is invited to attend; only voting members — those who have signed the church's membership book and have made an identifiable pledge in the current year and a contribution toward that pledge — are eligible to vote. If you would like more information about your voting status, please contact Barbara Hubbard at the Church Office by email at [barbarah@unityunitarian.org](mailto:barbarah@unityunitarian.org) or by phone at 651-228-1456 x116.

Child care is available during the Annual Meeting and no RSVP is required.

### **Budget Information Meeting**

If you have questions about the budget, please join us for a Budget Information Meeting on Sunday, November 15, at 10:00 a.m., in the Center Room.

**144th Annual Meeting of the Congregation**  
**Saturday, November 21, 2015 • 10:00 a.m.**  
**Meeting Agenda**

Convening of Meeting

Invocation and Bond of Fellowship (read in unison, please rise as you are able)

*As those who believe in religion,  
As those who believe in freedom, fellowship, and character in religion  
As those who believe that the religious life means the thankful,  
trustful, loyal and helpful life, and  
As those who believe that a church is a community of helpers,  
wherein it is made easier to lead such a life;  
We join ourselves together, name, hand, and heart  
as members of Unity Church*

William Channing Gannett March 9, 1879, adapted

Adoption of Robert's Rules of Order

Election of Parliamentarian

Approval of the Minutes of November 15, 2014, Annual Meeting

Approval of the Minutes of May 17, 2015, Special Meeting

In Memoriam

Congregational Business

- Ministries
- Generosity Ministry Team
- Racial Justice Ministries
  - Anti-Racism Leadership Team (ARLT) Report
  - Racial Justice Coordinating Council
  - Special Projects
  - Acknowledgment of Outgoing ARLT Members
- Trustees
  - Congregational Survey
  - Remarks on 2014-2015 Board Activities
  - Election of New Trustees
  - Acknowledgment of Outgoing Board Members
  - Announcement of Board Officers for 2016
- Vote on Changes to Church By-Laws
- Vote on Ordination of Rose Schwab
- 2016 Budget Presentation
  - Approval of 2016 Budget
- Status Report on Capital Debt

Words of Thanks from Board to Executive Team and Staff

Closing

**143rd Annual Meeting of the Congregation  
Unity Church–Unitarian  
Saturday, November 15, 2014 — 10:00 a.m.  
DRAFT MINUTES**

**BOARD MEMBERS:** Steve Harper, Chair; Deborah Carter McCoy, Secretary; Rich Hamer; Marg Walker; Lia Rivamonte; Terry Linskey; Ginny Allen; Hal Freshley; and Peggy Lin

**EXECUTIVE TEAM:** Janne Eller-Isaacs, Rob Eller-Isaacs, Barbara Hubbard, and Lisa Friedman

**PARLIAMENTARIAN:** Jack Rossmann

**VOTING MEMBERS:** There were 114 voting members present. Quorum was 90.

**CONVENING OF THE MEETING**

Steve Harper convened the meeting.

Reading of Invocation and Bond of Fellowship – In Unison

**ADOPTION OF ROBERT’S RULES OF ORDER**

Motion to adopt Robert’s Rules of Order was made by Don Crannell. Joan Carver seconded the Motion. There was no discussion and the Motion was unanimously approved.

**ELECTION OF PARLIAMENTARIAN**

Motion to approve Jack Rossmann as Parliamentarian was made by Steve Harper. Peter Heege seconded the Motion. There was no discussion and the Motion was unanimously approved.

**APPROVAL OF THE MINUTES OF 142nd ANNUAL MEETING**

Motion to approve the Minutes from the 142nd Annual Meeting of the Congregation was made by Ariel Dickerman. Lorelee Wederstrom seconded the Motion. There was no discussion and the Motion was unanimously approved.

**IN MEMORIUM**

Janne Eller-Isaacs and Rob Eller-Isaacs read the names of those members who have died since the last Annual Meeting. Members who have passed away include James William “Bill” Curtis, Marc Andre Breton, William H. Hardacker and Constance Catherine McGuire Oace.

**CONGREGATIONAL BUSINESS**

**MINISTRIES: PRESENTATION OF THE ANNUAL REPORT**

Janne Eller-Isaacs presented the Annual Report which covered the breadth and depth of work within, among, and beyond our congregation. Janne acknowledged the hundreds of volunteers who work with staff in collaborative partnerships to lead shared ministry. She noted the ministerial themes that inform many facets of congregational life including music, rituals, and summer services. The children’s and youth ministries continue to grow with more than 120 volunteers committed to a strong religious education program that is recognized throughout the association. Janne also gave special recognition to Pat Haff’s 12 years of service to the community outreach ministry.

**GENEROSITY MINISTRY TEAM**

Patricia Ohmans spoke regarding the Generosity Ministry Team and the fact that 70% of the Sunday plate collections are shared with organizations sharing Unity Church-Unitarian’s values. Over \$80,000 was collected during the past year with an average donation of \$1,600 to partner organizations. Since the inception of the Generosity Ministry in October 2006, almost \$600,000 has been distributed.

**ANTI-RACISM LEADERSHIP TEAM**

Brooke Darst Rice shared a report on the activities of the ARLT. Brooke provided an overview of the work done by the ARLT over the past year. She introduced new members of the ARLT. New members welcomed to the team are Vicki Stewart and Russell Peterson. She went on to acknowledge the work of Pauline Eichten (a charter member of the ARLT) and Kelley Nelson who are leaving the team this year.

**TRUSTEES REPORT**

### Congregational Survey

Deborah Carter McCoy and Terry Linskey shared the results of the survey and an overview of how the results are applied by the Board of Trustees, the Executive Team and the staff at Unity Church-Unitarian. The exceptional work of Bill Etter and Laura Park to develop, implement, and analyze the survey was noted.

### 2013 – 2014 Board Activities

Steve Harper shared highlights from the year's activities including the efforts to more fully integrate the efforts of the ARLT into board work, convening of a subteam to explore the needs of leadership transition, Lisa Friedman's new role as Minister of Congregational and Community Engagement. Steve graciously thanked all the staff and volunteers who are so generous with their time.

### Election of New Trustees

Motion to approve Mark Foster, Stu Alger and Angela Newhouse as new trustees was made by Jean Kummerow. Laurel Lein seconded the Motion. There was no discussion and the Motion was approved.

The outgoing trustees — Marg Walker, Terry Linskey and Lia Rivamonte — were acknowledged for their service.

### Announcement of New Board Officers for 2015

Peggy Lin was announced as the incoming secretary and Ginny Allen was announced as the incoming chair.

### 2015 BUDGET PRESENTATION

Motion to approve the 2015 budget was made by Marvin Spears. Craig Allen seconded the Motion.

Barbara Hubbard presented the 2015 budget to the voting members. In her presentation, Barbara:

- Spoke about the meaning of money as an expression of faith
- Acknowledged the many generations represented in the congregation, including the 32% with active membership of 20 years or more and the 45% who have joined within the past 10 years
- Reviewed endowments, funds, Unity Tomorrow short-term note and cash flow situation
- Provided update on pledge goal
- Reviewed in great detail the 2015 operating budget narrative
- Noted that the Executive Team declined a 2% cost-of-living increase to help balance the budget

Following discussion and questions, the Motion was unanimously approved.

### **WORDS OF THANKS FROM BOARD TO EXECUTIVE TEAM AND STAFF**

Steve Harper recognized and thanked the Executive Team, and all church staff members, for their tireless work and support to our religious community.

### **ADJOURN**

Ginny Allen closed the meeting and it was adjourned at 11:20 AM.

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Respectfully submitted,  
Deborah Carter McCoy, Secretary

**Unity Church-Unitarian  
Special Congregational Meeting  
Sunday, May 17, 2015, during worship at 9am, 11am, and 4:30pm**

The Board of Trustees voted unanimously on April 15, 2015 to recommend to the congregation the ordination of Ashley Horan into the Unitarian Universalist ministry. The Board has called a special meeting of the congregation to consider this request. All voting members of the congregation will be asked to cast a vote on a motion presented during worship services on Sunday, May 17.



**About Ashley Horan**

Ashley Horan is a lifelong Unitarian Universalist who grew up in the Religious Education program at Unity Church-Unitarian, and has maintained her membership there since graduating from high school. She has a Bachelor of Arts degree in Francophone African Cultures from Harvard University, and a background in teaching world languages in various contexts, including two years as a Minneapolis Public School teacher. She attended seminary at Meadville Lombard Theological School, did her ministerial internship at the Unitarian Universalist Church of Davis, CA, and was welcomed into Preliminary Fellowship by the UUA's Ministerial Fellowship Committee in December 2011. After graduating from seminary in 2012, Ashley served for two years as the Consulting Minister of the Universalist Unitarian Church of Joliet, IL.

Ashley has been deeply involved with racial justice work in Unitarian Universalism, and since 2012 has been a part of developing and leading the Beloved Conversations curriculum created by Dr. Mark Hicks and the Fahs Collaborative at congregations around the country. She has served as the Vice President of the Central Midwest Chapter of the Unitarian Universalist Ministers' Association (UUMA), and currently serves as a member of the UUMA's Collegiality Committee. Ashley recently moved back to Minnesota, and now serves as the Executive Director of the Minnesota Unitarian Universalist Social Justice Alliance (MUUSJA), our UU state advocacy network. In her spare time, she is involved in several organizing projects in the Twin Cities, and is a member of the national Board of Trustees of Resource Generation, an organization that works with young people with wealth and class privilege to redistribute land, wealth and power. Ashley lives with her partner, the Rev. Karen Hutt, and their two children, Lisa (14 yrs) and Aspen (5 mos). She is honored and deeply touched to consider the possibility of being ordained by her beloved home congregation.

## 2014-2015 Report from the Board of Trustees

Last year at this time, I was mulling a simple question as I looked ahead to becoming the current board chair: What should our board be focused on in a year in which we are not writing Ends statements, not in the middle of a capital campaign, and not planning a major building renovation? As I contemplated this question, one word kept floating to the surface—“continuity.” We are blessed with a church that is run by a brilliant, dedicated, and skilled group of people. The church hums with activities that involve, enlighten, support, and challenge our congregants. Our church school is growing and our members are engaged with each other and in the work of the world. It’s tempting to kick back and enjoy the fruits of a well-run, healthy church. But as a board, our job is to set our sights on the future. When we look down the road, we see a variety of changes, including the eventual retirement of several of our senior staff members. In this year of relative calm, it was a good time to focus on creating structures that would ensure the continuity of the things we love about Unity as we eventually move into this new and different future.

This continuity planning began last year when the board added a line item to the budget for a Ministerial Search Reserve Fund that will be funded over the next few years, and when it redefined Lisa Friedman’s role by upgrading her position from Director of Congregational Life to Minister of Congregational and Community Engagement. Our task this year was to continue this momentum.

One sub-team of the board focused on planning for our church’s transition to new ministerial leadership after the eventual retirement of Rob and Janne. We are fortunate to have several years to think about how to do this process well. Our ministerial transition sub-team prepared a five-year plan for future boards to use to strategically and thoughtfully prepare for ministerial transition. The plan provides a guide to ensure a strong financial, policy, and Executive Team foundation during the ministerial search, transition, and settlement of new leadership.

Examining board policy is an on-going task of the board, and this year was no exception. A second sub-team combed through our board policies and our church by-laws, putting a particular focus on ensuring that these documents are written in a way that will assist in a smooth transition to a new ministerial staff. In your packet today you will see one of the results of this examination. We are asking you to consider amending the church by-laws so that our procedures for selecting called ministers reflect best practices and so that the by-laws better delineate the board’s role in this process. We also dove deep into an examination of issues surrounding intellectual property; it’s a complicated area, and it’s important that we understand how we want to balance the intellectual property rights of the church, the ministers, and the staff.

A third sub-team took on the task of developing a communication plan for the board. One of our fundamental responsibilities is “linkage”—to listen and to communicate with our stakeholders (or moral owners) regarding the work of the board. This role will become even more important when the ministerial search process begins. Our new communication plan will help to assure timely, accurate and consistent messages from the board to the Unity community and clear communication between the board and the church’s moral owners.

And we did our best to listen to you, not only in informal conversations, but also through our formal monitoring tool, the annual congregational survey. This instrument is the chief means through which the board and the Executive Team evaluate progress toward our Ends and identify areas that need additional time and resources. This year the board again combined our traditional survey with the spiritual growth and maturity survey that we’ve conducted for the past two years. We are grateful to you for filling out this survey—the results impact how the church is run and how decisions are made.

As I write this report, I am mindful of the intense gratitude that I have for the energy, time, skills, and dedication of the Executive Team, staff, and volunteers of this church, as well as my fellow board members. It has been a privilege to have this particular vantage point in seeing how we all work together to live into our vision of shared leadership and shared ministry. Together we are truly building the Beloved Community.

In faith,  
Ginny Allen, Chair, Board of Trustees  
Unity Church-Unitarian  
November 21, 2015

## Board of Trustees Nominees



**Estelle Brouwer** discovered Unity Church over 30 years ago when, having recently graduated from college and left her college choir behind, she was desperate for a place to sing. She showed up one Sunday morning, came to choir rehearsal the next Wednesday and has been active in the music program ever since, as choir member, children’s choir accompanist, and currently as a member of the Unity Singers. Estelle and her late husband Gary DeCramer raised their daughters Katie and Louise at Unity, and the girls’ experiences in the children’s musicals, OWL, and Coming of Age were life-changing for the whole family. Over the years, Estelle has also had meaningful experiences as a worship associate, Mano a Mano Bolivia pilgrim, COA mentor, and canvass volunteer. Her professional interests and experiences range from rural health and community development to global health leadership. Estelle is deeply grateful for the care and

support the Unity community has extended to her family since Gary died in 2012, and sees serving on the Board of Trustees as one way to live her gratitude and her commitment to this community and this faith.



**Justin Cummins** has been a member of Unity Church since 2003. He married Valerie Tremelat at Unity Church in 2005. His daughter, Elodie, was dedicated at Unity Church in 2007. Justin has been part of several Covenant Groups and attended social and economic justice oriented gatherings at Unity Church over the years. Most recently, he participated in Beloved Conversations. Valerie serves on the Denominational Relations Ministry Team and continues to teach in the Religious Education program, where Elodie is also having lots of fun. Justin enjoys talking in Spanish to his bilingual daughter, watching international soccer matches (especially when FC Barcelona is playing), improving his Shotokan Karate, and riding his bike to and from work – even in the winter! Justin is an employment and civil rights attorney at Cummins & Cummins, LLP in downtown Minneapolis.



**Bailey Webster** grew up at Unity Church, and became a member at the age of fifteen after participating in the Coming of Age program. She joined Unity Choir five years ago, which served as a “gateway drug” into active involvement in the church. In 2010 she joined her family on a pilgrimage to Transylvania. Bailey also served as a worship associate for 4 years, and last year she mentored a Coming of Age student. In 2013, Bailey graduated from the University of Minnesota with a degree in Horticulture, and purchased a farm a year later. She just wrapped up her first season of organic vegetable farming, and is looking forward to reading and cat-naps this winter. She is passionate about sustainability and good food. Bailey is honored to have the opportunity to serve on the Unity Church Board of Trustees, and hopes to learn and grow while also making a meaningful contribution.

**Recommended Changes to Bylaws  
November 21, 2015**

Bylaws Section	Change	Notes
Adoption Dates	Added 11-16-13	
Article III, Number 1 Board Membership	Struck the second paragraph that adjusted Trustee terms subsequent to our 2008 fiscal year change.	This paragraph is no longer relevant.
Article V, Number 1, Selection or Removal of the Called Minister(s)	Changed the relationship of the Ministerial Search Team to the board.	Rather than get approval from the board for its candidate, the recommended change asks the Ministerial Search Team to consult with the board as to compensation and other contractual terms of employment before submitting the candidate to the congregation.
Article V, Number 3, Executive Team Employment Agreements	Consolidated and streamlined the old Bylaws which considered called and non-called ET members separately. Also gives more latitude for the board to establish the frequency of employment agreement review.	

Click [HERE](#) to see the complete recommended changes to the church bylaws.

## 2016 Proposed Operating Budget

Unity Church - Unitarian  
 Proposed Operating Budget - Fiscal Year 2016  
 for the period 01/01/16 - 12/31/16

	FY 2015	FY 2016	Change	Budget
	Approved	Proposed	'15 to '16	Note #
	<u>Budget</u>	<u>Budget</u>		
	1/01/15-12/31/15	1/01/16-12/31/16		
<b><u>INCOME</u></b>				
Gross Pledges	1,242,311	1,279,000	36,689	
Less Shrinkage	(49,692)	(51,160)	(1,468)	
Net Pledges	<u>1,192,619</u>	<u>1,227,840</u>	35,221	1.
Gifts, Offerings and Fundraisers	75,000	74,000	(1,000)	2.
Program Income	68,390	72,015	3,625	3.
Investments	27,000	26,000	(1,000)	4.
Church Facility Rental	28,285	25,110	(3,175)	5.
Other Funds and Grants	56,994	28,307	(28,688)	6.
<b>TOTAL INCOME</b>	<u><u>1,448,288</u></u>	<u><u>1,453,271</u></u>	<u><u>4,983</u></u>	
<b><u>EXPENSE</u></b>				
Governance	21,950	14,450	(7,500)	8.
Program	803,387	832,981	29,595	7. & 9.
Development	10,100	9,200	(900)	10.
Administration / Operations	593,444	577,182	(16,261)	7. & 11.
<b>SUBTOTAL EXPENSE</b>	<u><u>1,428,880</u></u>	<u><u>1,433,814</u></u>	<u><u>4,933</u></u>	
Sabbatical Reserve	5,119	5,119	0	12.
Reserve Fund	14,289	14,338	49	13.
<b>TOTAL EXPENSE</b>	<u><u>1,448,288</u></u>	<u><u>1,453,271</u></u>	<u><u>4,983</u></u>	
<b><u>INCOME OVER/(UNDER) EXPENSE</u></b>	<u><u>(0)</u></u>	<u><u>0</u></u>	<u><u>(0)</u></u>	

## **Unity Church—Unitarian**

### **Proposed Operating Budget Narrative – Fiscal Year 2016**

On page 6 you will find the proposed budget summary for Fiscal Year 2016 which runs from January 1 through December 31, 2016. This budget will go before the voting members of the congregation for approval at the Annual Meeting on November 21, 2015.

#### **INCOME**

##### **1. Pledge Income**

2016 pledges are projected at \$1,279,000 from 727 households (100 new) with an average pledge of \$1,760. This is a 9.7% increase over the 2015 pledge base, and a 5.5% increase when we include 2015 spring increases. We expect 4.0% of our 2016 pledges to be uncollectible. Net pledges account for 84.5% of our total budgeted income.

The good news is that the pledges that were renewed from 2015 to 2016 show an average increase of 6%, and we have 43 new pledges so far for 2016.

The challenge is that we fell short of budgeted pledges in 2015 by \$30,000, so maintaining the expense budget from 2015 to 2016 requires filling the 2015 pledge gap of \$30k, and then allocating the remaining \$35k of projected pledge dollars to 2016 budget priorities.

##### **2. Gifts, Offerings and Fundraisers**

Unrestricted special gifts are budgeted at \$25,000 and are largely received toward the end of the year.

Sunday Offering income is projected at \$83,000 with 70% being given away to offering recipient organizations and 30% supporting our Community Outreach ministries in the Operating budget.

We are planning to do a special fundraising event in the spring of 2016 with \$20,000 of net income, and the sale of Peace Coffee also acts as a fundraiser for the church.

##### **3. Program Income**

Program income includes fees from weddings, non-Unity Church memorials, Children's Musical ticket sales, Religious Education program fees, summer camps, retreat fees, and food ministry income (Wellspring Wednesday and soup suppers).

In 2016, we are projecting less wedding income, an increase in R.E. income due to OWL program fees, income from a men's retreat, and higher Wellspring Wednesday dinner income than in 2015.

##### **4. Investment Income**

This represents only projected cash dividends from Unity Church endowments that are "Held by Others" including the Mary Lou Diether Trust held at U.S. Bank and the Unity Church-Unitarian Fund held at The Saint Paul Foundation.

We are not drawing investment income from the endowments held by Unity Church, but instead reinvesting to strengthen the value of these funds.

##### **5. Church Facility Rental**

Facility rental income is received from individuals and groups for one time and ongoing activities such as twelve step groups and the New Century Club.

Our building tenants are One Voice Mixed Chorus — who rent office, meeting and rehearsal space — and the Minnesota Hungarians who rent space for language classes.

We are projecting lower facility income in 2016 because of changes in our rental arrangements with Above Every Name Ministries.

## 6. Other Funds and Grants

This represents an annual Hallman Internship gift, a small portion of Unity Consulting income, administrative overhead from the Saint Paul Foundation Circle of Peace grant (year 2), income from our electric vehicle charging station, and miscellaneous income.

The drop in projected income from 2015 to 2016 is due to the absence of funds from our Sabbatical reserve (\$20k) in 2016 and adjustments to the Hallman gift and EV charging station line items.

## EXPENSE

Expenses fall into basically three categories: Staff salaries, taxes and benefits (70.4%); the costs associated with providing our worship and programs (16.8%); and the fixed expenses in administration and facilities (12.8%).

7. **Staff Salaries, Taxes and Benefits** are found in both the Program and Administration/Operations line items. Given that this is the largest area of expense, it has also felt the largest cutbacks in our efforts to provide a balanced budget.

This budget includes no Cost of Living Adjustment for staff members and no salary adjustments to bring salaries to within 95% of market range.

There are no additional facilities hours and we were not able to fund a new Religious Education Associate position.

We have eliminated the Office Manager position and will reassign responsibilities to other staff. .125 FTE has been added for accounting support to the Executive Director.

Unity's health insurance is through the UUA and premiums are increasing again by 9.5% in 2016. After analyzing options and talking with advisors, we are proposing a continuation of our current plan (standard PPO) rather than implementing a less comprehensive plan with high deductibles. We are changing the employee premium responsibility from 10% to 20%, which is still considered generous in the current market.

Retirement benefits remain at 10% for all eligible employees.

8. **Governance Expense** is comprised of Board and Executive Team expense.

Included in the 2016 budget is the \$6k cost of an annual independent financial review of the 12/31/15 financial position.

We have increased our budget for our efforts to combat racism and oppression from \$2,500 to \$5,000 in 2016.

In anticipation of the leadership transition of our called Co-Ministers, the Board has created a Ministerial Search reserve fund to support a search process. There is \$2,500 for this purpose again in the 2016 budget.

The other change from 2015 to 2016 is the absence of \$10k of Sabbatical expense in 2016.

9. **Program Expense** includes both staff and non-staff costs.

Included in this category are the worship, pastoral care, music ministries, lifespan religious education, Wellspring Wednesday, community outreach, and membership programs. There are no new initiatives in this budget.

Changes from 2015 to 2016 include a \$4,000 drop in program staff salaries due to the absence of sabbatical in 2016 and a \$15,900 increase in program staff benefits, due to the rising cost of health insurance and additional employees eligible for retirement benefits. The potential increase is offset by the change in employee health insurance responsibility.

We are budgeting \$10k in additional expenses for the various programs including \$2,500 to Interfaith Action (was the St Paul Area Council of Churches).

UUA and Mid-America Region dues are currently at 39.6% of fair share and are budgeted to increase by \$7,500 (to \$32,250) in 2016. This represents another step toward the goal of 100% fair share by 2019.

## 10. Development Expense

Theses include the cost of the Annual Pledge drive, the Heritage Society dinner, and Peace Coffee expense.

## 11. Administration / Operations Expense includes both staff and non-staff costs in the areas of administration and facilities.

This includes salaries and benefits, communications costs, office and facilities supplies, office supplies and equipment, computers, telephones, postage, utilities, property and equipment maintenance, purchased services, and insurance.

Changes from 2015 to 2016 include a \$17,900 drop in administrative staff salaries due to the elimination of the Office Manager position and an \$8,500 corresponding decrease in staff benefits. The rising cost of health insurance is offset by the change in employee health insurance responsibility.

We are budgeting \$10k in additional expenses for the utilities, liability insurance, and other administrative and facilities expenses.

## 12. The **Sabbatical Reserve** being accrued in 2016 is to build a reserve for the Rev. Lisa Friedman to take a sabbatical leave in Fiscal Year 2020.

## 13. The Board of Trustees requires the Executive Team to add “not less than 1% of the annual operating budget” to the budget for reserves each year. The standard goal in non-profits is to have three to six months of operating expense in reserve to allow for unexpected needs. The proposed FY16 budget has a 1% reserve line item.

**The 2016 Budget will be presented to the congregation for approval at our 144th Annual Congregational Meeting on November 21, 2015. If you have questions or would like further detail, please contact Barbara Hubbard at the church office.**

## Vote on the Ordination of Rose Schwab

*During the annual meeting, the congregation will be asked to vote on the ordination of Rose Schwab.*



Rose Schwab was raised at Unity Church and has retained her ties to Unity through her parents' (Mike Schwab and Becky Rose) continued membership for the last 20+ years. She often finds herself day-dreaming about her parts in the children's musicals, most poignantly her duct-tape-vest-wearing and unbelievably named character, "Ilp," in *Diggers*, circa 1995. She finds the idea of being ordained on the very chancel that she pranced across singing about a lost thermometer to the tune of a tango to be very sweet. Rose's UU branches grew as she Came Of Age and joined YRUU, thickening and strengthening as she went to Cons, reaching out and upwards towards the beautiful blue Minnesotan sky during her summers at Camp Unistar, and spreading and groaning as the velocity of her interest expanded alongside the passion of her call. But it was her roots at Unity that held her strong: her church was where her deepest friendships were, in her neighborhood where she is safe and comfortable, and in her family's spiritual home.

Rose studied religion at Bates College and holds an MDiv from Union Theological Seminary in NYC. She was the Youth Director of Wildflower UU church in Austin, TX, and worked for three years at the First UU Society of Brooklyn, NY and the Poverty Initiative in NYC. She has worked for over 15 years at UU Camps and Conference Centers: from Camp Unistar, to Rowe, MA, to U-Bar-U in Kerrville, TX (a now flourishing camp that she helped her dad start). She recently completed her ministerial internship at the First UU Church of St. Louis, where she ministered to a congregation in crisis during the Ferguson conflict. Rose lives in her childhood home just blocks away from Unity Church and works at the University of Minnesota Medical Center as a Chaplain Resident. She will enter search for a congregation come spring.

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