



UNITY CHURCH-UNITARIAN

*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

146th Annual Meeting of the Congregation

Saturday, November 18, 2017 • 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 or by phone at 651-228-1456 x116.

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

**146th Annual Meeting of the Congregation
Saturday, November 18, 2017 • 10:00 a.m.
Meeting Agenda**

Convening of Meeting

Hymn: Gathered Here (389)

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 19, 2016, Annual Meeting

In Memoriam

Congregational Business

- Ministries
- Beloved Community Staff Team
- Ends Renewal

Board of Trustees

- Congregational Survey
- 2016-2017 Board Activities
- Election of New Trustees
- Announcement of 2017-18 Board Officers
- Acknowledgment of Outgoing Board Members

2018 Budget Presentation

- Approval of 2018 Operating and Capital Budgets
- Status Report on Capital Debt

Words of Thanks from Board of Trustees to Executive Team and Staff

Closing

**145th Annual Meeting of the Congregation
Unity Church–Unitarian
Saturday, November 19, 2016 — 10:00 a.m.
DRAFT MINUTES**

BOARD OF TRUSTEES (BOT) MEMBERS PRESENT: Angela Newhouse, Mark Foster, Hal Freshley, Peggy Lin, Bailey Webster, Justin Cummins, Ginny Allen, Estelle Brouwer, Stuart Alger

EXECUTIVE TEAM (ET) MEMBERS PRESENT: Janne Eller-Isaacs, Rob Eller-Isaacs, Barbara Hubbard, Lisa Friedman, Jessica Clay, Nic Cable

VOTING MEMBERS PRESENT: 109 Members were present which represents a quorum of voting members. (Quorum = 92)

CONVENING OF THE MEETING

Mark Foster convened the meeting. The assembly read in unison the Invocation and Bond of Fellowship.

ADOPTION OF ROBERT’S RULES OF ORDER

Rebecca Flood moved adoption of Robert’s Rules of Order. Peter Heege seconded the motion. The motion passed.

ELECTION OF PARLIAMENTARIAN

Rick Heydinger moved election of Jack Rossmann as Parliamentarian. Marg Walker seconded the motion. The motion passed.

APPROVAL OF NOVEMBER 21, 2015 ANNUAL MEETING MINUTES.

Louise Livesay moved approval of the minutes of the November 21, 2015, Annual Meeting. Joan Carver seconded the motion. The motion passed.

IN MEMORIUM

Janne Eller-Isaacs and Rob Eller-Isaacs read the names of members who died since the last Annual Meeting. They are: Rosamond “Roz” Jacob, Frances P. Kaschak, Sue Hodgson, Gordon Keeler, Mary Reed, Diane Ross, Katie Rivard, Olga Zoltai, Mary Grover, Mary Ann Huelster, Mary Barrett, and Judy Gundersen.

CONGREGATIONAL BUSINESS

A. Ministries

Janne Eller-Isaacs reported on the ministries of the Church and presented the written Annual Report, which was provided to the assembly. New initiatives in programming and congregational life include new classes on Universalist Unitarian faith and leadership, end of life conversations, and the teacher’s café to deepen the ministry to children and youth. This year the Church conducted two ordinations of new ministers (Ashley Horan and Rose Schwab). She reported on the call to racial justice, including the deepening of the relationship with Rev. Danny Givens and Above Every Name church, and the pilgrimage to New Orleans. She reported on partnership work, including work on solar gardens with other congregations, and sending a large delegation to the 2016 General Assembly in Columbus, Ohio. She noted that Unity Church is increasingly visible to the broader public, which is made possible by church staff.

B. Generosity Ministry Team

Dick Buggs and Rebecca Flood reported on the work of the Generosity Ministry Team, which distributed 600 envelopes of \$20 bills to the congregation to bless the world with reverse donations. They read a sampling of 100 reverse-donation stories from the congregation. The ministry of sharing the plate with the community has not reduced the revenue that comes into the Church through the Sunday offering, because the offering has increased in response to opportunity to share the offering with the community.

C. Anti-Racism Leadership Team.

Vicki Stewart gave the report of the ARLT. She reported on special projects that are described in the written report. She acknowledged outgoing members Brooke Darst Rice, Avi Viswanathan, Jill Henriksen, Peter Heege, and Amy Kujawski. She announced new ARLT members Jennifer Tong and Signe Nestingen. This year the ARLT worked with the Board to integrate anti-racism language into church governance policies to reflect the anti-racism aspirations in the Ends statements. The ARLT will continue to work on curriculum, welcome teams, and recommendations to the Board. It will continue in its monitoring and advising role.

D. The Board of Trustees

1. Congregational Survey

Ginny Allen reported on the Congregational Survey, which is summarized in the Annual Meeting packet. She reported that there are four ways the Board monitors the work of the church, one of which is through the Congregational Survey. She said there are many reasons to be proud of the survey work conducted by the church. She said the Congregational Survey is clear and meaningful and helps shape the work of the church. In addition to the Congregational Survey, the Board monitors the Executive Team through staff and volunteer surveys. In addition, the Executive Team evaluates itself. Finally, the Board evaluates itself as well. She acknowledged the work of Bill Etter and Laura Park.

2. 2015-2016 Board Activities

Mark Foster reported on Board activities, which are summarized in the statement in the Annual Meeting packet. He highlighted Board work this year to narrow the gap between who we are as a congregation socially and theologically, and toward that end the Board spent significant time looking at what an anti-racist institution looks like. The Board also provided stewardship for the financial affairs of the church.

3. Election of New Trustees, Acknowledgement of Outgoing Trustees, and 2017 Board Officers

Craig Allen moved approval of the following candidates to serve as new Trustees on the Board: Peter Heege, Nancy Evert, and John Steiner-Manning. Lorelee Wederstrom seconded the motion. The motion passed.

Mark Foster acknowledged the outgoing members of the Board: Ginny Allen, Peggy Lin, and Hal Freshley.

Announcement of New Board Officers for 2017. The new Board officers for 2017 are: Justin Cummins, Chair, and Estelle Brouwer, Secretary.

2017 BUDGET REPORT

Barbara Hubbard presented the 2017 budget, which was approved by the Board of Trustees for congregational vote. She reported that the pledge goal for 2017 is \$1,310,000, and that to-date the Church has received pledges totaling \$1,223,000. She said that the average increase of pledge amounts from 2016 to 2017 was 4.2% and that 100 households that pledged in 2016 have not yet pledged. Pledges are 80% + of budgeted revenue. The other sources of revenue are year-end gifts, fund raisers, and special events, investment income, program and facilities income, and fiscal agent fees. She also noted that the 2017 budget includes income from capital pledges that will address the debt service expense that will begin in 2017.

As for expenses, Barbara Hubbard reported that with the projected revenue the Church is able to provide a 3% cost of living increase for staff, a \$15 per hour minimum wage for five positions, and five additional hours for Drew Danielson, which will allow K.P. Hong to undertake additional work outside of the church. We are also able to add five hours for an administrative accounting position for Michelle Hill. The ministers received salary increases bringing their salaries closer to national standards, which is important for attracting the ministers in the future.

The cost of the health plan increased 6% and three positions went to Medicare for healthcare insurance.

Tom Merritt moved approval of the 2017 budget. Rob Fulton seconded the motion.

A discussion occurred on the budget. Tom Merritt asked whether the income and expenses were balanced in 2016. Barbara Hubbard reported that in 2016 we are \$18,000 short of our pledge goal, but the Executive Team anticipates that the church will have a balanced budget in 2016. It is monitoring the situation and will track expenses so that at the end of the year the budget is balanced.

Rick Heydinger asked about whether the projected gifts anticipated in the budget were net or gross. Barbara Hubbard responded that the gifts were net and that no income is projected from dividends from endowment funds. Where investments are held outside of the church for the benefit of the church and the church has no control over principle, for example the Diether Trust, the church does receive dividends.

Barbara Hubbard then reported on capital debt/debt service issue. She said that after a review the church chose to stay with Western Bank and is entering into a five year note with a 4% interest rate locked in with a 20 year amortization. There is no pre-payment penalty up to 20% of the principal on an annual basis. The result is anticipated \$145,000 annual debt service, which the church can likely address with capital pledges. Additional money from capital pledges helps with improvements such as sprinklers, information technology, and other improvements. If the capital pledges come in as expected, we should be able to meet debt service and make additional improvements without use of operational funds.

Russ Heuckendorf asked how new capital pledge dollars are allocated. Barbara Hubbard distinguished between the Unity Tomorrow Capital Project (2011-2016) and pledging for capital expenditures. She reported that this year new capital pledges will go to pay down current debt principle but new pledges for future years will go into a pool for future capital improvements or debt service. She said that any specific gift for the Unity Tomorrow capital campaign will go to pay down the principle on the current debt.

Louise Livesay asked whether a 10-year note would be preferred. Barbara Hubbard answered that the team concluded that a five-year note was better at this time, but the note can be renegotiated 90 days before the end of the five-year-period.

The motion to approve the 2017 budget was passed.

OLD BUSINESS

Tom Merritt asked whether any advancement had been made on the bylaw change addressed at the 2015 annual meeting. Mark Foster responded that there is no proposal this year, but that the Board intends to make a proposal and put bylaw changes before the Congregation at the annual meeting next year.

WORDS OF THANKS FROM BOARD, EXECUTIVE TEAM AND STAFF

Mark Foster expressed thanks to the Executive Team and the staff on behalf of the Board of Trustees.

ADJOURN

Justin Cummins expressed his hopes for the work of the Board in 2017 and adjourned the annual meeting at 11:30 a.m.

Respectfully submitted,
Stuart Alger, Secretary

2016-2017 Report from the Board of Trustees

This has been an action-packed year for the Board of Trustees. The Board year began with carefully deciding to designate Unity Church as a Sanctuary Congregation. The Board made this important decision in December 2016 based on Unity's Ends statements, which embody the congregation's vision and underlying values, and the Board's governance policies, which explicitly embrace an anti-oppression and pro-inclusion approach. By becoming a Sanctuary Congregation, Unity Church has shown vital leadership along with several other courageous congregations. Since Unity's decision, a number of other places of worship have declared themselves Sanctuary Congregations as well. Some of those congregations, like Unity, are now providing a literal and figurative sanctuary for immigrants.

The Board then spent much of the past year updating and clarifying Unity's governance policies, which provide important guidance to the Executive Team (Rev. Janne Eller-Isaacs, Rev. Rob Eller-Isaacs, Rev. Lisa Friedman, and Barbara Hubbard) as well as to the Board regarding fulfillment of the Ends statements. In addition the Board has worked hard to update and clarify Unity's bylaws in a comprehensive way. That process is nearing completion, and the Board intends to hold a special meeting in the coming months to present and seek approval of the proposed revisions.

In addition, the Board has devoted significant time and thought to framing the Ends renewal process, which will likely result in updated Mission and Core Values statements, in addition to updated Ends statements. The Board will directly engage the congregation beginning in early January 2018, through workshops and other means, as part of the Ends renewal process. The Board will also draw on vital information generated by the Congregational Survey and reflections facilitated by Rev. Karen Hering during several services in the last year.

Although the ministerial transition is a few years off, the Board has already begun to lay the groundwork for the transition to ensure that the process is as seamless as possible. The Board and the Executive Team are working with a consultant to that end. The congregation will also be engaged as the process moves forward. The updating and clarifying of the Board's governance policies and Unity's bylaws to which the Board has dedicated itself over the past year will also help to make the transition process successful.

Last, but not least, the Board has made a priority of expanding and deepening its capacity to perform its job — including monitoring the performance of the Executive Team. In that regard, the Board has continued its efforts to develop greater cultural competency by, for example, participating in a workshop in September 2017 with many others active at Unity Church. Moreover, the Board has participated in regular trainings facilitated by Laura Park — an expert on policy governance — that have further empowered the Board in fulfilling its role. Accordingly, the Board can confidently report that Unity Church remains on solid financial ground while providing an enormous amount of programming and other opportunities for engagement in addition to transformative worship services.

The Board greatly appreciates the support of the congregation as we move forward together, embodying and seeking to build the Beloved Community within, among, and beyond.

Justin Cummins, Chair, Board of Trustees
Unity Church Unitarian
November 10, 2017

Board of Trustees Nominees



Nila Jewel Jacox Gouldin

I have lived in the Twin Cities all my life. My career in healthcare started at the age of 19 but my passion for Public Health only ignited within the past few decades. Public Health is one of the few recognized degree occupations whose daily practice legally addresses social justice and systems' change. Unity Church has added spiritual clarity and strength to this passion. I am an alum of the University of Minnesota, School of Public Health Graduate program, and one of its 2006 Community Partner Star Award recipients. During my career I've had the opportunity to work as the African/African-American Health Director for Eliminating Health Disparities Initiative (EHDI) at the Minnesota Department of Health, as well as playing a pivotal role in the Community Health Worker (CHW) Curriculum and services in Minnesota. I currently work at Hennepin County Medical Center (HCMC) providing grant funded innovative project support.

For rejuvenation I enjoy listening to world music and dancing and singing to it. I also enjoy performance art (theater, concerts, etc.) and reading non-fiction. I am a divorced mother of a bi-racial daughter, Colette (age 31), who lives in Denver with her girlfriend and her two teenage sons.



Ruth Kirkland

Born and raised in Southern California I found my first Unitarian church in Ventura where I worked in religious education and raised my daughters. After teaching English and history for thirty years in Simi Valley, I joined the Peace Corps in 1999 and spent two years in the Philippine Islands training teachers in ESL. In 2001 I moved to San Antonio, Texas, where I taught at the community college and for the Department of Defense Language Institute. For a few years I lived in the hill country of south Texas and ran a small business in the town of Bandera. At the same time I attended First UU of San Antonio and was on the board of trustees for four years as treasurer and president. In 2013 I moved to Saint Paul to be near my grandchildren, whom I hope to spoil.



Jill van Koolwijk

My roots are in Germany, where I grew up for the first 24 years of my life. I currently live in St. Paul with my husband Will Hommeyer. We raised three wonderful children, Camille, Audrey, and Julian. All of them went through the OWL/COA programs and participated in Tower Club.

I have worked as a German and ESL/ELL teacher for 30 years in many different venues. We have found a community in the Twin Cities that supports us in every walk of life: friends, neighbors, schools, midwives, healing, music, the arts, and Unity Church. Attending Unity gives me the opportunity to be spiritually active in a context of music, education, and sociopolitical activity.

My family and I have been attending Unity Church since 2002. Over the years, we have participated in many programs at Unity which have made me more interested in the inner workings of the church. The strongest connections I have with Unity congregants are through

Unity Choir, the COA mentoring program, and Heart-to-Heart, as well as the many workshops and retreats I have attended. It is my conviction that Unity Church is a place where we can build a beloved community, where we care deeply for each other and try to take on bigger issues that face us in today's world.

Since attending Unity, I have become much more rooted in my spiritual beliefs. I often feel that the message of hope and love and the mission of integrity, service, and joy enrich and strengthen my life. I feel encouraged that I am able to spread these beliefs beyond the congregation and apply them in my work as a teacher. These are just some of the gifts I have received from Unity Church and now I want to give back to the congregation that has meant so much to me. I look forward to serving as a member of the Board of Trustees for the next three years.

2018 Proposed Operating Budget

**Unity Church - Unitarian
Proposed Operating Budget - Fiscal Year 2018
1/01/18 - 12/31/18**

	FY 2017 Approved Budget 1/01/17-12/31/17	FY 2018 Proposed Budget 1/01/18-12/31/18	Change '17 to '18	Budget Note #
<u>INCOME</u>				
Gross Pledges	1,310,309	1,352,073	41,765	
Less Shrinkage	(52,412)	(47,323)	5,090	
Net Pledges	<u>1,257,896</u>	<u>1,304,751</u>	46,854	1.
Gifts, Offerings and Fundraisers	78,000	90,000	12,000	2.
Program Income	80,945	85,745	4,800	3.
Investment Income	26,000	26,000	0	4.
Church Facility Rental	36,390	35,625	(765)	5.
Other Funds and Grants	191,727	174,362	(17,366)	6.
Total Income	<u>1,670,959</u>	<u>1,716,482</u>	<u>45,523</u>	
<u>EXPENSE</u>				
Governance	19,200	20,950	1,750	8.
Program	884,101	941,960	57,859	7. & 9.
Development	6,200	6,700	500	10.
Administration / Operations	741,331	726,220	(15,110)	7. & 11.
SUBTOTAL EXPENSE	<u>1,650,832</u>	<u>1,695,831</u>	<u>44,998</u>	
Sabbatical Reserve	5,119	5,119	0	12.
Reserve Fund	15,008	15,533	525	13.
TOTAL EXPENSE	1,670,959	1,716,482	45,524	
INCOME OVER/(UNDER) EXPENSE	<u>(0)</u>	<u>(0)</u>	<u>0</u>	

2018 Proposed Capital Budget

**Unity Church - Unitarian
Proposed Capital Budget - Fiscal Year 2018
1/01/18 - 12/31/18**

**FY 2018
Proposed
1/01/18-12/31/18**

INCOME

Gross Capital Pledges	200,000
Less Shrinkage	-8,000
Net Pledges	<u>192,000</u>

Special Fundraiser for Organ Renovation	70,000
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Total Income	262,000
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EXPENSE

Database Replacement	15,000
Organ Renovation	70,000
Teal Hymnals	5,000
Debt Service	<u>142,512</u>

TOTAL EXPENSE	232,512
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INCOME OVER/(UNDER) EXPENSE	29,488
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Unity Church–Unitarian

Proposed Operating Budget Narrative – Fiscal Year 2018

This proposed budget summary is for Fiscal Year 2018, which runs from January 1 through December 31, 2018. This budget has been developed by the Executive Team, reviewed by the Board of Trustees, and will go before the voting members of the congregation for approval at the Annual Meeting on November 18, 2017. If you have questions, please contact Barbara Hubbard at barbarah@unityunitarian.org or 651-228-1456 x116.

INCOME

1. Pledge Income

2018 pledges are projected at \$1,352,073 from 754 households (85 new) with an average pledge of \$1,793. This is a 3.2% increase over the actual 2017 pledge base.

We expect 3.5% of our 2018 pledges to be uncollectible. Net pledges account for 82.9% of our total budgeted income.

2. Gifts, Offerings and Fundraisers

Unrestricted special gifts are budgeted at \$30,000 and are largely received at the end of the year.

Sunday offering income is projected to be in excess of \$100,000 in 2018. With most offerings, 70% is given away to offering recipient organization and 30% is kept to support our outreach ministries in the operating budget. 100% of emergency offerings are given to the recipient, as are offerings for the Arthur Foote Music Fund and the Hallman Ministerial Intern Fund.

We are planning to hold another fundraising auction in 2018, providing \$30,000 of net income.

3. Program Income

Program income includes fees from weddings, memorials for those who are not members, Children’s Musical ticket sales, Religious Education program fees, summer camps, retreat fees, and food ministry income (Wellspring Wednesday and soup suppers).

4. Investment Income

Budgeted investment income 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 building tenants, individuals and groups for one time rentals and ongoing activities such as twelve step groups, Music Together, and the New Century Club. One Voice Mixed Chorus rents office, meeting, and rehearsal space; the Minnesota Hungarians rent space for language classes and events; and Medley Village Preschool rents space for a preschool.

6. Other Funds and Grants

Other funds and grants include an annual Hallman Internship gift, a small portion of Unity Consulting income, and miscellaneous income from copiers and the electric vehicle charging station.

We are also projecting the receipt of an administrative fee for providing fiscal agent services to The Circles of Peace Movement.

2018 marks the second year of our long term mortgage that resulted from our 2012 Unity Tomorrow capital project. The project cost \$8 million and we raised \$6.8 million in commitments. After paying principal and interest on the short term construction loan for 4.5 years, we converted the remaining \$1,950,000 of debt to a long term note. The 2018 budget includes \$142,512 of capital pledge income to address the \$142,512 of debt service on this loan.

EXPENSE

Expenses fall into five categories: Staff salaries, taxes, and benefits (64.6%); the costs associated with providing our governance, worship, and programs (14.7%); fixed expenses in administration and facilities (11.2%); debt service (8.3%); and reserve funding (1.2%).

7. Staff salaries, taxes and benefits are found in both the Program and Administration/Operations line items.

This budget continues our commitment to a \$15 minimum wage that we implemented in 2017. In 2018, we are expanding support for the Religious Education program by adding additional hours to the R.E. assistant and the nursery/childcare positions, and are proposing adjustments to two other positions to bring them into market range. Per the Board's directive, minister's salaries have been adjusted toward market range to build capacity in anticipation of transition. There is no additional cost of living adjustment for staff in this proposed 2018 budget.

Unity's health and dental insurance premiums through the UUA are NOT increasing in 2018! The employee's share of premium remains at 20%. Beginning in 2017, we implemented a policy that Medicare-eligible employees opt out of the church-sponsored health plan and enroll in Medicare. This affects a total of four employees in 2018 and creates a sizable savings for the church.

Retirement benefits remain at 10% of salary for all eligible employees.

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

Included in the 2018 budget is the cost of an annual independent financial review of the 12/31/17 financial position.

In anticipation of the leadership transition of our called Co-Ministers, the Board continues to fund a ministerial search reserve fund to support a search process. There is \$2,500 for this purpose in the 2018 budget.

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. This proposed 2018 budget enriches the music program and prepares for the retirement of Ruth Palmer, Director of Music Ministries, in 2019. We are adding a voice coach for the Women's Ensemble and engaging a Unity Church band!

UUA and Mid-America Region dues are budgeted to increase by \$12,224 (to \$55,220) in 2018. This represents another step toward the goal of 100% fair share by 2019 and takes us to 82% of fair share.

10. Development Expense

Theses include the cost of the annual pledge drive, the Heritage Society dinner, and other fundraising 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 equipment, computers, telephones, postage, utilities, property and equipment maintenance, purchased services, and insurance.

We are excited to be migrating to a new church software system in 2018. We are intentionally building this database to serve the ministries of the church for the next 15 years. There is an additional \$7,500 for database maintenance in the proposed budget.

2018 marks the second year of our long term mortgage that resulted from our 2012 Unity Tomorrow capital project. The project cost \$8 million and we raised \$6.8 million in commitments. After paying principal and interest on the short term construction loan for 4.5 years, we converted the remaining \$1,950,000 of debt to a long term note. The 2018 budget includes \$142,512 of debt service on this loan. There is corresponding income from capital pledges.

12. The Sabbatical Reserve being accrued in 2018 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 FY18 budget has a 1% reserve line item.

Unity Church–Unitarian

BOARD OF TRUSTEES

STU ALGER
ESTELLE BROUWER, SECRETARY
JUSTIN CUMMINS, CHAIR
NANCY EVERT
MARK FOSTER
ANGELA NEWHOUSE
JOHN STEINER-MANNING
BAILEY WEBSTER

EXECUTIVE TEAM

REV. JANNE ELLER-ISAACS, CO-MINISTER
REV. ROB ELLER-ISAACS, CO-MINISTER
REV. LISA FRIEDMAN, MINISTER OF CONGREGATIONAL AND COMMUNITY ENGAGEMENT
BARBARA HUBBARD, EXECUTIVE DIRECTOR

CHURCH STAFF

DREW DANIELSON, COORDINATOR OF YOUTH AND CAMPUS MINISTRY
WARREN ELLIS, FACILITIES
TIM FRANCO, FACILITIES
REV. KAREN HERING, CONSULTING LITERARY MINISTER
AUDREY HOMMEYER, NURSERY COORDINATOR
REV. K.P. HONG, DIRECTOR OF RELIGIOUS EDUCATION
ANDREA JOHNSON, MINISTERIAL INTERN
BILL LOWELL, FACILITIES MANAGER
ROBIN MACKENZIE-TARIS, NURSERY SUPERVISOR
ARIF MAMDANI, HALLMAN MINISTERIAL INTERN
EMMA MATHEWS-LINGEN, FACILITIES
MICHELLE MECEY, COORDINATOR OF CHILDREN'S MINISTRIES / ACCOUNTING SPECIALIST
RUTH PALMER, DIRECTOR OF MUSIC MINISTRY
DERRICK SANDERS, FACILITIES
MADELINE SUMMERS, VOLUNTEER COORDINATOR
SONG THAO, FINANCIAL ASSISTANT
MARTHA TILTON, COORDINATOR OF COMMUNICATIONS

Unity Church–Unitarian

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