

The First Unitarian Society of Milwaukee

A Unitarian Universalist Congregation

Established 1842

ANNUAL REPORT 2010-2011

CHURCH STAFF:

SENIOR MINISTER

The Rev. Andrew C. Kennedy, D. Min.

ASSOCIATE MINISTER

The Rev. Dena McPhetres

CHURCH ADMINISTRATOR

Jean Johnson

DIRECTOR OF MEMBERSHIP & DEVELOPMENT

Kathy Porter

DIRECTOR OF RELIGIOUS EDUCATION

Beryl Aschenberg

LEAD MUSIC DIRECTOR

Alissa Rhode

MUSIC DIRECTOR

C. Christian Rich

MUSIC DIRECTOR

Jack Forbes Wilson

CHURCH SECRETARY

Sharon Murphy

OFFICE ASSISTANT

Bonnie Poquette

R.E. ADMINISTRATIVE ASSISTANT

Elizabeth Miller

R.E. PROGRAM COORDINATOR

Julie Thompson

SENIOR FACILITIES COORDINATOR

Jim/KlingbeilMatt Bell

STATISTICAL INFORMATION:

2010-2011 Operating Budget: \$ 812,670

Adult Members: 805

Church School Enrollment: 254

Contributing Households: 522

MEMBER:

Unitarian Universalist Association (UUA)

Central Midwest District, UUA (CMwD)

Southeastern Wisconsin Unitarian

Universalist Council (SEWUUC)

Interchange, Inc.

Interfaith Council of Greater Milwaukee

Milwaukee Inner-City Congregations

Allied for Hope (MICAH)

The First Unitarian Society of Milwaukee

1342 North Astor Street Milwaukee, WI 53202

Telephone: 414 273-5257 Fax: 414 273-5254 E-Mail: office@uumilwaukee.org

Visit us on the World Wide Web at www.uumilwaukee.org

PRESIDENT'S MESSAGE

When looking back at this past year at First Church, I am humbled to have had the opportunity to serve as your president.

A Share the Plate initiative was launched, where each month a portion of the Sunday cash collection is donated to a different cause and that cause is also invited to have representatives available in the Leenhouts Common Room for us to meet them and learn more about their organization

and volunteer opportunities with them.

Our fabulous grand piano is currently in the process of being refurbished thanks to your generosity.

Many wonderful ideas that arose from last year's Vision 2010 Tune Up task forces and Breaking Bread, Building Community event are beginning to come to fruition. Our Membership Committee is incorporating a mentoring-type program for new members.

Scrip sales have been launched, and a dining for dollars/service auction is being explored for sometime next year. Efficiencies are in place to ensure that we remain fiscally sound.

Your Board of Trustees held Conversations with the Board to share what we've been working on and to gather your comments, ideas, and suggestions.

I often think of the words that this year's Social Justice Council chair spoke when talking about

how we can think of the time we spend in service to others as not a subtraction but rather as an addition, not as the subtraction of an hour from our lives, but as the addition of an oppor-

- Volunteers in our Religious Education program who ensure that we have a wide variety of offerings for children, youth, and adults.

W *any wonderful ideas that arose from last year's Vision 2010*

Tune Up task forces and Breaking Bread, Building

- Our musicians, choir, and guests who see to it that music is an integral part of our worship services.

- Our Social Justice volunteers who are not only reaching out into our

tunity to spend time on a worthwhile cause with wonderful people. It is clear that many of you feel that way about our congregation and our community. Some who come to mind are

- our Stewardship Committee that encourages us to "step up to the plate" and support our congregation so that we can continue to be a viable presence in the future.

community but also looking for opportunities for us to do so too.

- Our ministers and staff who work tirelessly. All of you who make our church such a welcoming vibrant place –

It just wouldn't be the same without you.

It has been an honor to serve you and First Church.

Regards,

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MINUTES OF THE ANNUAL MEETING

May 16, 2010

Congregation President Betty Schroeder called the meeting to order at 12:32 p.m. after a congregational quorum was confirmed with 105 members present. Judy Anderson served as Parliamentarian.

MINUTES: Emily Bell moved, and Beth Klemann seconded, to approve the minutes from May 17, 2009. Motion carried.

NOMINATING COMMITTEE: Cathy Ansay presented the candidates for the Board of Trustees. The church membership approved Joel Boyd, Mark Gill, and Nancy Pajewski for three-year terms on the Board of Trustees.

Cathy Ansay presented the candidates for the Nominating Committee. One seat on the Nominating Committee still needs to be filled. The membership approved Sharon Munson for a three-year term and Deb Solis for one year to complete a term on the Nominating Committee.

The names of the 2010-11 Committee Chairs and Coordinators were distributed to the membership as a handout along with the Annual Report.

Drew Kennedy spoke about the nominating process and gently challenged the congregation to step up "when the Nominating Committee calls," for as a growing congregation we need more members of the congregation to be involved in supporting our growing array of services, programs and church governance.

TREASURER'S REPORT: Gordon Mueller, Treasurer and chair of the Finance Committee, presented the Financial Report. He presented a Summary of the Financial Results of the 2008-9 fiscal year and a Summary of the 2009-10 year to date. He said although the 2009-10 year was inadequately funded initially, there were several savings that allowed the budget to balance:

1. By the awakened generosity of our members, contributions were increased 4% during the year to allow us to get by with the "austere" cuts;
2. Savings in building operations, such as the new boilers and savings in mailings, *Chanticleer* frequency, and guest musicians; and
3. Most committees are coming in under budget.

The proposed 2010-11 budget keeps the "austere" cuts with the exception of an increase in the guest musicians budget, a 3% increase in salaries, and meeting our fair share dues to the Southeast Wisconsin UU Council (SEWUUC).

Mueller announced that Jean Lufburrow will be the new chair of the Finance Committee and Tom Briscoe will be the new Treasurer.

(Continued on page 6)

Kathy Porter gave the Stewardship Committee report, thanking the membership for their generous response to the "Give Us Five" "ask" in this year's pledge drive.

NEW BUSINESS:

- A. Diane Reynolds gave the Vision 2010 Tune Up Task Force Report. She reviewed the goals of the task force and reported that there are now three groups working on:
 - 1. Membership Growth and Retention, Kathy Rivera, chair
 - 2. Income Growth, Nancy Peterson, chair
 - 3. Expense Management, Dave Becker, chair

- B. Bruce Wiggins gave an update report on the Sustain Our Society (SOS) Sustainability Team. The solar panels are now installed and will be commissioned in June. We have received \$70,000 in incentive grants, and have raised \$92,000 from the membership so we will be able to complete the insulation and other energy saving projects of the plan, as well.

- C. Drew Kennedy acknowledged with thanks the outgoing members of the Board of Trustees and the Nominating Committee. He remarked that we are a very busy and vital congregation. Five highlights of the year were: The first Morter Lecture was given on April 25, 2010 by Zoe Weil; we hosted a fine UU Central Midwest District WomanSpirit conference with Starhawk; we completed the wonderfully successful SOS sustainability project; the Stewardship Committee has shown renewed vitality with an 8.8% increase in pledging; and, most importantly, we have successfully welcomed and begun



FINANCIAL REPORT

Finance Committee

Overview

The Finance Committee is responsible for overseeing the financial condition of the church. Its primary areas of responsibility are:

- monitoring the current year's financial performance to determine if actual performance is in compliance with the budgeted performance;
- analyzing financial data and developing alternatives and strategies when necessary;
- preparing the budget for each new fiscal year;
- serving as a resource for the various committees and the Board concerning financial matters.

The Finance Committee closely monitors the financial results of our church throughout the course of the year and attempts to keep the Board of Trustees and the congregation informed of any noteworthy developments. We generate projections to help forecast the financial capabilities of the church over the near and long term and to assist with the formation of a balanced budget for the next fiscal year and developing strategies to help improve the financial status of the church. The Finance Committee is committed to fulfilling the diverse goals established for the church while attempting to meet the needs of the various committees, groups and members of the congregation.

I would like to thank the committee members: Gordon Mueller, Dave Poquette, Russ Sherman, Tom Briscoe, Josh Blakely, Carole Montgomery, Mark Bishop, and Misty Jones; and the staff liaisons, Jean Johnson and Kathy Porter, for their many hours of hard work and valued input. Without their much appreciated involvement, this committee could not accomplish its important responsibilities.

Financial Report: 2009-2010 Operating Results

First Church finished the fiscal year with a surplus of \$34,800 compared to an expected surplus of \$2,400. This positive variance of \$32,400 was due to the following:

Contributions were greater than budget by	\$ 2,800
Apartment net income was greater than budget by	6,100
Investment income was less than budget by	(3,800)
Human Resource expenses were greater than budget by	(3,700)
Building expenses were less than budget by	<u>6,000</u>
Basic Operations were less than budget by	11,800
Committees expenses were less than budget by	10,400
Other expenses were less than budget by	<u>2,800</u>
Total	\$32,400

Apartment income was favorable due to higher rental income and lower gas and maintenance expenses. The unfavorable investment income variance was due to the low interest rate environment and a reduction from 6% to 5% of the annual withdrawal from the endowment fund.

The staff and committees did an excellent job of holding down expenses. Mailing, office supplies, and accounting fees were well under budget, as were committee costs for Stewardship and the Social Justice Council. The favorable building expense result was due to lower gas expense.

In addition to the usual pledges, the congregation raised \$109,000 for Sustain our Society. This project installed solar panels on the roof of the Common Room and added new insulation to the sanctuary roof. \$19,000 remains of these funds for future green building initiatives.

June 30, 2010 Balance Sheet

Total assets declined by \$162,000 due to using \$130,000 of V2010 funds, and paying down the balance of current liabilities.

In order to increase investment earnings the majority of cash in the money market account was moved to Certificates of Deposit in December 2009. Maturity dates are staggered on approximately a three month schedule to ensure cash is available for operating needs.

Unrestricted Funds are 28.2% of budgeted expenses. The Unrestricted Fund account is referred to as the "safety net." It is to be utilized for unexpected expenses. Our policy guideline targets this Fund to be at 15% of budgeted expenses at a minimum. Our balance sheet continues to be sound with considerable liquid assets, minimal debt and an Unrestricted Fund balance that exceeds our policy guideline.

2011-2012 Budget

At the time of this article, budgeting for the next fiscal year is in progress. The pledge drive did not produce as much of an increase as we had hoped. This presents a financial challenge. It appears the pledge increase may not cover the reduction in Vision 2010 funds used to fund next year's activities, or if it does it will not cover much more. Some expense increases are unavoidable. Of primary concern is compensation for our very hard working and dedicated staff.



Investment Committee Report

The Investment Committee monitors and makes recommendations regarding the Memorial Trust Fund (MTF) of the First Unitarian Society of Milwaukee and the laddered CD program of the reserve cash account. Most reviews are performed electronically with only occasional meetings of the committee.

The MTF was established in 1925 by a congregational resolution. Contributions are from bequests or donations which are specifically designated by the donor for the MTF. Since mid 2007, the MTF has been invested through the Unitarian Universalist Association in the Common Endowment Fund (CEF). The CEF follows a strategic asset allocation model with qualified investment managers implementing each component of the asset allocation. Over a full market cycle the fund's return objective, net of fees, is 5% after inflation. Actual performance for calendar year 2010 was 14% net of fees and annualized for five years was 4.6% net. Our contract with the UUA specifies five percent distribution annually, calculated on a rolling thirteen quarter average. During the past year this was decreased from six percent distribution annually to maintain principle. \$18,156.02 was distributed to the First Church operating budget in calendar 2010. The value of the account as of December 31, 2010, was \$318,368.50.

Another ten thousand dollars of the unrestricted account is in the Oiko World Partnership Investment Note, a UUA investment through the Calvert Foundation. This note pays 1% per year. First Church's \$10,000 was matched with an additional \$10,000

First Unitarian Society of Milwaukee

ASSETS

Current Assets

10000	Cash in Bank - M&I	6,492.45
10400	Money Market	7,934.10
10500	Oikocredit USA	10,100.27
10600	Apartment Working Capital	1,000.00
10900	Prepaid Expenses	18,849.55

Total Current Assets

44,376.37

Other Assets

19000	Memorial Trust Fund Investment	280,103.61
20000	CDs - Raymond James	540,309.60

Total Other Assets

820,413.21

Total Assets

864,789.58

LIABILITIES AND FUND BALANCE

Current Liabilities

22000	Deferred Pledges	14,332.62
22500	Apartment Security Deposit	4,444.00
22700	YRUU Account	5,254.05
22750	YRUU Mission Trip Savings	3,875.00
23400	Federal Payroll Taxes Payable	0.03
23900	WI SCTF & Garnishment Payable	(1,093.79)
24000	Pension Deductions Payable	(21.84)
24050	Prepaid RE Fees	5,846.00
24060	Prepaid Silent Retreat	2,320.00
24300	Accounts Payable	2,575.50
24400	Note Payable - Boiler	13,333.00
24600	Sabbatical Accrual	8,000.00

Total Current Liabilities

58,864.57

Total Liabilities

58,864.57

Restricted Funds

37800	Estate Designated-Morter Fund	89,098.36
37900	Fund Balance - Capital Fund	(56,507.42)
38000	Restr. Donation-Vision 2010	247,735.33
38100	Capital Maintenance Reserve	54,461.07
38125	Piano Restoration Fund	2,200.00
38150	Sustain our Society Reserve Fund	(40,080.13)
38200	Memorial Trust Fund	280,103.61

Total Restricted Funds

577,010.82

Unrestricted Funds

39005	Unrestricted Fund Balance	194,101.48
	Net Income	34,812.71

Total Unrestricted Funds

228,914.19

Total Fund Balance

805,925.01

Total Liabilities & Fund Balance

864,789.58

Notes to the Balance Sheet

Designated (by Board) Funds:

Vision 2010: This fund was established in 2005 to fund the Vision 2010 goals until the church is financially able to fund them through normal operating income. As the church grows, it is anticipated that contributions will increase sufficiently to pay for the additional costs to fund the various goals of Vision 2010.

Capital Maintenance Reserve: This fund contains unrestricted bequest and donations that the Board designated for capital improvements.

Restricted (by donor) Funds:

Morter Fund: This fund was established in accordance with a bequest of a former member. Funds are designated to sponsor seminars on individual responsibility.

Capital Fund: The balance in this fund represents a loan from the Morter Fund to pay for the remaining costs of the Vision 2000 capital improvements not covered by the original fund drive.

Memorial Trust Fund: This fund contains unspecified bequests. Money placed in the fund can be expended or borrowed against only by a super majority of the congregation. The Investment Committee manages it. A fixed percentage of the fund's assets provide quarterly income to the church's operations.

Unrestricted Funds:

This fund is the amount that is retained after payment of expenses or the allocation to designated funds.



Income Statement

For the twelve months ending June 30, 2010

<u>Description</u>	<u>Actual 08-'09</u>	<u>Actual 09-'10</u>	<u>Budget '09-'10</u>	<u>Ratio</u>
<u>Contributions</u>				
Pledge income	543,202	570,883	570,000	70.04%
Other contributions	21,967	20,925	19,000	2.33%
	<u>565,169</u>	<u>591,808</u>	<u>589,000</u>	<u>72.37%</u>
Transfers	<u>213,411</u>	<u>264,373</u>	<u>169,000</u>	<u>20.76%</u>
<u>Activity income</u>	<u>27,733</u>	<u>28,488</u>	<u>27,700</u>	<u>3.40%</u>
<u>Investment Income</u>	<u>14,401</u>	<u>13,721</u>	<u>17,500</u>	<u>2.15%</u>
<u>Apartment Income - Net</u>				
Rent	43,591	44,252	42,000	5.16%
Expenses	(28,042)	(27,526)	(31,325)	-3.85%
	<u>15,549</u>	<u>16,726</u>	<u>10,675</u>	<u>1.31%</u>
Total Income	<u>836,263</u>	<u>915,116</u>	<u>813,875</u>	<u>100.00%</u>
<u>Human Resources</u>				
Salaries & Wages	366,007	382,697	404,394	49.84%
Ministers Housing Allowance	75,531	75,556	47,654	5.87%
Ministers Professional Exp	12,531	12,314	12,314	1.52%
Health Insurance	46,117	46,136	44,950	5.54%
Pension (incl. Ministers')	37,486	31,139	34,049	4.20%
Payroll Taxes	21,377	21,429	21,713	2.68%
Other expenses	16,194	18,203	18,703	2.30%
	<u>575,244</u>	<u>587,474</u>	<u>583,777</u>	<u>71.94%</u>
<u>Contributions</u>	<u>16,000</u>	<u>16,000</u>	<u>16,000</u>	<u>1.97%</u>

Continued on next page

	Actual 08-'09	Actual 09-'10	Budget '09-'10	Ratio
<u>Building</u>				
Gas	11,018	9,494	14,000	1.73%
Electric	11,200	11,731	11,200	1.38%
Insurance	11,263	12,030	11,100	1.37%
Maintenance	7,409	5,925	7,500	0.92%
Cleaning fees	16,120	14,680	14,900	1.84%
Others	10,960	10,502	11,700	1.44%
	<u>67,970</u>	<u>64,362</u>	<u>70,400</u>	<u>8.68%</u>
<u>Basic Operations</u>				
Telephone	3,172	3,173	3,200	0.39%
Mailing	12,651	8,951	12,400	1.53%
Office Supplies	3,966	3,954	7,000	0.86%
Printing	4,683	5,511	4,000	0.49%
Computers	6,009	6,012	6,000	0.74%
Musicians + Music Dir Subs	19,295	14,115	16,496	2.03%
Sunday Speakers	2,706	2,116	2,300	0.28%
Accounting Fees	8,839	9,211	11,000	1.36%
Others incl. \$8.0K for search	13,979	12,576	15,060	1.86%
	<u>75,299</u>	<u>65,619</u>	<u>77,456</u>	<u>9.55%</u>
<u>Religious Education</u>				
	<u>7,391</u>	<u>6,898</u>	<u>6,800</u>	<u>0.84%</u>
<u>Committees</u>				
Stewardship	6,532	2,212	6,500	0.80%
Marketing	13,390	6,231	6,250	0.77%
Others	4,008	7,502	13,575	1.67%
	<u>23,930</u>	<u>15,945</u>	<u>26,325</u>	<u>3.24%</u>
<u>Extra Operations</u>				
Audio	487	259	500	0.06%
Payment on Boiler Note Payable		2,667	2,667	0.33%
Capital Maintenance	63,411	12,000	27,500	3.39%
Sustain our Society expenditure		109,079	-	0.00%
	<u>63,898</u>	<u>124,005</u>	<u>30,667</u>	<u>3.78%</u>
<u>Total Expenses</u>				
	<u>829,732</u>	<u>880,303</u>	<u>811,425</u>	<u>100.00%</u>
<u>Net Income</u>				
	<u>6,531</u>	<u>34,813</u>	<u>2,450</u>	

Unaudited - for management purposes only

2010-1011 CHURCH LEADERSHIP

BOARD OF TRUSTEES AND OFFICERS

PRESIDENT	Diane Reynolds
VICE PRESIDENT	Russ Sherman
SECRETARY	Noreen Gilbertsen
TREASURER	Tom Briscoe

BOARD MEMBERS:

Joel Boyd	Mark Gill	Nancy Pajewski
Kathy Rivera	Shelley Schaffer	Jim Startt

"Breaking Bread, Building Community" Subcommittee

Joel Boyd	Mark Gill	Nancy Pajewski
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COMMITTEES, COORDINATORS, AND GROUPS

Fund Raising Requests Subcommittee

Noreen Gilbertsen Joel Boyd

AUDIO

Eric Berndt

BOOK TABLE

Nancy Pajewski
Lynn Tolcott

BOOK DISCUSSION GROUP

Kate Marrs

BUDDHIST STUDY GROUP

Steve & Jeanne Lowry

BUILDING & GROUNDS

Joe Schuller

CHALICE CIRCLE STEERING COMMITTEE

Ann Dee Allen

CHILD CARE

Colleen Wilkinson

CIRCLE SUPPERS

Michael Karl

COFFEE, SPECIAL

Mary Ann Fisher

COFFEE, SUNDAY

9:00 a.m.

Peter Larson

11:00 a.m.

Steve Ferguson

Cheryl Maranto

4:30 p.m.

Noreen Gilbertsen

DENOMINATIONAL AFFAIRS

Lois Wesener

DESIGN

Cassie Zumstein

ELECTRONIC COMMUNICATIONS COORDINATOR

Jeremy Koenen

FINANCE

Jean Lufburrow

FLOWERS

Paula Anderson

FORUM

Jerry Fredrickson

GALLERY

Mary Belvoir
Susan Brunk

GARDEN

Connie Craig

HISTORY/ARCHIVES

Bonnie Withers

INVESTMENTS

Carole Montgomery

IT COMMITTEE

Allan Ries

LIBRARY

Linda Presto

MARKETING

Nate Norfolk

MEMBERSHIP

Judy Fons

PASTORAL CARE

COMMITTEE

Jeanne Lowry
Melinda Vernon

**PASTORAL CARE
ASSOCIATES
COORDINATOR**

Michelle Boehm

**PASTORAL CARE
PROVIDERS
COORDINATOR**

Mary Vigdor

PLAYTIME GROUP

Lois Wesener

PULPIT GUEST COMMITTEE

Dena McPhetres *(Acting)*

SILENT RETREAT COMMITTEE

Christina Plum

SIMPLE SUNDAY SUPPERS

Lois Wesener

STAGE LEFT

Clarence Aumend
Leifa Butrick

STEWARDSHIP COMMITTEE

Sally Lewis
Larry Salisbury

THEIST GROUP

Byron Bloemer

**THREE AM SERVICE TASK
FORCE**

Mike Katz

USHERS

9:00

Mary Brenzel-Chavez

Jane Peterson

T.J. Jensen

11:00

Terry Hansen

Nina Davis

4:30

Simone Ferro

Lorraine Jacobs

WOMANSPIRIT

Janet Nortrom

Y.A.N.K.S

(Young Adults in Need
of Kindred Spirits)

Stacy Schroeter

Jeremy Koenen

**RELIGIOUS EDUCATION
COUNCIL RELIGIOUS
EDUCATION COUNCIL**

Mary Jo Mueller

ADULT EDUCATION

Kevin Gibson

**CHILDREN'S RELIGIOUS
EDUCATION**

Ann Buschhaus

FAMILIES

Lisa Noble *(Contact)*

**YOUTH STEERING
COMMITTEE**

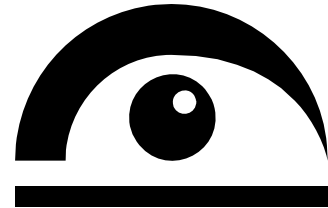
Lisa Gies

Luci Mueller

**SOCIAL JUSTICE
COUNCIL**

Ean Behr

ECONOMIC JUSTICE





May 11, 2010 —

NEW MEMBERS

Diana Altstadt	Robert Emmett	Jessica Holton	Sarah Mueller
Jonathan Andrae	Carla Ernst	Nathaniel Holton	Patrick Mulvey
Marie Andrae	Lindsey Fenimore	Robert Hopwood	Jeff Murrell
Vance Baker	Scott Fenimore	Kim Hurlebaus	Kat Murrell
Jamie Bal	Mary Fitzpatrick	Misty Jones	Katie Nunez
Thomas Biel	Patrick Ford	Bob Kollmeyer	Charlie Persch
Carl Bielby	Radames Galarza	Louisa LaBerge	Susie Persch
Lianna Bishop	Bryna Goeckner	David Loehning	Allan Ries
Mike Bonaparte	Andrea Grant	Jeremy Lowry	Bonnie Schaefer
Mary Buchel	Joan Grosz	Anne Maki	John Schaefer
Omega Burckhardt	Lena Hallman	Thomas Malaby	Susan Scharmach
Ann Buschhaus	Doris Hansen	Thomas Mathes	Stacy Schroeter
Dena Constantineau	Angelina Hanson	India McCanse	Christof Schubert
Abagael Dean	Eric Heilig	Amanda McEwen	Kathleen Shanahan
William del Moral	Brenda Heller	Marjorie McNaugh- ton	Paul Stenzel
Damon Dorsey	Scot Henry	Maria Moore	Nicholas Straube
Maria Dorsey	Micah Hoffman		Geoff Thieme

WEDDINGS AND UNION CEREMONIES

David D. Becker & Yinbo Li
Adam Michael Dillon & Michelle Marie Braun
Jesse Hagen & Jessica Dawn Watkins
Brian Carl Hilgeman & Tammy Lynn Fleischman
Jason George Jentzsch & Nancy Kay Peterson
Benjamin Cullen Kennedy & Stacy Ann Damiani
Kirk Andrew Miller & Emily Arlene Walker
Jeff Louis Schernecker & Catherine Renee Braun
Jeffrey John Schuelke & Eva Michelle Benish
Jeremy Ryan Smith & Sara Lynn Arnas

DEDICATIONS of Children and Parents

Kaylee Anne Bonaparte

child of Maria Jennifer Moore and
Michael Shamous Bonaparte

Alexander Charles Dimick

child of Marcus Dimick

Thomas Hinrich Horst Pahl

child of Amy and Birger Pahl

Olivia Ann King

child of Patricia Ann Lee King and
Cory Reed King

Noah Benduhn Norfolk

child of Nate and Tea Norfolk

Elijah Rossi Piechocki

child of Rebecca E. Rossi and Chad Piechocki

Elinor Lynn Poulson

child of Sarah Fowles and Matthew Poulson

Anke Kay Janet Marion Linnea Ries-Buschhaus

Child of Allan Ries and Ann Buschhaus

Soren Lars Dmitry Herbert Ries-Buschhaus

Child of Allan Ries and Ann Buschhaus

Kailey Nicole Thieme

child of Geoff and Stacey Thieme

Leah Katharine Twente

child of Jennifer and Brett Twente

Nathaniel Thomas Twente

child of Jennifer and Brett Twente

Desmond Paul Vash

child of Francesca and Paul Vash

FUNERALS AND MEMORIAL SERVICES

Terry Collicott
Douglas Drake
James A. Klingbeil
Karen J. Sturm

HERITAGE SOCIETY

Judy Anderson	Lu Krug
Paula and Keith Anderson	Jeanne & Michael Lewis
Cheri and Tom Briscoe	
Susanne & Paul Carter	
Susan Comstock	
Jerry Fredrickson & Jill Erickson	
Linda & Ed Farkas	
James M. Ford	
Joyce Harms	
Nelson Kading	
Loren Leys & Adele Kaferly	
Linda & Mike Katz	
Drew Kennedy and Lois Wesener	
Kate Marrs	
Patricia McFarland	
Mike & Ellyn Newman	
Janet & Marlowe Nortrom	
Mimi Notestein	
Bob & Kathy Porter	
Michael & Lisa Radtke	
Andre & Meredith Ryland	
Pat and Max Scharmach	
Nancy & Dick Spransy	
Robert Szymanski	

Sermon Schedule

Summer, 2010

JUNE 13, 2010

"Silent Passages"

The Rev. Dena McPhetres

JUNE 20, 2010

"Father Hunger"

The Rev. Dena McPhetres

JUNE 27, 2010

"Calling All Angels"

Robert Szymanski, Lay Speaker

JULY 4, 2010

No Sunday Service

JULY 11, 2010

"Pursuit of Happiness"

The Rev. Dena McPhetres

JULY 18, 2010

"Ordinary Things"

The Rev. Dena McPhetres

JULY 25, 2010

"Freedom Is A Verb"

Andy Agacki, Lay Speaker

AUGUST 1, 2010

"Sparks of Divinity"

Rev. Linda Hansen, Pulpit Guest

AUGUST 8, 2010

"Three Questions"

The Rev. Dena McPhetres

AUGUST 15, 2010

"Rules of Engagement"

Ean Behr, Lay Speaker

AUGUST 22, 2010

"Wired to Connect"

The Rev. Dena McPhetres

AUGUST 29, 2010

**"John Coltrane and
the Truly Religious Life"**

2010-2011 Church Year

James Galasinski, Lay Speaker

SEPTEMBER 5, 2010

**"Our Ferocious Love of Life
vs. Catastrophic Climate
Change"**

Eric Hansen, Lay Speaker

SEPTEMBER 12

**Ingathering Sunday!
"Churches, Monks, Poets,
Broken Dreams,
and Getting Connected"**

The Rev. Drew Kennedy

SEPTEMBER 19, 2010

**"Take-Aways From
the BP Gulf Disaster"**

The Rev. Drew Kennedy

SEPTEMBER 26, 2010

**"Left Behind: Children
in Our Public Schools"**

The Rev. Dena McPhetres

OCTOBER 3, 2010

"What is Left

When the Belief is Gone?"

The Rev. Drew Kennedy

OCTOBER 10, 2010

"Ethical Grace"

The Rev. Elizabeth Harding,

Pulpit Guest

OCTOBER 17, 2010

**"Rewriting History and
the Faith of Our Founders"**

The Rev. Drew Kennedy

OCTOBER 24, 2010

"A People So Bold"

The Rev. Dena McPhetres

OCTOBER 31, 2010

"Coming Out,

**Coming Together:
Standing on the Side of Love"**

The Rev. Drew Kennedy

NOVEMBER 7, 2010

"Generations"

The Rev. Dena McPhetres

NOVEMBER 14, 2010

"Elephants

All the Way Down"

The Rev. Drew Kennedy

NOVEMBER 21, 2010

"A Thanksgiving Celebration"

The Rev. Dena McPhetres

NOVEMBER 28, 2010

"Beyond Belief"

The Rev. Paul Beckel,

Pulpit Guest

DECEMBER 5, 2010

**"What is Beyond the Edge
of the Expanding Universe
and Other Cosmological
Questions"**

The Rev. Drew Kennedy

DECEMBER 12, 2010

**"UUs Celebrate Christmas?
Why?"**

The Rev. Drew Kennedy

DECEMBER 19, 2010

9:00 & 11:00 a.m. only



**Intergenerational
Holiday Service**

Beryl Aschenberg

4:30 p.m. only

Winter Solstice Service

The Rev. Dena McPhetres

DECEMBER 24, 2010

Christmas Eve

Candlelight Services

3:00 p.m.; 4:30 p.m.; 6:30 p.m.

DECEMBER 26, 2010

One Service only at 10:00 a.m.

"Speaking from the Decades"

The Rev. Dena McPhetres

FIVE-PART SERMON SERIES:

**PLANET EARTH:
DEEPENING
THE CONVERSATION**

January 2 — January 30, 2011

JANUARY 2, 2011

"Planet Earth:

Deepening the Conversation"

Part I.

"Why Biodiversity Matters"

The Rev. Drew Kennedy

JANUARY 9, 2011

"Planet Earth:

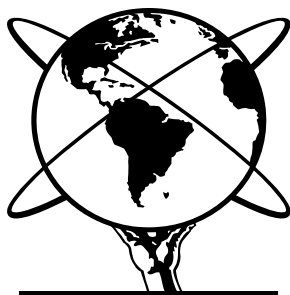
Deepening the Conversation"

Part II:

"Why Human Diversity Matters"

The Rev. Drew Kennedy

JANUARY 16, 2011



"Planet Earth:

Deepening the Conversation"

Part III:

Martin Luther King, Jr. Sunday:

"Environmental Racism"

The Rev. Dena McPhetres

JANUARY 23, 2011

"Planet Earth:

Deepening the Conversation"

Part IV: "Eco-Spirituality"

The Rev. Dena McPhetres

JANUARY 30, 2011

"Planet Earth:

Deepening the Conversation"

Part V:

"Finding Our Place

in the Great Community of Being"

The Rev. Drew Kennedy

FEBRUARY 20, 2011

"Laying up Our Treasures"

The Rev. Drew Kennedy

FEBRUARY 27, 2011

"What's Going on in Madison?"

The Rev. Drew Kennedy

MARCH 6, 2011

"Women Mystics"

The Rev. Dena McPhetres

MARCH 13, 2011

Annual Poetry Sunday:

**"In Celebration
of Emily Dickinson"**

The Rev. Drew Kennedy

MARCH 20, 2011

"Nature Mysticism:

**The Pagan Path
to Spiritual Consciousness"**

Philip Chard, Pulpit Guest

MARCH 27, 2011

9:00 & 11:00 a.m. only

Annual Youth service

4:30 p.m. only

"What is Truth?"

The Rev. Drew Kennedy

APRIL 3, 2011

"I Could Be Illegal"

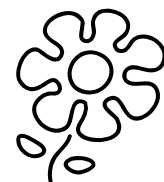
The Rev. Dena McPhetres

APRIL 10, 2011

**"Making A Difference:
A Religion for Our Times"**

An Intergenerational Celebration!

Off-site service



4:30 p.m. only

"Love Will Guide Us"

All Music Service

With our Music Directors

STAFF REPORTS

Senior Minister's Report



Once again, it has been another rich and stimulating year here at First Church. We continue to be a remarkably energetic and vital downtown church, with over 1,000 adults and children, offering a wide array of excellent programs and services.

I. HIGHLIGHTS

Share the Plate and Grand Piano Refurbishing

It is a healthy and at least moderately bold congregation that in these challenging economic times decides to pursue both an inward and an outward looking financial initiative such as we have done this year through our Share the Plate program and our Grand Piano Refurbishing initiative. It would have been easy to say, "Oh, no, we can't afford that – not now." But, indeed, we raised \$30,000 last fall to repair our valuable 1917 Steinway Grand Piano, surpassing our goal by about \$4,000. That was an inward looking initiative, serving ourselves primarily.

In January 2011, after consulting with the congregation at a "Breaking Bread, Building Community" evening in the fall, we launched our Share the Plate program, which shares 50% of our Sunday service cash offerings with worthy non-profits. This is an outward looking initiative, primarily serving others

outside our four walls. Hats off to all of you who made these initiatives a reality, especially Nancy Pajewski for the Share the Plate program and Shelley Schaffer, Jim Startt, and Kathy Porter for the

a music consultant, who will help us to thoroughly assess our music program and its future possibilities.

Vision 2010 and its Tune Up in 2010-2011

***V**ision 2010 affirms that our UU voice and our UU values of freedom, tolerance, acceptance of diversity, and respect for the interdependent web of all existence are sorely needed in this world. And the more of us there are, the more of a differ-*

As many of you know, our current strategic plan is called *Vision 2010*. *Vision 2010* contains within it a platform for growing our church and Unitarian Universalism. Not just for growth's sake. Rather, the underlying purposes for our growth are three-fold:

(1) to enable us to reach out to those in need of a spiritual home like ours;

(2) to provide more opportunities for programs of personal, social, and spiritual growth, since the larger we become, the more able we are to add more quality programs; and

(3) to increasingly serve the wider community.

Overarching all three of these purposes, *Vision 2010* affirms that our UU voice and our UU values

Grand Piano initiative!

Christian Rich's Retirement

Another important development of this year is the announced retirement of C. Christian Rich, who is retiring as one of our three Music Directors after twenty-five years of distinguished service on June 5, 2011. Working together with Christian all these years has been a richly collaborative and satisfying experience. He will be missed. Our plan is to hire an interim music director along with

of freedom, tolerance, acceptance of diversity, and respect for the interdependent web of all existence are sorely needed in this world. And the more of us there are, the more of a difference we can make.

Clearly, we have achieved many of our *Vision 2010* goals. We've added a second minister, a third service, revamped our visitor and new member processes, attracted more young adults, given some dedicated staff attention to social justice, and added more depth in services and programs. But one important goal has, unfortunately, eluded us: providing adequate financial support for all of the programs and services we want, especially in light of the national economic recession and its lingering effects. Consequently, we are currently facing a significant "structural deficit" of about \$50-60,000 per year.

Last year, we took two significant steps towards addressing these financial challenges. One was our renewed sense of the importance of stewardship, so ably chaired by Sally Lewis and Dale Skaggs. The other was our Vision 2010 Tune Up Task Force initiative, chaired by Diane Reynolds, which led to the conclusion that our structural deficit would be best addressed by concentrating on three areas: (1) Additional Income Streams, (2) Expense Management, and (3) Membership Retention and Growth. Building on last year's progress and the recommendations of three different task forces, this year:

1. We have taken steps to pur-

sue two new Income Streams: scrip sales and "Dining for Dollars" (though we want to find a better name for this latter venture).

2. Expense Management is an ongoing discipline which has seen the replacement of old boilers with energy efficient units, the insulation of our entire facility, etc.
3. (a) Achieving better Membership Retention has been pursued by a new team of Membership Committee volunteers following up with each of the new members in the months following their joining the church to see if they are finding a place within the congregation.
3. (b) Pursuing Membership Growth led to the formation of a 3 a.m. Services and RE Task Force, chaired by Mike Katz. Since our two Sunday morning services are essentially at capacity and the 4:30 p.m. service has failed to grow in four years beyond its first year's average attendance of 83 per Sunday (compared to about 160 for each of the morning services), clearly our growth as a congregation is limited by its present Sunday service configuration. Consequently the 3 a.m. Services and RE TF has been exploring the feasibility of doing three services on Sunday mornings in the hopes of opening up some pew capacity for membership growth. At this writing, the TF will be recommending that we proceed with this new 3 a.m. service and RE configuration beginning in the fall, but it will be

put to the Board for an official vote on April 26, 2011.

II. MINISTERIAL GOALS AND PRIORITIES OF THE PAST YEAR

Having reviewed several of the highlights of the church year, let me briefly review my own ministerial priorities for the past year. Each year in the fall, I share with the Board my goals and priorities for the year in considerable detail in relation to these eight areas of ministry, reviewing them periodically with my Committee on Ministry. The following are the main tasks to which I devote myself:

- Sunday Services
- Pastoral Care
- Staff Team Leader
- Rites of Passage
- Administration and Committees
- Teaching
- Public Ministry
- Denominational Concerns

My top priority continues to be the research, planning, writing, and delivery of sermons for our Sunday services. It takes more than half of every work week — between 25-35 hours per week, not including the considerable planning time I devote to this in the summer — to prepare for Sunday services.

All of the other things I do are juggled between and among sermons. These other things include:

- providing pastoral care (especially to the more critically ill, to the dying and bereaved, to persons who are suicidal or homicidal, to our leaders, etc.);
- acting as staff team leader;

Associate Minister's Report

A wise mentor once told me that it takes three years to learn a new ministry. So, we're at year two! I'm still learning and getting to know who you are and who we are called to be together in this energetic busy congregation full of questing spirits and questioning minds. I can't imagine being anywhere else, and indeed, people are often surprised that it's only been two years since we first met. It feels

like I've been here longer — in a good way!

The deepest joys of my work with this congregation continue to be found in the ministry of relationship — working with my colleague Drew, with our devoted staff, with mature and thoughtful lay leaders, and with the continuing new arrivals of people so grateful to have found a spiritual home like ours that welcomes them as they are.

HIGHLIGHTS

I worked closely with the Environmental Committee to throw a big party to celebrate the completion of the Sustain Our Society project. We dedicated the solar panels, received congratulatory speeches from local dignitaries, gave tours of the insulation project in the sanctuary and the solar panels on the roof, basked in a day of sunshine October 9 and enjoyed the satisfaction of our accomplishments — “greening” our church building even more and reducing our “carbon footprint” on the larger society. We even received a commendation plaque from Alderman Nic Kovac, on behalf of the Milwaukee Common Council! Congratulations First Church and thanks to every-

one who helped create a lovely celebration!

Bringing you the Winter Solstice service December 19 was a dream come true for me — the music

congregation to increase our generosity and outreach to the community outside our walls. Under the able leadership of Nancy Pajewski, our team considered several methods and brought a proposal to the board, and then to the congregation at the November BBBC. Incorporating your suggestions, we launched Share the Plate on January 2. Each month we share 50% of the non-pledge cash in the collection plate with a worthy non-profit agency whose social or environmental justice work is aligned with UU principles.

Professional Development opportunities were rich this year. I attended the first UU Ministers Association “Center for Excellence” week in California in February, the Triennial Large Church conference in Minneapolis in March, and I hired a coach through the Alban Institute, with whom I talk monthly. All three of these opportunities allowed me to step onto the balcony to see the big picture and learn more about ministry in a large congregation. Drew and I completed three meetings with consultant Mark Sundby from North Central Ministry Development Center, who

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with our “house band,” the story with masks and puppets, descending into the contemplative darkness, lighting community candles of remembrance and hope, then rising up with “Here Comes the Sun” and our surprise LED light haloes. It was a meaningful celebration and observance of the season for those who are disenchanted (or just too stressed) by Christmas.

Another highlight of the year was working with the Share the Plate task force to design a way for our

helped us learn about each other and begin our ministry together on solid footing. It continues to be a great joy for me to work with Drew in the service of this congregation.

ONGOING RESPONSIBILITIES

I share with Drew the responsibilities of preaching, teaching, pastoral care, conducting rites of passage, supervising staff, community presence, and denominational involvement. Within these areas this year, I preached fifteen times, (plus once in Mukwonago), led an additional four special services, and assisted Drew with the Coming Out service and the Off-Site service. I helped teach "Journey to Membership," led a monthly InterPlay group, and shared a story at children's chapel. I officiated with Drew and Beryl at two child dedication services. I conducted two memorial services, and four wedding ceremonies. I began supervising Kathy Porter, Director of Membership and Development, and Beryl Aschenberg, Director of Religious Education in August. I attended meetings and/or events of community organizations including MICAH, Common Ground, and Interfaith. I attended district minister retreats, SEWUUC clergy meetings, and General Assembly in Minneapolis.

In addition, my focus areas of responsibility include pastoral care, small groups, social justice, and summer services.

FOCUS AREAS

Pastoral Care

Our Pastoral Care Associate team of seven members completed their second year of a three year commitment to provide the quiet ministry of listening and presence to people in our congregation going through significant life transitions of loss, illness, injury, divorce, unemployment, birth or adoption of a child, and other challenging events in our lives. Over half of the people on our Pastoral Care Provider list were able to help with rides, meals, errands and other hands-on needs for assistance. Michelle Boehm coordinated our PCAs, and Mary Vigdor coordinated our PCPs. Melinda Vernon updated our "HELP" brochure listing community resources for those in need.

Small Groups

Our congregation offers opportunities to make friends and find community in smaller groups of people gathered together around common interests. My role is to offer support and guidance to our current small groups and to help those who would like to start a new group.

Affinity Groups

We have seven active affinity

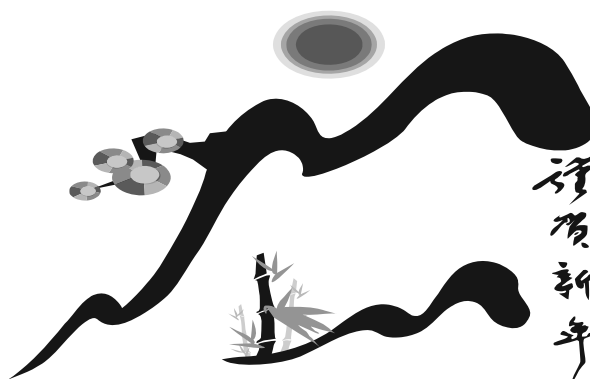
groups, including the Book Club, Buddhist Study Group, WomanSpirit and YANKS (Young Adults in Need of Kindred Spirits). Three new groups started this year: InterPlay Group, Theist Group, and SWANS (Seasoned Women Alone or Newly Single).

Chalice Circles

I work with Kathy Porter, the Chalice Circle Steering Committee and the CC Facilitators to support and guide our Chalice Circle program. We currently have eight active chalice circles, and are in the process of training new facilitators to start new circles.

Social Justice

The Board accepted our proposal for a redesigned Social Justice Council structure in August. Then began the recruitment of council members and the launch of the new system, designed to support more, and more varied, social action opportunities. Ean Behr guided us through the evaluation of the old model, the brainstorm and design process for a new system last year, and did the difficult work of persuading others to join in the administrative and visionary tasks of the council this year. We



Church Administrator's Report

This thirteenth year I've worked as your Church Administrator has been filled with both challenges and joyful successes. I continue to support our dynamic church as it buzzes with its burgeoning selection of programs and activities. This year we've seen some changes in our staff and completed the primary

Sustain Our Society (SOS) building improvement projects.

Reporting to Drew, I am responsible for administration of the church, including the areas of personnel, financial management, strategic assistance, and facilities management. I manage these areas with a combination of contracted services, a talented staff, and wonderful volunteers. My days continue to be filled with keeping things on track, fixing things as the need arises, and planning for improvements of the facilities and the services we provide our members. Here are some highlights of my work over the year.

In the area of facilities management, the three most significant and complex projects were driven by the SOS initiative and completed summer 2010. The solar panels were completed and we started to produce electricity from the sun at the summer solstice 2010! The very complex project of insulating our 1892 building culminated mid-summer with the insulation of the sanctuary. This entailed gathering numerous volunteers to first remove the pews so that scaffolding could be raised for the work, and then replacing them after the project was complete.

Because those pews were removed, and because patching and painting holes made to blow insulation into the ceiling was required, the Building & Grounds Committee decided that painting

Chair Joe Schuller for details about numerous facilities maintenance issues we've handled with a combination of staff, volunteers, and contractors. Thank you team!

My days continue to be filled with keeping things on track, fixing things as the need arises, and planning for improvements of the facilities and the

In the past year there again has been some turn-over among the facilities assistants (FAs) whom I supervise. As you might know, the team of one halftime Senior FA and two quarter-time FAs provides a cheery welcome at the front door as well as sets up for programs, washes all those coffee cups on Sunday mornings, along with a myriad of other tasks that keep our

the entire sanctuary was prudent. Estimating that the last time the entire sanctuary was painted was 1989 made it an easy decision! We contracted with a painting contractor for all high areas but saved thousands of dollars by recruiting very experienced volunteers to paint the north & south walls – a project led by Senior Facilities Assistant Jim Klingbeil. For two weeks there was quite the dance in the sanctuary between the insulation contractor, painting contractor, painting volunteers, and pew-movers! Thanks to all of you!

activities humming along during the approximately 40 hours per week we're open in the evenings and weekend hours. The Senior FA also provides handyman help. They've been doing a great job keeping up with our ever-increasing activity in the building.

Unfortunately, this year we lost our dedicated Senior Facilities Assistant Jim Klingbeil to cancer. He was diagnosed in Autumn 2009 and by the end of summer 2010, he needed to resign his position due to the progression of his illness. He passed away in February. I'm proud of how I, and others of the church, supported Jim through much of his illness.

Please also see the report from Building & Grounds Committee

Although he'd worked for us for just a few short years, the church community meant an enormous amount to Jim.

And so last autumn I conducted a search and hired our new Senior FA Matt Bell.

Matt brings us a wide array of handy-man and problem-solving skills, as well as a passion for supporting the church. We're very lucky that his decision to return to school coincided with our facilities needs. Also, this winter, Tony Brandl moved on to other opportunities and we hired Marko

Damkoehler who now, along with Eric Beaumont, completes our facilities staff.

I'm proud to also supervise our dedicated and talented administrative office team: our seasoned Church Secretary Sharon Murphy and halftime Office Assistant Bonnie Poquette. Over the years (shall I say decades!?) Sharon's job had evolved to desktop publishing and communications as her primary responsibility, and she an amazing memory of "recent" history of the church. Sharon executes all the content updates on our website (at least weekly), compiles announcements into weekly electronic bulletins and order of service announcements,

as well as produces weekly orders of service and the monthly *Chanticleer* newsletter. With great attention to detail, Bonnie maintains our incredibly active church calendar, provides some hours of reception relief for Sharon, keeps a

newsletter focus toward the many new opportunities for communicating our messages.

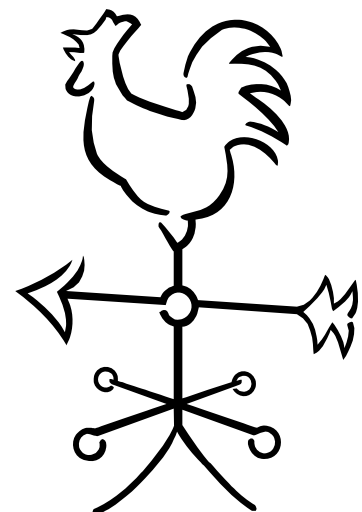
I lead the staff-based website management team of Sharon and Kathy Porter. This group

has also been strategizing about other media too. After losing our second Drupal volunteer with deep technical knowledge of our CMS, we found a paid Drupal design consultant (also a UU!) who has pro-

 ***One clear trend in our world impacting churches is that communications are becoming more decentralized. The Chanticleer is a top-notch newsletter. But now we must also reach people through several other media. This requires a more complex approach involving more frequent and short-***

myriad of office details humming, and applies her considerable talent with databases to many parts of administration.

One clear trend in our world impacting churches is that communications are becoming more decentralized. The *Chanticleer* is a top-notch newsletter. But now we must also reach people through several other media. This requires a more complex approach involving more frequent and shorter e-announcements, website postings, and Facebook messages. This requires re-thinking how we manage content, constantly growing technical expertise and capabilities, and guiding the church's culture to shift away from the single-



Director of Membership and Development's Report

This past December marked my completion of six years as your Director of Membership and Development (DMD.) It has been another year full of activities and wonderful rewards. Broadly speaking, my role as the DMD is to promote church membership and financial growth. I report to Dena and collaborate with her and other staff as well as many church members from the various committees with which I work.

What follows are highlights from the year.

Development Services

In the fall, I worked closely with the Piano Fund Raising Task Force, chaired by Board member Shelley Schaffer. Our beautiful Steinway model B grand piano, built in 1917, was in need of major repairs. The soundboard was worn beyond repair; the pin block was losing its grip, which affected tuning; and the list went on. The goal of the Fund Raising Task Force was to raise the \$30,000 necessary to complete the appropriate work. Fundraising got off to a great start during the summer. We received early gifts from the Board of Trustees, the choir, musicians, soloists, the Piano Fund Raising Task Force, and others. On September 26, Linda Marten, First Church member and piano tuner, gave interested members a tour of the inside of our Steinway during a question and answer session after all three Sunday Services. On October 17, a special collection for the piano was taken at all three services after a fun Stage Left skit featuring Leifa Butrick making a "house of worship call" to our "ailing" Steinway. Within several weeks, we were delighted to have

raised approximately \$30,000! At this writing, April 22, our grand piano is in the shop for its extensive repairs. We look forward to its return in the fall!

The Annual Pledge Drive is always a major area of focus for me each

ed in three years. We set our sights on an ambitious goal of increasing pledge income by \$50,000-\$60,000. We know we asked you for a lot and we are truly grateful every pledge you submitted. There is no way for us to know the "right amount" for

our 800 or so members to pledge – we do not know your particular circumstances – so we tell you the needs of the church and ask for an increase if that is possible. This year, though, the recession hit many First Church families quite hard. Over 15% of First Church households had to reduce their pledge. Still, 50% of the 2011-2012 pledges received as of April 22 were increas-

Still, 50% of the 2011-2012 pledges received as of April 22 were increases. This is great during these trying times! We are a caring community and those

year. The Stewardship Committee had two very talented co-chairs, Sally Lewis and Larry Salsbury, and five other dedicated and hard working members. A report from Sally and Larry containing more of the details of this committee's work can be found elsewhere in the Annual Report.

We had a difficult task this year. We were acutely aware of the need for our congregation to increase our baseline level of pledge income by \$150,000 to replace the dwindling "Thrive Drive" funds, which will be deplet-

es. This is great during these trying times! We are a caring community and those who were able really "Stepped Up to the Plate!" We will not hit our goal this year, but we have received 455 pledges so far, totaling \$628,923. Thank you all!

Finally in the area of development, I have news on a new source of income for next year. The Vision 2010 Tune-up Task Force recommended and the Board approved a Dining for Dollars fundraising effort. I convened the first meeting of a very enthu-

siastic planning committee last month. Dining for Dollars events have been held very successfully at many churches. The basic idea is that members, or groups of members, offer a dinner for a specified number of people. Members of the congregation then bid on attending those dinners. We've seen dinners offered that were extravagant affairs, ethnic meals, family BBQs, brunches, candlelight dinners, and more. The common theme is the fabulous time everyone has while raising money for the church! You will hear a lot more from us next year, so prepare to cook, dine, or both!

Membership Services

I work closely with the Membership Committee, this year chaired by Judy Fons, to ensure that our guests and members have a positive experience at First Church. On the newcomer end of the spectrum, about 150 Sunday Service guests have registered their presence with us so far this year by completing a Welcome Card. I send each of them a letter of welcome along with any specific information they requested. The Membership Committee calls each of them on the phone, which has been a very pleasant surprise to many guests. I also work with the Membership Committee to train our ushers each year.

The Vision 2010 Tune-up Taskforce and the Board of Trustees recommended that the Membership Committee explore a mentoring program for the new members. A subcommittee headed by Lynda Lambert began what we are calling "UU Connections." Their intent is to

connect periodically with new members during their first year or so of membership to help them find meaningful ways to participate in the life of our spiritual community.

Drew, Dena, and I made a change to the Sunday "Introduction to Unitarian Universalism" program. After seeing a decline in attendance at "Intro" sessions that were offered twice each month last year, we began to offer the sessions once each month. These informal sessions began with a viewing of a 10-minute DVD titled, *Voices of a Liberal Faith*. Questions, answers, and conversation followed the DVD. Surprisingly, attendance was very low at the "Intro" classes this year, too. What we are finding is that many newcomers have thoroughly checked out the First Church website before their first visit. The thing guests always need: all of you to welcome them into the Sanctuary and Coffee Hour!

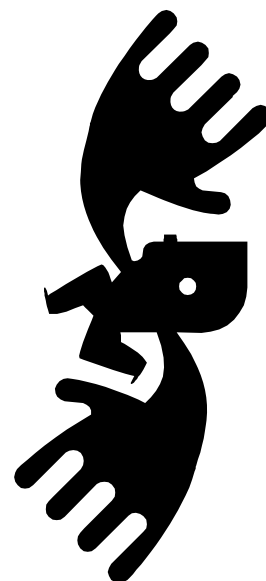
The "Journey to Membership" series — a requirement for membership — continues to be offered three times per year. Drew, Dena, Beryl and I lead different segments of the series, with lay leaders from some of our committees joining in for specific topics, such as stewardship, Chalice Circles, YANKS, Religious Education, and Social Justice. I also work to assist new members in finding meaningful ways to connect to their spiritual home. The Sunday services are the main attraction to new guests, but friendships and activities within the congregation are the things that keep members

deeply, meaningfully engaged.

Chalice Circles

I continue to coordinate the Chalice Circle Program, which currently has eight groups. Dena and I both work closely with the Chalice Circles Steering Committee, co-chaired this year by Ann Dee Allen and Liz Irwin Moore. I work to match individuals seeking the deep spiritual growth of small group ministry with current groups. I also work with the Chalice Circle facilitators to form new circles. Many of the new Chalice Circle participants join a circle after their "Journey to Membership" series. Our challenge this year has been to get enough Chalice Circle facilitators trained to form new groups. Several of our most experienced dedicated facilitators have begun to train new facilitators in their Chalice Circles. We look forward to a group of new facilitators branching out with their new groups in the fall.

Marketing



Director of Religious Education's Report

"This is the church of the Open Mind. This is the church of the Loving Heart. This is the church of the Helping Hands. Together we care for our earth and work for peace and friendship in our world."

— Chalice Lighting Words from
"Treasure Hunting" Curriculum

I believe that children and youth in our church community grow up understanding that what they think, and feel, and **DO** is important. A UU childhood encourages independent thinking, provides the freedom to explore widely and responsibly, and celebrates the sense of wonder that is the birthright of every child. It is a safe place for young people to be who they are. But it is also more: it is a place where children and youth develop a sense of belonging by virtue of being in relationship with their fellow explorers.

Gretchen Neuwald, a long time Youth Group Advisor, captured it beautifully in a Facebook post she made after witnessing the YRUU Talent Show at the church this past spring. She wrote: "What is even more impressive than your talent... is this beautiful circle of trust and acceptance you have created for each other — everyone gets a soft place to land and a hand up, so that even we the audience feel the warmth of your affection for each other and feel included in this circle."

It takes a lot of work — and a lot

of people! — behind the scenes to create the nurturing environment that provides such support for our children and youth. This year, we've done that at the same time as we've been exploring other possibilities for structuring our programs, and I am amazed at our capacity to dream and

services and RE between the hours of 8:30 a.m.-12:30 p.m. In either case, I have faith that we will continue to offer our young people a spiritual home where they can grow and thrive, explore their developing faith, be accepted for who they are, and encouraged to deepen into who they want to be.

A UU childhood encourages independent thinking, provides the freedom to explore widely and responsibly, and celebrates the sense of wonder that is the birthright of every child. It is a safe place for

RE Curriculum

Our morning theme in 2010-2011 was "Unitarian Universalist Identity." We continued our plan to introduce new curricula from the UUA's Tapestry of Faith series, this year with "Moral Tales" for our second-third grade class. Tapestry's curricula are excellent, but require quite a bit of editing to be viable for our RE structure. We held "Family Services" approximately once per month,

having the children join us in the sanctuary for the first part of the service. Full intergenerational services took place four times this year. Children in kindergarten through fifth grade participated in a weekly Children's Chapel on days that they were not in the Sanctuary with their families.

This year, our eighth-ninth grade class was restructured to more intentionally serve as a bridge between middle school and our overcrowded high school group. The

scheme while still providing an engaging experience for over two hundred and fifty young people and their families.

As I write this report, we all await a decision from the Board of Trustees as to which direction we will move in the year ahead. We will either have services/ RE programming continue in the current structure of Sunday morning/ Sunday evening offerings, or more likely I believe, we will make a change to offering three Sunday

“Pillars” program included eight blocks of classes, the themes of which were primarily chosen by the students themselves. The team teaching approach, where pairs of teachers worked together on each set of pillars, rather than a lead teacher and a rotating system of assistants as we use for younger grade, made for an enjoyable, cohesive environment for both youth and adults. You can expect to see a return of Pillars for the next church year.

For more information about our multi-aged program for the third session, please see RE Program Coordinator Julie Thompson’s report.

Summer RE in 2010 brought us monthly themes including “The Big Green and Blue” (Environmental focus), “Spirit of Adventure,” and “Hogwarts Camp” — a take off on the Harry Potter books that tied in with our UU Principles. Hogwarts Camp was so incredibly inspired and fun (under the leadership of Shaun Navis and Laura Williams) that we’ve planned its return as our primary offering for Summer 2011.

Highlights

In August 2010, we sent thirteen youth and four adults on our annual mission trip to work for Habitat for Humanity in Battle Creek MI. The mission trip continues to be a profound experience for those who participate. This year

we will move to a new site in Lexington, KY as the Battle Creek Habitat site can no longer accept a group of our size. There will be nineteen participants in 2011.

December’s Intergenerational Holiday Service was an exciting venture. Jack Forbes Wilson and I collaborated to bring you “Stories of the Season,” combining the multi generational talents of many voices and the musical contributions of Christian Rich and our Chancel Choir. Of special note — the dramatic reading of the original poem “Edna’s Wish” by Becky

rance with us, evoking both tears and laughter. One month later, they shined their light on us again as they brought their talents to approximately one hundred people at their second annual Youth Talent Show. On RE Sunday (May 15) YRUU graduates will be given the opportunity to present their “Senior Statements” during morning services. This year’s senior high graduates include Austin Aumend, Colleen Ackermann, Lorenzo Ferreri, Marc Hunter, Ellen Kopplin, Nevin Langhus, Neil Majeski, Eli Marten, Sam Miller, Kira Patterson, Lindsey Porter, and Kyle Solis.

I am especially grateful to the chairs and members of our hard working Religious Education Committees —their contributions are of no small consequence and truly shape the direction of religious

A Community of Lifelong Learning

The Adult Religious Education Committee is a small but mighty group of dedicated volunteers who bring you a year’s worth of opportunities for spiritual literacy, philosophical growth, life enrichment, and mind opening exploration.

Headed up by Kevin

Spice and Rose Spice-Kopischke.

YuuleTime and Secret Friends are two of my very favorite church activities, bringing people of all ages together to celebrate in community. Many thanks to the members of the Families Committee for implementing these fabulous programs.

Our Young Religious Unitarian Universalist (YRUU) youth group teens are inspirational. During the annual Youth Service (March 27), they shared their views on igno-

Gibson, our ARE team once again came up with an incredible slate of facilitators, and then supported them through production of classes in everything from meditation to yoga; intros to Buddhism, Islam, Shamanism, and Hmong Culture to travels in the Mediterranean and personality type spirituality. There is a place for YOU at the table. Please consider joining the Adult RE Committee in the year ahead — it is a fun and rewarding way to serve our community! I am also grateful for those members and friends of the congregation

who choose to teach the classes we offer —without your talent and enthusiasm there would be very little to our program.

It Takes A Village....

I know that this has been a challenging year for countless members of our faith community, and yet, so many of you stepped up to volunteer. I am especially grateful to the chairs

and members of our hard working Religious Education Committees —their contributions are of no small consequence and truly shape the direction of religious growth and learning for our congregation. In addition, there are over a hundred people who have volunteered as class leaders, youth advisors, assistants, and event coordinators this year. While space restraints prevent me from acknowledging you all individually, I hope you recognize that your contributions are truly appreciated by our community. This hands-on interaction is the backbone of our Sunday morning Religious Education experience, for special events, for classes and workshops for adults,

and for teen programming. Thank you!

Special Gratitude to our RE Staff

Julie Thompson has provided us with a beautiful alternative to traditional RE by conducting a program that focused on spirituality and the arts this year. Having joined our staff team in April 2010, she immediately jumped in to both create curriculum for the summer program and

develop this new concept for multi-age RE that embraced music, drama, literature, art, and more. This has been a meaningful option for our children and families. Julie has been a delightful addition to our staff and community.

Elizabeth Miller has been my right arm for five years now. She is the one who does the weekly preparation and thinks through all the support needed to keep Sundays in RE look seamless. I can't imagine what my job would be like without Elizabeth reading my mind!

In addition, we have some really wonderful Sunday staff working with our littlest children in our

I look forward to the continued journey with you as I celebrate my tenth year as your Director of Religious Education. It is soul-satisfying work we do here together.



Religious Education Program Coordinator's Report

S*inging the Journey: Religious Education through the Arts* was our theme for the church year. As a singer, I know singing and creating together are great community builders, and with so much of this no longer in our schools, we were grateful to indulge.

Within a framework of various art disciplines, we explored our UU Principles, spirituality, community, and connectedness.

Our classes included our chapel time, regular singing, musical guests from the congregation, dancing, pottery, food creations, masks & puppets, UN Ribbon International participation, musical "round robins," silk-screening peace signs, and a visit from a touring story-teller. We also visited with, and learned from, several of the Leenhouts Gallery artists.

This year we also presented songs at the Intergenerational services, which really made the children feel connected and appreciated by the larger church. Also, on several occasions we provided the blessing at the Simple Supper, either with a statement, a song, a drumming or playing instruments.

Gratitude goes to our wonderful classroom assistants — many lending a song or a story at our chapel time — Patty Agacki, Mike Danneil, Juliet Hale Hills, Jeanne Majeski, and Roger Zimmer. And,

of course, thank you again to our guest artists and visiting leaders who made it a fun and learning time!

Thanks also to our Nursery Coordinator, Mariah Groshek, and Early Childhood Coordinator,

Colleen!) We then provided contact names of trained child-care providers, and policy information to the chairs of First Church committees.

I have greatly enjoyed working with the children, their parents, the Families Committee, the Children's Religious Education Committee, and of course the staff and members of First Church.

Although the evening service, and therefore, 4:30 p.m. RE and REPC position is coming to a close, I won't be far away — hopefully

Our classes included our chapel time, regular singing, musical guests from the congregation, dancing, pottery, food creations, masks & puppets, UN Ribbon International participation, musical "round robins," silk-screening peace signs, and a visit from a

Sarah Mueller, as well as the assistants. You are appreciated by our families (and the kids love you!).

I also served as staff liaison to the Families Committee. This year our committee was without a sitting chair, yet with great aplomb continued with the several traditional annual programs of YuuleTime, Secret Friends, and the Annual Picnic. Colleen Wilkinson remained our Childcare Coordinator for the year, and heroically prepared for and trained our teens. (Thank you



RELIGIOUS EDUCATION

Adult Religious Education Committee

By the end of this year the Adult Religious Education Committee (Adult RE) will have offered over 30 successful classes on a wide variety of topics as a service to the congregation.

The mission of the committee is to promote wisdom, un-

The achievements of the program are the product of the outstanding commitment and energy of our dedicated team who put in many hours in crafting, producing and following up on our classes on behalf of

derstanding and tolerance; fellowship within the church community; and help members and friends to improve the quality of their lives according to UU principles. Accordingly, we aim to provide balanced programming that looks to intellectual growth, spiritual enhancement; body awareness and physical health, life enrichment, world religions, UU history as well as political, social and environmental concerns. Some typi-

cal classes included The History of the Universe; Heart-Centered Yoga; Spiritual Poetry; Radical Islam; Soulful Aging; the Hmong People.

Members of the church or friends led the majority of our classes on a voluntary basis, showing the

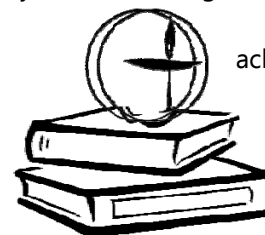
generosity of our community in sharing their gifts of skills and learning. Tuition is minimal, and we offer scholarships to ensure that cost is not a hurdle to church members. Our efforts are helped by Table hosts who coordinate registration

efforts. The work of our DRE Beryl Aschenberg has been vital to the smooth functioning of the program.

We have moved from issuing a catalog of classes to announcements on the website and *Chanticleer*. Although our primary mission is one of service rather than fund raising, we were able to donate over \$6,000 to the church.

During the 2010-2011 committee members were: Paula Anderson, Leifa Butrick, Nina Davis, Kevin Gibson, Trina Koch, Chris Linder, Laura Nicolaison, and Jane Stoltz. Following recent practice, we began the year with a planning and policy retreat, and then held monthly meet-ings.

The



achieve-

ments of the program are the product of the outstanding commitment and energy of our dedicated team who put in many hours in crafting, producing and following up on our classes on behalf of our church. We do have some concerns about sustaining our programming given the difficulty in recruiting and retaining new committee members.

Respectfully submitted,
Kevin Gibson, Chairperson

Children's Religious

Education Committee

The wheel of the year turned with familiarity through the traditional events of the Children's Religious Education program: the UNICEF program, Yuulettime celebration, mitten tree, holiday pageant, friendship day, Easter activities, kids for kids, volunteer orientation, teacher chats, and Sunday classes.

This wheel also moved us forward as our program has grown in numbers (a 10% increase in children registered to 252) and scope. We established a promising new relationship with the Next Door Foundation (NDF) — replacing our relationship with Cass Street School. Two book drives for NDF garnered more than 1,000 books.

We are co-sponsoring, with the Families Committee, First Church's participation in NDF's "Walk for Children" in May. Committee member Mary Jo Mueller is liaison to the Morter Lecture Committee and created an avenue for children's participation in the May 1 Morter Lecture.

The CRE Committee goals this year also had perennial and annual aspects. Our first goal, "increase volunteer investment in program resulting in decreased no shows and last minute cancellations," was a hold-over from last year. We have made progress on this goal each year. Our second goal, "de-velop a three morning

services CRE Plan," derives from First Church's continued growth.

The staff and committee devoted considerable effort to adapting the CRE program to a new schedule.

This effort included not only logistical concerns, but also consideration of what is practicable. We cannot, for example, draft enough volunteers for three full complements of classes. Also considered was the effect of a shortened class period on the essence of the classroom experience: the creation of meaning and connection.

This ambitious program requires the time and talent of more than 100 classroom volunteers, the CRE Committee, and a paid staff. We are grateful for the hard work and leadership of Beryl Aschenberg, Director of RE; Elizabeth Miller, RE Administrative Assistant; and Julie Thompson, RE Program Coordinator. Committee members include Kirstin Anglea, Ann Buschhaus, Michelle Rich, Jon Etter, Julie Knox, Vashti Lozier, Karen Maher, John McNally, Shaun Navis, Mary Jo Meuller, Kim Smith, Katie Waydick, Laura Williams, and Mary Williams.

Respectfully submitted,
Ann Buschhaus, CREC Chair

Families Committee

The First Church Families Committee advocates for and supports an intergenerational community within the larger life of the church. The scope of the committee's work includes these areas:

- building an intergenerational community within the church,
- advocating for the inclusion

of families, children, and youth in the larger life of the church,

- developing social-concerns activities for families, children, and youth, and
- providing a trained child care foundation for church events and activities.

This year our committee was without a sitting chair, and so divided the responsibilities and still executed the traditional annual programs. These events were geared specifically for families and attempted to promote intergenerational connections within the congregation. The committee held its annual retreat in July to prepare for the forth coming year.

Annual Programs

The committee provided coordination, training and support for the child care providers who are available to assist with child care for various church events and activities.

The committee organized the annual Yuulettime gathering in December which included a potluck dinner, holiday games, dancing, stories and preparing bags of toiletry donations for the Open Door Café at St. John the Evangelist Church.

The Secret Friends Program brought together 36 intergenerational pairs from our church community for three weeks of letter writing and friendship. Six older children paired with younger children making it a total of 44 kids involved. Our attempt to have 100% of the adult friends to *not be* the parents of the participating

children was almost met and was an improvement from last year.

In collaboration with the Membership Committee, we have begun planning for the Annual Church Picnic set for Sunday June 12 to be held again at the Hawthorn Glen Nature Center.

New Projects

The committee gratefully accepted and participated as co-sponsors with the Economic Justice Committee for the DreamBikes event held in October at First Church.

Marketing

The committee met with Ruth Vonderberg of the Marketing Committee to discuss the direction of the group and to more closely look at our mission and our activities. The committee felt this was a positive meeting and it will result in further clarification of our goals and activities.

Respectfully Submitted,
Julie Thompson, REPC,
Staff Liaison
On behalf of the committee

Youth Steering Committee

The Youth Steering Committee (YSC) consists of adults and high school youth that oversee the senior high Religious Education program. Members are Kate Hayes, Luci Mueller, Anya Race, Ellen Kopplin, Michael Dellutri, Story Sandy, Kris Koneazny, Maya George, Lisa Gies, Bizzy Schultz,

SOCIAL JUSTICE

The year began (and we continue) with personnel challenges. We are indebted to Jerry Fredrickson who took over Table staffing for the first semester, and to Mark Gill for acting as interim Treasurer.

We launched three Action Groups this year: *UUs United for Social Justice through Common Ground*, *Fourth Friday Films*; and the *Community Justice Action Group*. Reports for two of the action groups follow.

My second and final year of leading the Social Justice Council ends as the council welcomes India McCause to the chair position.

Respectfully submitted,
Ean Behr

UUs United for Social Justice through Common Ground

The Common Ground Action Group is completing its first year as a social action group at First Church. We have 22 dues-paying members and 89 friends, all of whom receive a weekly news update via e-mail. We have three major campaigns on education, healthcare and foreclosures.

We presented "Common Ground

101 for UUs" in March and a "People in Crisis" workshop in May. For more information visit us on the First Church website at www.uumilwaukee.org

Rod DePue and Jerry Fredrickson,
Conveners

Fourth Friday Films

The Social Justice Film Team, a successor to a group of the SOS Project of the Environmental Committee, broadened its selections to include economic and other issues. This year we selected eight films to show as Fourth Friday Films -- The Reel Social Justice Series. We used the services of the Marketing Committee to prepare a brochure and flyers on our series.

Terry Wiggins, Convener

Economic Justice Committee

Nicholas Da Via chair;
Joel K. Boyd
Dot Sherman,
Gladys Derksen,
Rod DePue,
Judy Springer

The Economic Justice Committee has changed in some of how we operate in the 2010/2011 church year with six regular members, but with more individual people that get involved in leadership rolls in particular event or ongoing activities. The committee works with local shelters and on projects that promote awareness of economic justice issues in the

local and global community.

The Guest House

Volunteers prepared and served six Saturday evening meals to 65 men. Meals were organized by Jeanne and Bob Kollmeyer. Volunteers staffed the dispensary at the shelter on the second and fourth Thursday of each month. Over 100 volunteers participated.

Cathedral Center

Volunteers prepared and served a light meal and packed bag lunches for about 50 women and children four items a year: twice in June and twice in December. Meals were organized by Judy Springer. About 30 volunteers participated; we also had a violinist play during one of the December meals. We held a toiletry collection for the center in March. We collected toiletry items and Laura Glawe organized and delivered the items to the shelter.

Education and Awareness

On November 28 we held our Annual Fair Trade Bazaar in Max Otto Hall. "Trails to Bridges" returned as our vendor, offering a wide variety of handmade items made from artisans from the developing world the bazaar raised \$525 for Walnut Way, who sent volunteers and some kids from the program to speak about the organization. Over 20 church members helped out during the event and hundreds of church members came to the bazaar.

Bike Drive

We held a bike drive October 30 for DreamBikes, a non-profit company that teaches inner city youth early job skills and teaches them to fix and maintain bicycles as well as sales and customer service skills. We collected 28 bikes. DreamBikes estimated the total value of the bikes donated would be about \$2000. This bike drive was organized by Dot Sherman with help from the Families Committee and

Share the Plate is a way for us to deepen our generosity, to strive for balance between the inward-looking and outward-looking dimensions of our congregation, and to increase our social justice foot-

Children's RE Committee. About ten volunteers helped throughout the day.

Economic Justice Through the Arts

On February 26, the committee sponsored a classical music concert. Joel Boyd organized the event and 40 people attended on a snowy night. \$300 was raised for the music program of the Milwaukee Boys and Girls Club for music education and musical instruments.

The EJC will be having our fourth annual Just Music concert April 30. This year we are once again com-

bing it with the Morter Lecture series and it is field, "Music That Tells the Truth." Artist Robert Shetterly will also be speaking about his art display about people who tell the truth. There is a wide variety of musicians involved this year. The donations this year are going to Growing Power.

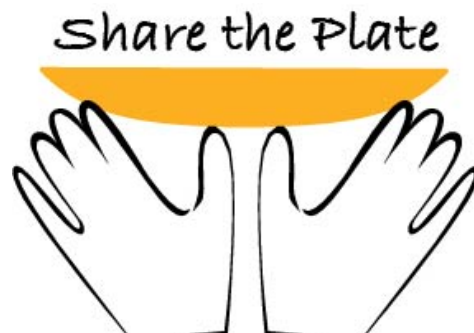
— Nick DaVia, Chair

Share the Plate

First Church joined the ranks of UU churches that give directly to the community by instituting a Share the Plate program in January. Fifty percent of non-pledge cash received in the collection plate every week is given to a different non-profit service agency each month. Share the Plate is a way for us to deepen our generosity, to strive for balance between the inward-looking and outward-looking dimensions of our congregation, and to increase our social justice footprint in the community.

Our congregation has shared its abundance with these local organizations (amounts include checks written directly to the organizations):

January: Ecology Center \$2011



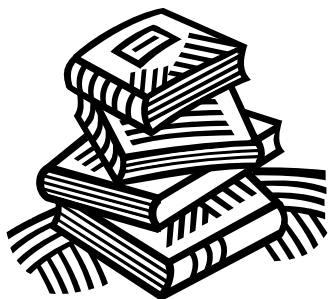
COMMITTEE RE-

Book Sales Table

The Book Sales Table assumed a totally new identity in April—it became a book shelf! A 7 foot tall, 3-sided shelf unit inexpensively purchased from a bookstore that closed is the new home for our selection of books on our UU faith, lifespan concerns, topics of current interest, and books authored by members of our congregation. The shelf makes the book display more eye-catching and professional, while eliminating the weekly unpacking, laying out, and repacking ritual of our volunteers.

Our annual Used Book Sale, held March 25-27, raised \$2553. The popular Friday night opening for members only attracted many readers for the second year.

The Book Sales Table, chaired by Lynn Tolcott and Nancy Pajewski, included many dedicated volunteers: Jo Ann Bachar, Gudrun Berger, Susan Comstock, Mary Kelsey, Kathy Kruse, Janet Nortrom,



Miriam Reading, Bill Schendel, Jo Schmidt, Lois Wesener, Kitty Willkomm, and Amelia Zurcher.

— Nancy Pajewski

Building and Grounds Committee

This past year our committee has been busy with a larger capital project and continuing maintenance requests.

The capital project addressed this year was repair of the apartment building parapet roof flashing and

many repair needs. Among the many maintenance projects they completed in the last year were:

- Front doors and hardware repairs
- Steeple sheet metal repair
- Investigate water damage in basement
- Apartment building condensate pump replaced

The capital items we are looking to address in the upcoming fiscal year are:

- Young Room column repair
- East elevation painting and repair
- Exploratory basement window well repair
- Apartment window sills repair
- Max Otto Hall stained glass window sill repair

We will also perform a Facilities Condition Survey and report this spring for use as a planning tool in the future.

—Joseph Schuller, Chair

A *As the Chalice Circle program continues to attract new and long-time members, it retains its flexibility to adapt to members' needs while maintaining its mission in small group min-*

tile work. We also tuckpointed the same building late spring 2010.

Church Administrator Jean Johnson managed this and all of the maintenance projects and we thank her for those efforts. Bill Frink and Christian Becker have been joined by Russ Drewry to help with facilities planning. Our new Senior Facilities Assistant Matt Bell has been very helpful with his abilities to assess and fix

Chalice Circles

As the Chalice Circle program continues to attract new and longtime members, it retains its flexibility to adapt to members' needs while maintaining its mission in small group ministry. Currently, eight Chalice Circles are meeting regularly, serving 70 church members. Associate Minis-

ter Dena McPhetres has joined Director of Membership & Development Kathy Porter as a second staff leader on the committee. The program has added Robert Szymanski as a coach, and after several years in leadership and training positions, Bronze Quinton and Byron Bloemer have retired, after preparing volunteers to take on these roles.

In an effort to further define the program, the Steering Committee has developed and approved new policies regarding requirements for participation, removal from Chalice Circles, and facilitator FAQs. Most recently, the committee completed a review and update of its covenant.

Promotion of Chalice Circles is a top priority, and the committee continues to provide regular announcements and articles for First Church media, presentations at Journey to Membership programs, and has introduced a new facilitator application form. Recruitment of facilitators remains a challenge, and a small number of Chalice Circles engage rotating facilitators as a leadership training opportunity.


— Ann Dee Allen, chair

Denominational Affairs

In my first year as Denominational Affairs Coordinator, I coordinated the attendance of over a dozen First Church members at the Gen-

eral Assembly (GA) in Minneapolis in June of 2010. We met after the event to share information and what we learned from that experience. Many of the attendees also wrote short articles about GA that were printed in some of this year's newsletters.

As Denominational Affairs Coordinator, I am also a member of the Southeastern Wisconsin Unitarian Universalist Congregations council (SEWUUC) and was asked to serve as its chairperson. We had a successful Fruits and Nuts sale in the fall resulting in many ads airing on local NPR radio stations. A vibrant and enthusiastic Steering Committee has been formed to coordinate a UU booth at PrideFest in June. We hope that many First Church members will participate. Attend-



ur church records are cataloged and housed at the UWM Libraries Archives. If there is something you'd like to see, just go to the Archives department in the breezeway between the East and West wings of

ing District Assembly is also on my calendar; other church members plan to attend, as well. As of this writing, it is not known how many will be attending the June GA held at the end of June 2011 in Charlotte, NC.

— Lois Wesener

Flower Committee

The purpose of the Flower Committee is to add the beauty of flowers to our Sunday services and to provide members an opportunity to participate in services through the language of flowers. The flowers are contributed most Sundays by members who dedicate these flowers in honor of birthdays, anniversaries, graduations, various accomplishments and memorials. The contribution per Sunday averages \$40. Our appreciation is extended to Florence Waterston for her creativity and time in making the arrangements that enhance the beauty of our pulpit every week.

— Paula Anderson

History and Archives

Looking for the newsletter where your membership was first announced? Trying to remember what your committee reported to the congregation 15 years ago? No, you don't have to rummage through dusty files in the church attic. Our church records are cataloged and

housed at the UWM Libraries Archives. You can go take a look at any time. If there is something you'd like to see, just go to the Archives department in the breezeway between the East and West wings of the library on the second floor. There is always

someone there who can assist you.

How do you know what is there? This website will take you to the catalog of the archives for our congregation. Have a look! You might see something that is worth a visit and some exploration. Can you make copies? Yes, if you see something that you want to copy, you can do that right in the office:

<http://digital.library.wisc.edu/1711.dl/wiarchives.uw-mil-uwmms0175>

New materials are added to the collection at the conclusion of each church year.

— Bonnie Withers

IT Committee

The First Church IT Committee is in the first complete year of being a full committee instead of a coordinator position. We have gathered a number of talented members working in the information technology field who assist with various projects. We are tech support for the employees and try to answer their technical questions when they arise.

Most of our work is done behind the scenes supporting the staff and computing infrastructure. Our most public accomplishment was the creation of a wireless network that allows public access to

the internet at First Church. The wireless network is also secured for staff use.

This year we installed new server hardware that will be used to run multiple virtualized servers. We installed three replacement computers running Windows 7 and Office 2010 software. We kept

In Fiscal Year 2010-11, the committee worked to grow church membership through external outreach as well as by working with other church groups and committees

the Church Windows software updated and are currently working on upgrading the Microsoft Exchange software used by the staff for email. We also ran occasional security scans for malicious software on computers that could have been infected.

We helped to facilitate changes to the church's phone and internet service provider. We also worked to move the church website to a new hosting company. We are partially done with a project to setup a phone on the wireless network for use by the facilities assistant, allowing them to answer incoming calls when elsewhere in the building.

— Allan Ries

Library Cart

Volunteers staff the library cart following each of the two Sunday morning services and function as an unofficial welcoming committee to visitors and new members who often gravitate to books because they don't know anyone in the Common Room.

Book titles on the cart reflect the diverse interests of our members in the areas of spirituality, morality, UU history and principles, social justice, philosophy, and more. The collection includes titles about world religions including Islam, Buddhism, Humanism, Judaism, and Christianity. Authors represented include Jimmy Carter and Barack Obama; Karen Armstrong and other religious scholars; Forrest Church, John Cyrus, Ephraim Nute, and other UU ministers; Billy Collins and Mary Oliver; and Robert Fulghum, Daniel Maguire, and Thich Nhat Hanh among many others. All books and library supplies are donated.

In 2009 we began a project to catalog the collection according to the Dewey Decimal System, which is familiar to users of the public library. That allows us to group books according to topic. It also allows us to print a list of books alphabetized by author and another list by title. This organization makes it easier for browsers to find a particular book.

Church members who wish to read a book "check it out" the old fashioned way using a card found in the book. When books are overdue, one of the volunteers phones

borrowers with a gentle reminder. We have lost quite a number of books over recent years; collection efforts may become more rigorous.

Chair: Linda Presto

Committee:

Scott Fraedrick, Kathy Kruse, Tony LoBue, Patrick and Barbara Patterson, Alan Ries, Laurie Petersen, Jane Cliff, Susie Persch, and Jeri Pearcy

Marketing Committee

In Fiscal Year 2010-11, the committee worked to grow church membership through external outreach as well as by working with other church groups and committees to promote their activities. We are currently working on a document that serves as reference for other committees and individuals to have up-to-date free methods to promote church events internally and externally. We worked hands-on to develop brochures and other materials for various committees. A major focus for the committee continues to be building the church's online presence. The First Church Facebook page sends out weekly updates to over 360 fans. We began implementing a usability test for the website. We also made subtle changes to the website to allow pod casts and other web-related information to be more prominently displayed and shared more easily within and

outside the church.

Another focus was the Winter Sermon Series, which was promoted via a three-mailing postcard series to 5,000 targeted area households. In addition, the committee developed outdoor banners promoting Summer Services and the church in general. Press releases regarding the dedication of our new solar panels and further projects related to the SOS campaign were submitted to local media outlets. We implemented a new committee structure with a focus on three areas: Internal Support, Digital Media and External Marketing. Allen Uebele will be committee chair starting next fiscal year.

The success of First Church is largely based on the talents and hard work of the volunteer efforts of our members. In order to make the need for volunteerism more visible, the Nominating Committee again assisted staff in a "Help Make Sundays Hap-

This year's committee members were Ruth Vonderberg, Sandy Siegrist, Phil Martin, Nate Norfolk, Allen Uebele and Kathy Porter.

— Nate Norfolk

Membership

Committee

The responsibility of the Membership Committee is to help with new member orientation, reception and overall welcoming. It promotes and maintains membership in the church community.

The Membership Committee had a good year, with the number on the committee increasing to 10. We determined that several changes should be made. One member from our committee is to

- greet at the glass door,
- help ushers if needed,
- be visible in the Common Room after each service, staffing the Member Services or Guest Table, and
- to be available to answer questions or to greet guests.

This is done on a schedule but we encourage all to greet guests after services.

Our newest endeavor was the formation of the Community Connection, a sub-committee. It is their responsibility to make certain that new members are made to feel welcome, answer questions new members may have, and direct them to the contact

people of groups that they may be interested in (Chalice Circles, Book Club, Choir, etc). All three Journey to Membership classes will have mentors. Evaluation of this program will be done before the start of the next church year.

Discussion is ongoing about ways to increase membership and also how to retain our current membership. We are always looking for new committee members with new ideas. Current committee members are: Judy Fons, Dianne Link, Sue Karp-finger, James Galasinski, Sharon DePue, Sally and Al Ferguson, Lisa Koneazny, Gretchen Neuwald and Lynda Lambert.

— Judy Fons

and the lower level. Children and youth were encouraged to create their own truth-teller portraits for

year were Lorraine Jacobs, Russ Drewry, Deb Solis, Mary Jo Mueller, Sharon Munson and

Cathy Ansay, Chair. We worked closely with our staff liaison, Church Administrator, Jean Johnson.

Together our group was able to identify and recruit about 60 church members to serve in leadership roles, including recommendations for new members of the Board of Trustees, chairs for our wide variety of church committees and co-

Ultimately it will be the members of our congregation who determine if we are truly able to fulfill our mission to be a caring community. It is the responsibility of each of us to respond with sensitivity and caring to

Morter Lecture Committee

A bequest from the estate of Irma Peuser Morter-Rohlfing (1908–2000) provides funding for First Church’s Morter Lecture series. As specified by Ms. Morter, the series is intended to focus on topics related to the theme of individual responsibility.

The year’s Morter Lecture event took place on May 1, 2011. Robert Shetterly, creator of *Americans Who Tell the Truth*, spoke about “Wendell Berry’s ‘Free’” at the three services. That afternoon, he facilitated an intergenerational conversation, “Stand Up for the Promise of America,” for children in grades four through eight, their parents, and other adults. Eighteen of Mr. Shetterly’s series of truth-teller portraits were displayed in the Leenhouts Gallery

display in the church.

Related event on April 30: A concert, “Music That Tells the Truth,” organized by First Church’s Economic Justice Committee as a benefit for Growing Power.

Serving on this committee from June 2010 to May 2011 were Will Fellows and Lisa Koneazny. We are grateful for the collaboration of other First Church groups and individuals, with special thanks to Leenhouts Gallery Committee, Religious Education Council, and Book Sales Table.

— Will Fellows and Lisa Koneazny

ordinators for several activities. In April these suggested individuals were submitted to the Board for their approval. Then, in accordance with church bylaws, the new nominees for Board of Trustees and Nominating Committee were presented to the congregation during the Annual Meeting, in May, for final approval.

The Nominating Committee began our process in the fall by contacting current leadership to introduce ourselves, gather information about their group’s status and to initiate a discussion about ongoing leadership succession planning. In early January we again reached out to update ourselves related to each committee’s need for assistance in establishing ongoing leadership for the 2011-2012 church year.

Nominating Committee

The members of the Nominating Committee for the 2010-11 church

Through a process of brainstorming, networking and collaborative creative thinking the Nominating

Committee identified church members whose background and skills made them a good fit for the open positions. Recruitment contacts were made and slowly our recommended leadership roster for coming year took shape.

The success of First Church is largely based on the talents and hard work of the volunteer efforts of our members. In order to make the need for volunteerism more visible, the Nominating Committee again assisted staff in a "Help Make Sundays Happen!" campaign, this May. The recruitment effort is aimed at encouraging all members to volunteer to help make our Sunday experience welcoming and enjoyable by filling roles such as Ushers, Coffee Hosts, and Coffee Hour table hosts.

The Nominating Committee urges all members, new and long established, to get involved in our First Church community by joining a committee or activity. It is only through your efforts that the many programs that make First Church such an inviting, interesting and stimulating place can continue to thrive. And it is only through your involvement that we can continue to grow the leadership we need to move First Church forward into a positive future.

The Nominating Committee would like to extend a sincere thank you to all who have served this year or have agreed to serve our congregation in the upcoming church year! And, I would like to say a heartfelt thank you to all the members of the Nominating

Committee who worked so hard to help assure the ongoing leadership of our church. It has been my privilege and pleasure to work with them.

— Cathy Ansay

talents, experience, and special training enable them to skillfully respond to fellow members in times of need. Our current PCA team consists of: Ann Dee Allen, Jo Ann Salomone Bishop, Tess Burkart, Javier Dorantes, Dan Haislmaier, Kathleen Collisson and

Mary Spyers-Duran. In the last 12 months this team has provided caring outreach to 86 of our fellow church members. Michelle Boehm is continuing for a third year in the important role as coordinator of the PCAs.

Pastoral Care Program

The purpose of the Pastoral Care Program is to create and foster a caring culture within First Church.

The program consists of five components: The ministers, the Pastoral Care Associates, the Pastoral Care Providers, the Pastoral Care Committee and the congregation. As the ministers of our church, Drew Kennedy and Dena McPhetres provide leadership and resource to the program as well as direct pastoral care when indicated. Dena serves as a member and advisor to the Pastoral Care Committee and attends regular monthly meetings of the Pastoral Care Associates. She is available for consultation and assistance to all involved.

The Pastoral Care Associates (PCAs) serve as extensions of the ministers within our large congregation. They are members whose

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The Pastoral Care Providers (PCPs) contribute concrete services to church members in need. Mary Vigdor has continued to provide able leadership and coordination of this function. This year 28 church members reached out with meals, transportation, grocery shopping and other services to their fellow members in need.

The Pastoral Care Committee's purpose is to coordinate the functions of the program as well as look for new areas for expansion of our caring mission. The committee has been co-chaired by Jeanne Lowry and Melinda Vernon.

Ultimately it will be the members

of our congregation who determine if we are truly able to fulfill our mission to be caring community. It is the responsibility of each of us to respond with sensitivity and caring to fellow members who may be going through a painful or stressful time in their lives. If you know of someone who may appreciate additional outreach or services, please contact Drew, Dena or any member of the Pastoral Care Program.

— Melinda Vernon

Personnel Committee

The work of the Personnel Committee for church year 2010-2011 seemed to come seasonally. The committee's fall focus was on Jim Klingbeil's failing health, and upon his resignation, the consideration of candidates and the eventual hiring of a new Senior Facilities Assistant, Matt Bell.



Early in the year, committee member Tracy Buss expressed concern that she lacked sufficient time to commit to the work. It was agreed that she would step into a consulting role in which she was included on all committee communications and make meetings when possible. Eventually, she decided to fully resign. The committee elected to continue without a replacement for Tracy.

Drew consulted the committee over the winter regarding changes to the staff leave policy. The com-

mittee suggested minor modifications, and then agreed in principle with the recommendations that were subsequently developed and delivered to the board. In the Spring, the committee shifted focus to salary recommendations for the upcoming year and other long range benefits questions. After consulting data from UUA and other sources, the committee made a strong statement to the board of directors and the Financial Committee regarding the importance of offering attractive salary and benefits to the employees of the church. We suggested a 5% increase, and set expectations to plan for 3-6% increase for the next few years.

The committee is also completing research into the possibility to offer flexible spending account for medical expenses, or similar account, as a supplemental benefit for full and part time employees. Final recommendations will be made later this year.

The committee is concluding the year with a *Chanticleer* article highlighting the impact of the church's larger financial challenges on our strong and talented staff team in a positive call to action. The committee feels strongly that it is in the congregation's interest to ensure that

First Church is an attractive and stable place to work for many years to come.

Cheryl Maranto and Nicholas Hayes have each completed a three year term, and will be stepping down. Beth Aldana will continue in the committee into 2011/2012 and through the completion of her term.

Chairperson

Nicholas Hayes

Committee Members:

Cheryl Maranto, Beth Aldana, Jean Johnson staff liaison

— Nicholas Hayes

PlayTime Group

On a monthly basis an article was printed in the *Chanticleer* with information on the plays, musicals and presentations by church members and/or children. Not only did this give some well-deserved publicity to the talented

Our broad mission is to instill a culture of generous giving within the congregation and undertake work that nurtures, promotes and builds re-

within the church, but also led many to attend these events. The group event this year, LIBERACE!, starring Jack Forbes Wilson was attended by over 65 people on December 4. Jack was the

sole performer in this new play and as usual, he did an outstanding job! With over half of the Stackner Cabaret filled with First Church friends, we knew he could feel the love!

— Lois Wesener

Pulpit Guest Committee

The purpose of the Pulpit Guest Committee is to – yep, you guessed it – find pulpit guests to provide high quality, thought-provoking services with spiritual depth when our ministers are not conducting services, and when a service has not been previously designated as a Pulpit Exchange, Religious Education Sunday or Youth Sunday, for example.

Committee members find and coordinate with pulpit guests, assisting with the order of service details, honorarium, information for the *Chanticleer*, and connecting with the Music Directors and Worship Associates.

The committee is active year-round, playing an important role attracting and selecting member-led proposals for summer services, and coordinating guest ministers for summer services.

Committee members for the 2010-2011 year were Andy Agacki, JoAnn Bishop, and Robert Szymanski, with the Rev. Dena McPhetres acting as chair “pro-tem” and staff liaison. In the fall, Andy Agacki left the committee and in the spring, Paul Kosidowski and Patricia Witt joined the committee.

— Dena McPhetres

Simple

Sunday Suppers

Coming into the 2010-11 church year, the staff believed that it could be helpful to once again offer some kind of meal after the Sunday 4:30 service. With the thoughtful and experienced help of Jean Johnson, Church Administrator, we were able to work out a plan for soup, bread and dessert suppers with no reservations required.

Kathy Papineau, owner of Localicious, was contracted with to provide us with two different soups each week along with bread from Breadsmith, and a donated dessert. Kathy makes a sincere effort to use local products as much as she can and the soups were well received. Initially, with attendance higher at the third service, we had 50-65 attending the suppers; after January the numbers dropped to around 25-30.

We asked for a \$3-\$5 donation and, while we’re running in the red a bit at the end of the church year, the feeling is that the program has been very worthwhile. The diners eat soup and break bread together as they get to know each other. The children involved with the “Singing the Journey” religious education program with Julie Thompson often led us with a “blessing” or a song.

Special thank you to Terry Wiggins and Sally Miles Heuer for sharing the lead volunteer job; to the many volunteers who stepped up to serve soup and clean up; and to the Facility Coordinators,

especially Matt Bell, for set up and coordinating the clean-up detail in the kitchen.

— Lois Wesener

Stewardship Committee

The Stewardship Committee was formed in August 2009 to replace the Canvass Committee, which had responsibility for the annual pledge drive in past years. Our broad mission is to instill a culture of generous giving within the congregation and undertake work that nurtures, promotes and builds resources which enable the church to fulfill its ministry.

To this end, the committee built upon activities begun last year:

- Publishing articles in the *Chanticleer* about being good stewards in our own lives and in the church.
- Improving the Stewardship section of the church website, including video of Jeff Percy’s thoughts about the ripple effects of stewardship.
- Recruiting church members to share “Stewardship Moments” during church services; members spoke from the heart about why they value First Church.
- Organizing church leaders to have one-on-one discussions with newer members about their experiences at the church.
- Organizing small group dinners where members talked with Drew about what the Church has accomplished un-

der Vision 2010 and possible changes ahead.

- Continuing to build a 7-year picture of giving patterns at First Church, so we can design a pledge drive that will provide the financial resources the church needs to continue its programs.
- Developing a brochure which summarized the Vision 2010 plan and accomplishments to date; and presented church finances since 2005 in a user-friendly way and explained why we need to raise the baseline of pledges this year and for the next two years.

Overall Strategy

Stewardship co-chairs met with the ministers, the Board of Trustees, and the Finance Committee to understand the current financial situation at First Church so we could "make the case" to the congregation. The essential message is that over the next three years, we must grow our baseline level of pledge income by \$150,000 to replace our dwindling Thrive Drive Fund and to sustain the level of activities developed under Vision 2010.

We decided on the goal for 2011-12: increasing the pledge income by \$50-60,000 and using a theme of "Step Up to the Plate."

Pledge Drive Philosophy

The committee does not know the "right amount" for any particular member to pledge; but the committee can say what the church needs in total pledges to meet the goal. This year, using the giving patterns at First Church, we developed what is called a "Hoped For

Gift" amount that we asked each household to consider, based on their past giving.

Pledge Drive results to date.

As of April 21, 2011, 455 households (76%) have pledged \$628,923. This represents an increase of \$36,452 or 6.2% compared to the 2010-11 pledges of these 455 households. 50.1% of these households increased their pledge, 33.4% pledged the same, and 16.5% reduced their pledges.

— Sally Lewis
and Larry Salsbury

Womanspirit

Womanspirit is our connection to the Unitarian Universalist Women's Federation. It also links us to the Central Midwest District Woman and Religion Committee. Our mission is to join together for mutual support, personal growth, and spiritual enrichment. We welcome UU women of all ages to attend our monthly meetings and celebrate the meaning of our lives through music, ritual, social justice work and social activities.

In the Fall, we encourage women to join for a nominal membership fee that supports our national and district offices. National dues help advance justice for women through education and advocacy and also provide scholarships to members attending conferences. Our programs vary in topic and are open to everyone in our church.

The congregation of The First Unitarian Society of Milwaukee affirms and promotes the full participation of persons in our activities without regard to race, color, gender, physical or mental challenge, sexual identity or orientation, age, class, national origin, or ancestry. Indeed, we are interested in actively promoting