

**ANNUAL REPORT**  
May 20, 2007



**FIRST UNITARIAN CHURCH**  
101 East North Shore Drive

South Bend, Indiana 46617

**First Unitarian Church of South Bend, Indiana**  
**Annual Congregational Meeting**  
**May 20, 2007**

Call to Order

Determination of Quorum

Invocation

Approval of May 21, 2006 Minutes (Annual Meeting)

Minister's Report

Presiding Person's Report

Approval of Revision to By-laws

Approval of Resolution to Implement the Endowment Fund

Treasurer's Report

Approval of 2007-08 Church Budget

Election of Officers and Trustees for 2007-08

Approval of 2008 Nominating Committee

Board Recognition

Other Business

Adjournment

**First Unitarian Church South Bend**  
**Annual Meeting, May 21, 2006**  
**Draft**

The Annual Meeting of the First Unitarian Church was called to order by president Gary Metzler. The secretary determined from the sign-in sheet that a quorum of over 15% of the members was present. Jim Curlee moved that the minutes of last year's annual meeting and the minutes from the special congregational meeting held last September be approved as printed in the Annual Report. Bob Schuman seconded and the motion carried.

Minister's Report. Rev. Lisa Doege reported on the year's highlights, including the continuation of the Saturday afternoon service through last weekend. Although the service had a loyal following, the actual number attending was too low to justify continuing next year. She mentioned the extra meetings the board held to work on developing and implementing goals for the Strategic Plan adopted last year. She especially thanked Carlton Higginbotham and Mary Beth Dickey for all their work this year.

President's Report. Gary Metzler reported a relatively quiet year. The exception has been the Sunday morning discussion groups which have been a great addition to the adult R.E. program

Treasurer's Report. Eric Morgan reported two major issues from this past year. The first is that we are losing money with continuing deficit budgets. We can't cut expenses enough to make a difference, so we need to do one or more of the following: increase pledges, increase membership, and/or generate money from outside the congregation with fundraisers. We have also been having problems with the IRS due to mistakes made in filing 2001-2002 forms. Our consultant, a former IRS agent, says the issue can be resolved, but the board recommends having professional help to handle our taxes. Barbara Williams suggested we use a payroll service rather than an accountant. Budget for 2006-2007. Kate Egerton presented the proposed operating budget for 2006-2007, which is a deficit budget. She moved that the proposed budget be accepted. Florence Klecka seconded the motion. In the discussion that followed, Gary pointed out that we had also received pledges of \$7,800 for a capital fund for painting, signage, and audio-visual equipment that had not been included in the budget. Dave Wistreich then moved that discussion be closed. Bob Schuman seconded and the motion carried with three opposed. Dave then moved that the budget be approved. Jim Curlee seconded and the motion carried with two opposed.

Board Nominations for 2006-2007. The nominating committee, Barb Carmichael, Kathy Vetter and Dave Wistreich, presented a slate for the Board of Trustees:

Vice President: open for nomination from the floor  
Treasurer: Kathy Vetter, finishing Eric Morgan's term  
Secretary: Anne Mannix  
Trustee: Mary Hagen  
Trustee: Rich Wallace  
Trustee: Kathy Curtis, finishing Kate Egerton's term

Nominations from the floor were then requested. Elizabeth Scarborough nominated Gary Metzler for the position of Vice President, which he agreed to accept. Kathy Vetter seconded. Jim Curlee

moved that the nominations be closed and the secretary be instructed to cast a unanimous ballot; Bob Schuman seconded and the motion carried.

2006 Nominating Committee. On behalf of the Board of Trustees Bob Cope nominated the following for the 2007 nominating committee: Dale Gibson, Alice Bentley, and David Wistreich, with Eric Morgan as an alternate. Chuck Leone moved that the board's selections be approved. Kate Egerton seconded and the motion passed.

All-Church Project. There were no nominations for an All-Church Service Project this year. Dale Gibson moved that in lieu of an actual project, members of the congregation will engage in a thorough discussion of what a project can mean, how to carry it out, etc. Barb Carmichael seconded, and the motion carried unanimously.

Volunteer of the Year Award. This went to Maureen Wijnen, for her frequent contributions of homemade food for coffee hours, the Service Auction and other activities, and for running a very successful bake sale at the R.E. rummage sale.

Other Business. Dale Gibson expressed concern about recent deficit budgets and urged the Board of Trustees to have a balanced budget next year.

There being no further business, Elizabeth Scarborough moved for adjournment, and Kate Egerton seconded..

Respectfully submitted,

Alice Bentley  
Secretary

**Minister's Report**  
**Annual Meeting**  
**May 20, 2007**

This year in many ways has been unremarkable. We've quietly gone on our way, holding services, Sunday school and other programs; no outstanding initiatives to call to attention. Yet, the Sunday morning Forum, started last year, continued to be highly successful. We added the popular Dharma talks on Tuesday evenings. The service auction was one of our most successful ever. For the second year in a row we underwrote programming on WVPE; this year in cooperation with neighboring UU congregations—an effort coordinated by Cindy Benedict. And a caring team of dedicated volunteers made certain that Bev Tudor's final weeks were not lonely ones. Some church years are like that. Quieter than others, with only small events to punctuate the passing of time.

A major punctuation mark in this year was the announcement of my resignation in the middle of February. It is with a growing bittersweet sense of nostalgia that I sit down to write this my final annual report as minister of First Unitarian Church of South Bend. It has been my honor and privilege to serve as minister of this congregation for eleven years. We have passed through much together in these eleven years, grown, deepened, and expanded in spirit. We've welcomed new members, mourned the loss of beloved members now gone, celebrated the births of children, rearranged our meeting space, added and disbanded a service, hired a DRE, replaced our roof, added pews, tried out scores of new programs, held eleven service auctions, eleven Christmas Eve services, eleven Water ceremonies, eleven Flower Ceremonies, and witnessed this congregation's first ever ministerial sabbatical.

This is the stuff of church life—ordinary church life, yet extraordinary because it has been our life together. These have been precious years, which have shaped the minister I have become and will be for the rest of my professional life. I can't thank you enough for the tough and gentle ways you have guided me through my first ministry, teaching me what it means to minister in the Unitarian Universalist tradition. The gracious and generous ways you welcomed me into your homes and into your lives, the thoughtful and challenging ways you listened to and responded to my sermons, the playful and joyful ways you demonstrated your spirit of love, the understanding way you granted errors, mistakes, blunders, and misjudgments forgiveness—all these and more have not gone unnoticed, unappreciated, unloved.

At the end of next month we move on in separate directions, you and I. This is an opportunity for us both to grow in ways we couldn't grow together. I'm excited about the possibilities for each of us. I look forward to following your development in the newsletter. May the years to come be a time of great fruitfulness for you.

I will always carry you in my heart. The babies I've dedicated, the people I've memorialized, and all of you I've gazed at Sunday after Sunday in the congregation. You populate my dreams and my prayers. That will not change when I leave South Bend.

Yours in the spirit,

*Lisa*

**Presiding Person's Report**  
**Annual Meeting**  
**May 20, 2007**

We are very pleased with the increased role of the adult RE program, not that the board takes direct credit for the success of that program. Of course resignation of our minister has our heads spinning as a group, but we are hoping to use the upcoming transition as a time to study our church's strengths and needs and make ourselves even stronger than we are now.

We have dealt with the 2002 IRS concerns this spring, paying a fine for improper submission of tax forms. We actually are still talking with them about similar mistakes since 2002, but feel confident we can correct our own tax errors.

The Interim Search committee began its work on finding an appropriate Interim Minister. Committee members are: Kathy Curtis, Tom Platt and Bill Skidmore.

The Search Committee has been formed and is just beginning the process of selecting a Settled Minister. Committee members are: Jerry Brooks, Barb Carmichael, Florence Kle ka, Elizabeth Scarborough, Sue Schumacher, Elena Wake, and Dave Wistreich.

Respectfully Submitted by

Gary Metzler  
Vice President  
Presiding Person

## Endowment Fund By-law Revisions

The Church's Endowment Task Force has prepared a proposed amendment to the By-laws of the First Unitarian Church to be presented to the Congregation at the congregational meeting in May, 2007. The Board of Trustees reviewed the proposal on March 14, 2007, and it will be submitted to the Congregation in the following form:

### Article XII. Endowment Fund

1. The Board of Trustees shall ~~create~~ maintain an Endowment Fund to operate in a manner consistent with the purposes for such fund as established by the members of the congregation.

2. The purposes of the First Unitarian Church Endowment Fund are to assure the long range financial future of the Church, to help the Church manage and survive financial emergencies and to fund capital needs and special projects that further the mission of the Church.

3. The procedures for governance of the Fund shall be established by the Board of Trustees and shall include:

- a) policies for the protection of the assets of the Fund,
- b) procedures for recommendations for use of the Fund, and
- c) procedures for reporting to the Congregation on Fund activity

4. All expenditures from the Fund shall be subject to the provisions of the By-Laws relating to expenditures in general. All expenditures from the principal of the Fund shall be subject to congregational approval.

5. An Endowment Committee of three members shall be elected by the members of the congregation at the annual meeting. The committee will serve to encourage, accept, acknowledge, manage and invest money and other assets donated or bequeathed to the Church for endowment purposes. Committee members must be members of the congregation but may not concurrently serve as members of the Board of Trustees.

Key: Words added ~~Words deleted~~

Task Force members are Elizabeth Scarborough, Dale Gibson, Anita Morse and Chuck Leone.



**A. RESOLUTION TO IMPLEMENT THE  
ENDOWMENT FUND**

WHEREAS, stewardship involves the faithful management of all the gifts we have been given—time, talents, the created world and money, including accumulated, inherited, and appreciated resources; and

WHEREAS, the religious mission and work of this congregation may be supported through the transfer of property (cash, stocks, bonds, real estate), charitable bequests in wills, charitable remainder and other trusts, pooled income funds, charitable gift annuities, and assignment of life insurance and retirement plans; and

WHEREAS, it is the desire of the Congregation to encourage, receive, and administer such gifts in a manner consistent with the loyalty and devotion expressed by the grantors and in accord with the policies of this congregation; and

WHEREAS, a new and separate fund known as the ENDOWMENT FUND (hereafter called the “FUND”) was authorized by amendment to the congregation’s By-laws in annual meeting assembled in May 2003;

THEREFORE BE IT RESOLVED, that

the purpose of this FUND is to enhance the mission of First Unitarian Church of South Bend, Indiana, apart from the general operation of the congregation.

no portion of distributions from the FUND shall be used for the annual operating budget of the congregation;

only in particular, temporary, difficult circumstances, and where integrity of gift restrictions permit, may this congregation, by action in meeting assembled, use FUND distributions for its own operating or support services; and

except where specifically authorized otherwise in the terms of a gift, authorizations for distributions from the FUND may be made annually, in amounts not to exceed 5% of the average fair market value of the FUND over the previous four complete quarters.

BE IT FURTHER RESOLVED, that the Endowment Committee (hereinafter called the “COMMITTEE”) shall be the custodian of the FUND; and

BE IT FURTHER RESOLVED, that the following Plan of Operation sets forth the administration and management of the FUND.

## **B. PLAN OF OPERATION**

### **1. The Endowment Committee**

The COMMITTEE shall consist of three (3) members, all of whom shall be voting members of First Unitarian Church of South Bend, Indiana. No member may serve concurrently on the COMMITTEE and the Church Board of Trustees (hereafter called the "BOARD". Except as herein limited, the term of each member shall be three (3) years.

Upon adoption of this resolution by the Congregation, it shall elect three (3) members of the COMMITTEE: one (1) for a term of three (3) years; one (1) for a term of two (2) years; and one (1) for a term of one (1) year. Thereafter, at each annual meeting, the Congregation shall elect the necessary number for a term of three (3) years.

The Nominating Committee of the Congregation shall present new members for the COMMITTEE to be elected at the annual congregational meeting in the same manner as for other offices.

No member shall serve more than two consecutive three-year terms. After a lapse of one (1) year, former COMMITTEE members may be re-elected

In the event of a vacancy on the COMMITTEE, the BOARD shall appoint a member to fill the vacancy until the next annual congregational meeting, at which time the Congregation shall elect a member to fulfill the term of the vacancy.

The COMMITTEE shall meet at least quarterly, or more frequently as deemed by it in the best interest of the FUND. A quorum shall consist of all three members. The COMMITTEE shall select from its membership a chairperson, financial secretary, and recording secretary. The chairperson, or member designated by the chairperson, shall call and preside at all meetings.

The recording secretary shall maintain complete and accurate minutes of all meetings of the COMMITTEE and supply a copy thereof to each member of the COMMITTEE. Each member shall keep a complete copy of minutes to be delivered to her or his successor. The secretary shall also supply a copy of the minutes to the Church Board.

The financial secretary shall assist the church's treasurer in maintaining complete and accurate books of accounts for the FUND.

Recommendations to manage and control the assets of the FUND are to be made by the COMMITTEE, in such manner as they deem wise and prudent, for approval by the BOARD, with subsequent execution by the delegated member of the COMMITTEE as necessary. Investment management shall be provided through the UUA General Investment Fund, where newly acquired assets funds will be transferred on a quarterly basis, according to the agreement signed in September 2005.

The COMMITTEE shall report to the BOARD on a quarterly basis and provide a written report to the Congregation at the annual meeting.

## **2. Distributions**

The COMMITTEE shall abide by and keep a record of the terms and restrictions of all gifts to the FUND and shall determine what is principal and income according to accepted accounting procedures.

Lifetime and testamentary unrestricted gifts to the FUND shall accumulate until a fair market value of \$150,000 is achieved, after which annual distributions may commence. However, should the fair market value of the FUND decline to less than \$150,000, distributions shall be made only upon a 2/3 majority vote of approval of the members present from the Congregation.

Expenditures from the FUND shall be recommended by the COMMITTEE and approved by the BOARD for presentation to the Congregation at the annual congregational meeting. Suggestions or requests for funding are to be submitted to the COMMITTEE by March 1 of each year. Such requests may be submitted by church members, other committees, or the BOARD.

Authorization for annual expenditures shall be made upon a 2/3 majority vote of approval of the members present from the Congregation at the annual meeting. In the event of an emergency, distribution may be made by a 2/3 majority vote of approval of the members present from the Congregation at a specially called meeting.

## **3. Amending the Resolution**

BE IT FURTHER RESOLVED, that any amendment to this resolution, which will change, alter, or amend the purpose for which the FUND is established shall be adopted by a 2/3 majority vote of the members present at an annual meeting or a meeting called specifically for the purpose of amending this resolution.

## **4. Disposition or Transfer of FUND**

BE IT FURTHER RESOLVED, that in the event that First Unitarian Church of South Bend, Indiana ceases to function as an active congregation with property still held by the Unitarian Universalist Association under the agreement signed on September 26, 2005, thereafter such remaining property shall forever become the property of the Association to be held by the Association for its general purposes.

## Treasurer's Report 2006-2007

Kathy Vetter

It has been a busy year from a financial point of view. In addition to my regular activities of signing checks, completing tax forms and reviewing monthly reports, there were many additional tasks. I've outlined below the most important areas that I've addressed in consultation with the Finance Committee.

**Operating Budget** - We once again were working on a deficit budget. Although in the past some deficit budgets have ended up "in the black" that has not been the case in the last few years. My projections for this year's budget indicate we may indeed end up with a deficit of \$4000 or so. However projections are only projections, so if we are able to collect all of our pledges and keep our expenses down, we may end up even or slightly ahead. Based on our pledges to date, for this coming fiscal year we are again proposing a deficit budget. In the future I hope the financial commitments of our members and friends more closely match the expenses we incur for the level of programming and upkeep of the building we have become accustomed.

**Non-Operating Funds** - To better manage our non-operating funds, including our unrestricted savings, we opened a separate interest-earning checking account. This allows us to reduce the number of CDs we hold and write checks from these funds directly. The Finance Committee has also prepared a policy for handling these funds that will be considered by the Board of Trustees.

**Endowment Fund** - In Fall 2005 our Endowment fund was seeded with \$2000 from our 2004-05 anonymous donation (of \$10,000). It is now invested in the UUA's General Investment Fund, and has grown both from earnings and additional contributions. *We are most grateful for the matching \$1000 donation challenge of an anonymous donor.* We exceeded the challenge by \$950, allowing us to make \$3950 deposit to our Endowment Fund. An additional \$215 was deposited at the end of March. -- Many thanks to the anonymous donor for her/his \$2000 contribution, as well as all those members and friends who responded to the challenge. -- Also many thanks to the hard work of an Ad-hoc Endowment Committee (Dale Gibson, Chuck Leone, Anita Morse & Elizabeth Scarborough) who wrote by-law changes and an Implementation Resolution the Board has approved for a vote at the Annual Meeting.

**Capital Campaign Fund** - Our capital campaign of last spring resulted in pledges of \$8,305 of which we have received \$7,145. To date we have spent \$3,859 for the purchase of LCD projector and the much-needed painting of the exterior of our building.

**Tax Problems** - A good deal of my time was spent working on clearing up our tax problems from the last few years. I am happy to report there has been some progress. I have verbal notice that our 2002 tax problems will be cleared without owing any further money. We are still waiting for resolution of other years, but these were much less serious problems than those of 2002.

**Bequests of Beverly Tudor** - This year we lost our dear friend Beverly Tudor. In addition to our wonderful memories of Bev in our hearts and minds, we are blessed with her legacy of generosity. As a beneficiary of an IRA account we received over \$68,000. We are expecting additional funds from her estate. Until the Board of Trustees has determined the final disposition of the bequests (e.g., to Endowment and/or Building Fund), we are holding these funds in a high yield savings account.

My personal thanks to Elizabeth Scarborough and Fern Hamlin our non-Board Members for their active participation on the Finance Committee, as well as the regular participation of our President, Bob Cope and Lisa Doege.

**First Unitarian Church South Bend  
Final Summary  
2005-2006 Operating Budget**

Item	Actual 05-06	Budget 05-06
Next Year Pledges	1,560	4,000
Pledges	77,466	86,000
New Pledges	315	1,200
Prior Year Pledges	2,369	2,000
Sunday Collection	4,646	5,500
Coffee Collection	58	200
Rentals	156	200
Service Auction	8,493	10,000
Other Fund Raisers	8,071	3,000
Newsletter	437	100
Retreat	0	500
Special Collections	6,027	0
Miscellaneous	926	0
<b>Total Income</b>	<b>110,522</b>	<b>112,700</b>
<b>Expenses</b>		
Special Collections	5,794	0
Insurance	2,223	2,500
Cleaning Service	1,713	1,683
Bldg. Supplies	241	600
Bldg Maintenance	214	2,000
Pest Control	608	600
Grounds Committee	340	501
Gas	3,561	4,000
Electric	1,390	1,400
Telephone	767	750
Water & Trash	774	850
Admin. & Office	1,393	1,700
Copier Lease	3,878	3,900
Postage	627	1,000
Payroll Taxes (7.65%)	1,097	1,161

Item	Actual 05-06	Budget 05-06
S&S Services Committee	326	1,600
S&S Services Supplies	145	300
Board of Trustees	195	100
Membership	127	250
Retreat	144	500
Social Committee	64	200
Coffee/Tea	62	200
Care Committee	49	200
Denom Dues & URC	7,910	8,023
Finance Committee	0	100
Canvass	146	300
Fundraising - Auction	542	500
Fundraising - Other	4,449	250
Leadership	0	500
Director of Religious Ed	1,471	1,500
Youth RE Committee	1,042	1,750
Adult RE Committee	20	100
Child Care	584	1,000
M's Salary & Housing	44,480	44,480
M's in lieu of FICA	3,420	3,420
Minister's Expense	4,862	4,862
Minister's Pension	5,278	5,363
Minister's Insurance	7,287	7,800
Discretionary Fund	200	200
Secretary's Wages	10,839	11,000
Secretary's Pension	1,425	1,522
Community Outreach	0	100
Marketing Committee	0	250
Music	73	150
Peace & Justice Comm	0	250
Misc	272	0
<b>Total Expenses</b>	<b>120,032</b>	<b>119,415</b>

**2005-2006 Operating Budget Outcome**

Total Income	\$ 110,522
Total Expenses	\$ 120,032
Net Deficit	\$ 9,510

Note: *Other Fund Raisers* income line includes gross income from Christmas Tree Sale, with full cost of trees included in *Fundraising - Other* expense line.

**BALANCE SHEET**  
as of April 30, 2007

**BANKING AND INVESTMENT ACCOUNT BALANCES**

Cash Accounts	\$ 10,993
Money Market	0
Checking Balance	10,993
Investment & Savings Accounts	\$ 92,815
A.G. Edwards	7
Endowment (UUA)	6,500
Ultra Savings (Tudor/building holding fund)	75,593
CD Building Fund ***294 (renewal 11/07)	10,115
CD Sabbatical Fund ***312 (renewal 8/12/08)	600
<b>TOTAL CASH AND INVESTMENTS</b>	<b>\$ 103,808</b>

	YTD Actual	Annual Budget
Income	\$ 96,117	\$ 112,200
Expenses	\$ 90,916	\$ 120,820
Net	\$ 5,201	\$ (8,620)

Item	Year to Date			Annual Budget
	Actual	Budget	Difference	
<b>INFLOWS</b>				
109 - Next Year Pledges	0	2,500	-2,500	3,000
110 - Pledges	70,584	71,667	-1,083	86,000
111 - New Pledges	672	833	-161	1,000
115 - Prior Year Pledges	5,172	1,667	3,505	2,000
120 - Loose Offering	4,416	4,583	-167	5,500
125 - Coffee Collection	11	83	-72	100
130 - Rentals	163	167	-4	200
143 - Service Auction	11,042	8,333	2,709	10,000
145 - Other Fund Raisers	2,767	2,917	-150	3,500
170 - Newsletter	217	333	-116	400
175 - Retreat	0	417	-417	500
196 - Special Collections	723	0	723	0
199 - Miscellaneous	350	0	350	0
<b>TOTAL INFLOWS</b>	96,117	93,500	2,617	112,200

Item	Year to Date			Annual
	Actual	Budget	Difference	Budget
<b>OUTFLOWS</b>				
201 - Special Collections	723	0	-723	0
210 - Insurance	2,094	2,083	-11	2,500
220 - Cleaning Services	1,232	1,403	170	1,683
230 - Bldg Supplies	318	333	15	400
240 - Bldg Maint Committee	199	833	634	1,000
241 - Pest Control	529	550	21	660
245 - Grounds Committee	0	333	333	400
310 - Gas	3,056	3,333	278	4,000
320 - Electric	1,175	1,167	-8	1,400
330 - Telephone	615	625	10	750
340 - Water & Trash	745	708	-36	850
410 - Admin & Office	1,084	1,583	500	1,900
415 - Copier Lease	3,099	3,333	234	4,000
420 - Postage	828	667	-161	800
430 - Payroll Taxes	950	968	18	1,161
510 - Sunday Service Committee	525	500	-25	600
511 - Sunday Service Supplies	280	250	-30	300
610 - Board of Trustees	0	0	0	0
710 - Membership Committee	217	208	-9	250
715 - Retreat	230	417	187	500
720 - Social Committee	60	0	-60	0
725 - Coffee & Tea	71	83	12	100
740 - Care Committee	90	167	77	200
745 - Peace & Justice Committee	0	83	83	100
750 - Denom. Dues & URC	5,508	6,438	930	7,725
760 - Finance Committee	214	500	286	600
761 - Canvass	67	167	100	200
766 - Fundraiser - Svc Auction	211	417	205	500
769 - Fundraiser - Other	0	208	208	250
770 - Leadership	0	417	417	500
809 - DRE honorarium	1,193	1,325	133	1,590
810 - RE	873	1,458	585	1,750
811 - Adult RE	50	83	33	100
812 - Background Checks	131	500	370	600
815 - Child Care	503	1,000	497	1,200
910 - Minister's Salary & Housing	38,004	37,998	-6	45,598
915 - in lieu of FICA	2,907	2,936	29	3,523

Item	Year to Date			Annual
	Actual	Budget	Difference	Budget
930 - Minister's Expense	1,563	4,173	2,611	5,008
940 - Minister's Pension	4,560	4,603	43	5,524
945 - Minister's Insurance	5,445	7,500	2,055	9,000
950 - Discretionary Fund	0	167	167	200
960 - Secretary	9,428	9,442	14	11,330
965 - Secretary's Pension	1,286	1,307	21	1,568
970 - Community Outreach Comm	0	83	83	100
976 - Marketing	38	208	171	250
980 - Choir & Other Musicians	127	125	-2	150
999 - Miscellaneous	690	0	-690	0
<b>TOTAL OUTFLOWS</b>	90,916	100,683	9,768	120,820
<b>BALANCE</b>	5,202			

#### Non-Operating Funds – 1<sup>st</sup> Source Money Market Account

Account	Yr. Begin	Prev Bal	Inflow	Outflow	End Bal	YTD In	YTD Out
Capital Campaign	550	3,286	120	0	3,406	6,595	3,859
Endowment Set-aside	0	0	0	0	0	4,165	4,165
Major Expenditure Fundraisers	0	-110	7	0	-103	8,074	8,177
Marketing (designated projects)	0	5	0	0	5	1,539	1,534
Memorials	1,242	1,292	0	0	1,292	50	0
Minister's Discretionary Fund	151	291	0	0	291	0	0
Minister's Expense	1,028	83	0	0	83	0	1,351
RE Reserved Fund	2,486	2,486	0	0	2,486	0	0
Women's Group Fund	628	732	0	0	732	374	270
<b>Total Special Funds</b>					<b>8,192</b>		
Unrestricted Savings	6,941	7,245	39	0	7,284	342	0
<b>Total Non-Operating Funds</b>					<b>15,476</b>		

KeyBank Ultra Savings	Prev Bal	Addition	Interest	Disburse	End Bal	YTD In	YTD Out
(Tudor holding acct)	70,000	0	250	0	70,250	70,250	0
(Building fund)	5,323	0	20	0	5,343	5,343	0
<b>Total Ultra Savings</b>					75,593		

Endowment	Prev. Bal	Addition	Earning	Disburse	End Bal	YTD In	YTD Out
	6,130	215	155	0	6,500	4,471	0

#### Building Fund Total

Ultra Savings	5,343
CD	??
<b>Total</b>	<u>5,343</u>



## First Unitarian Church South Bend Proposed 2007-2008 Operating Budget

Item	Proposed 07-08	Projected 06-07	Budget 06-07
<b>Income</b>			
Next Year Pledges	1,000	150	3,000
Pledges	77,000	80,000	86,000
New Pledges	1,000	772	1,000
Prior Year Pledges	2,000	5,172	2,000
Sunday Collection	5,000	5,000	5,500
Coffee Collection	100	20	100
Rentals	200	163	200
Service Auction	10,000	11,042	10,000
Other Fund Raisers	3,000	2,767	3,500
Newsletter	400	217	400
Retreat		0	500
Special Collections		723	
Miscellaneous		350	
<b>Total Income</b>	<b>99,700</b>	<b>106,376</b>	<b>112,200</b>
<b>Expenses</b>			
Special Collections		723	
Insurance	2,200	2,094	2,500
Cleaning Service	1,767	1,515	1,683
Cleaning Pension	212	0	
Bldg. Supplies	400	368	400
Bdg Maintenance	500	249	1,000
Pest Control	660	635	660
Grounds Committee	400	0	400
Gas	4,000	3,456	4,000
Electric	1,400	1,380	1,400
Telephone	775	757	750
Water & Trash	900	907	850
Admin. & Office	1,600	1,284	1,900
Copier Lease	4,800	3,515	4,000
Postage	1,000	878	800
Payroll Taxes (7.65%)	1,177	1,102	1,161
Sunday Service Com	500	525	600

Item	Proposed 07-08	Projected 06-07	Budget 06-07
<b>Expenses, continued</b>			
Sunday Service Supplies	300	280	300
Board of Trustees	0	0	0
Membership	250	247	250
Retreat	0	230	500
Social Committee	100	60	
Coffee/Tea	100	71	100
Care Committee	100	90	200
Peace & Justice Com	500	0	100
Denom Dues & URC	7,918	7,446	7,725
Finance Committee	300	514	600
Canvass	200	67	200
Fundraising - Auction	500	211	500
Fundraising - Other	100	0	250
Leadership	0	0	500
Director of Religious Ed	1,590	1,590	1,590
Youth RE Committee	2,100	1,473	1,750
Adult RE Committee	100	50	100
RE Background Checks	200	131	600
Child Care	700	623	1,200
M's Salary & Housing	41,800	45,600	45,598
M's Salary in lieu (7.65%)	3,198	3,488	3,523
Minister's Expense	3,000	3,063	5,008
Minister's Pension (12%)	5,016	5,472	5,524
Minister's Insurance	4,400	6,175	9,000
Discretionary Fund	200	0	200
Secretary's Wages	11,330	10,674	11,330
Secretary's Pension (12%)	1,360	1,281	1,568
Community Outreach Com	0	0	100
Marketing Committee	50	38	250
Music	150	127	150
<i>New: Search Committee</i>	7,000	1,800	NA
Misc		690	
			0
<b>Total Expenses</b>	<b>114,853</b>	<b>110,880</b>	<b>120,820</b>

### Notes for Proposed Deficit Budget: \$99,700 Income vs. \$114,853 Expenses

- Pledge Income: Based on pledges to date and considers normal changes and defaults
- Minister's Package: Salary & Housing plus Salary in Lieu of SS & Medicare (7.65% of S&H) for 11 months
  - Benefits for 11 months: 12% pension, 100% of UUA health insurance, 100% of UUA life insurance
- Secretary & Cleaning Compensation: \$11.33 per hour (no increase) and 12% pension
- Denominational Dues + URC: 107 members at \$74 per member (54=UUA + 19=CMwD + 1=URC)
- Search Committee: 07-08 estimate for one-year search (06-07 for recommended retreat in June 2007)



## **Proposed Slate of Officers and Trustees for 2007-08**

President: Robert Asplund  
Vice President / President Elect: Kay Azar  
Treasurer (2 year term): Gary Metzler  
Trustees (2-year term): Cindy Benedict  
Don Marti

## **Proposed Nominating Committee for 2007-08**

Bob Cope  
Dale Gibson  
Kathy Curtis  
Alternate: Alice Bentley

## **Endowment Committee Nominees**

Elizabeth Scarborough (3 year term)  
Melanie Smith-Guillaume (2 year term)  
Chuck Leone (1 year term)

**Adult RE Committee Report**  
**Annual Meeting**  
**May 20, 2007**

Rev. Lisa Doege led a 5-week (2 hr./wk.) course entitled “Articulating Your UU Faith” from October 8 - November 5. Six people participated. Janet Bogar facilitated 2 sessions of the UUA program “Film as Theological Text” in the fall.

Adult RE Committee members Bette Asplund, Michael Coppedge, Chuck Leone and Anita Morse generated forum topics with help from Dale Gibson in his role as Chair of the Peace and Justice Committee. Additional ideas were contributed by members and friends of the congregation, generally at forums themselves. These events were scheduled bi-monthly on 2nd and 4th Sundays through May (monthly in September and December). They were held from 9-10:15 a.m. before the Sunday Service, and childcare was provided by Jennifer Krostue on request.

Engaging topics, skilled discussion leadership and lively participation again marked our season. This year we were fortunate to secure Rev. Jean Darling from UUs for Social Justice in the Chicago area for an integrated forum/Sunday Service on the rise of corporate power.

Forum attendance ranged from 4 to 20, with an average of 12 (calculated through May 13 only) and many familiar faces from week to week. Forums and facilitators for 2006-07 were as follows:

Sept 24	<i>Night by Elie Wiesel</i>	Bette Asplund, Anita Morse
Oct. 8	<i>Election Issues</i>	Dale Gibson
Oct. 22	<i>“5 Years After 9/11” from Fall Issue of <u>UU World</u></i>	Michael Coppedge
Nov.	<i><u>Bowling Alone</u> by Robert Putnam</i>	Chuck Leone
Nov.	<i>Focus on Your “Top of Mind, Hot Button” Issue</i>	Jim Curlee
Dec. 10	<i>“Partners in the Gulf” from Winter Issue of <u>UU World</u></i>	Kathy Curtis
Jan. 14	<i>What Do We Owe Iraq?</i>	Michael Coppedge
Jan 28	<i>“The European Dream” from <u>Utne Reader</u></i>	Bette Asplund, Bob Asplund
Feb. 11	<i>Improving American Government and Civic Life</i>	Jim Curlee
Feb. 25	<i>The New Atheism</i>	Rob Easley
Mar. 11	<i><u>Palestine: Peace Not Apartheid</u> by Jimmy Carter</i>	Kay Azar, Deeb Azar
Mar. 25	<i>Corporate Personhood and the Rise of Corporate Power</i>	Rev. Jean Darling
Apr. 8	<i>“Centered in Gratitude” from Spring Issue of <u>UU World</u></i>	Barb Carmichael
Apr. 22	<i><u>Better Together</u> by Robert Putnam</i>	Chuck Leone
May 13	<i>Do Real Progressives Eat Meat?</i>	Zae Munn
May 27	<i>A Memorial for Kurt Vonnegut</i>	Chuck Leone

Respectfully submitted,  
Barb Carmichael, Chair  
May 2007

## **Care Committee Annual Report May 20, 2007**

### **Committee members**

Mary Hagen, Cathy Duncan, Kathy Platt, Mary Alice Hardy, Dale Gibson, Darlene Catello, Sue Shumacher

### **Purpose of the Care Committee**

The Care Committee is to provide support for members and friends of the church who are going through transitions. The committee is to be a link between the needs of members and friends in the congregation and those individuals able to provide those needs.

### **Accomplishments and Activities**

- Delivered poinsettias to “shut-ins”  
We continued this holiday tradition and delivered poinsettias to three members or former members.
- Phone tree updated  
Although the majority of our congregation receives important messages and reminders by email, some individuals do not have email. A phone tree was organized this year so that these individuals can be contacted by telephone when necessary.
- Welcomed new babies  
Our church family welcomed four new babies this church year. The committee was able to coordinate at least one meal for each of these families.
- Provided support to shut-ins  
The care committee maintained contact with individuals during extended illness or hospitalization, coordinating regular visits as needed. Meals were coordinated for one individual after hospitalization.
- Celebrated Birthdays  
Our two most senior church members were honored by our congregation at their birthday celebrations.

### **In Appreciation**

The work of the committee was made possible through the contribution of time as well as tangible contributions. In-kind donations of food and party supplies were valued at well over \$100. Heartfelt thanks especially to: Cindy Benedict who continued to provide caring assistance long after she had retired from the position of Care Committee chair; Sara Boulac for providing a meal to a new baby's family; Jim Curlee for providing transportation for a senior church member; Diana Mendelsohn and members of the Women's Group who provided meals after a member's hospitalization; all the Care Committee members ( Mary Hagen, Cathy Duncan, Kathy Platt, Mary Alice Hardy, Dale Gibson, Darlene Catello, Sue Shumacher) who delivered meals, made phone calls, planned parties and contributed ideas.

Kathleen Curtis  
Care Committee Chair

**Membership Committee Report**  
**First Unitarian Church**  
**May 12, 2007**

On January 23, 2007, Elyse Wistreich and Cathy Duncan met with Kathy Curtis, who was looking for someone willing to take responsibility for the Membership Committee. The Committee had been without a Chair to that point. Cathy agreed to take on the task, providing Elyse would be Co-Chair, in the belief that at a minimum, maintenance was better than neglect.

Cathy then undertook the task of locating the box of Committee files, which would give them information on the responsibilities they had taken on, and a history of what had been done in the past. The files were finally located, and delivered to the Church by Bob Cope on February 25, 2007. The files were well organized, and reflected well on the leadership of Eileen Murphy, who had taken on the Membership task during the 2003-04 fiscal year.

For the current year, the task of arranging Greeters had been taken care of, with Tom Platt leading an Orientation session for the new Greeters.

Cindy Benedict contacted Cathy and volunteered to serve on the Committee. Her participation was gratefully accepted.

The Committee held its first meeting after services on March 11, at which time 'talking points' supplied by Cathy were discussed. An appointment was made to meet with Lisa Doege to get further guidance. Elyse attended the Church "all Committee" meeting representing the Membership Committee, at which meeting several people shared with her their expectation of what our Committee should be accomplishing. Cathy also heard similar comments from members of the congregation.

During the short period in which we were in charge, the only activity we became involved in was the Spring Newcomers Coffee, which we originally scheduled for May 9, 2007, to be held at the Wistreich home. Probably partly due to the fact that we were late in getting out notice of the event, we had no response to the invitations sent out by Carlton, and decided to re-schedule, which would allow time to better publicize and hopefully encourage attendance. We will also try, where possible, to make personal contact with those invited.

Neither Cathy nor Elyse were enthusiastic about taking on the responsibilities of Membership. And as unforeseen events unfolded in their respective families, neither had the time to adequately perform the duties they had accepted. Membership is an important Church focus, and should be handled by people who have the time and interest in pursuing the potential benefits of the task. There are abundant materials offering excellent guidance, and as noted above, there appear to be several folks within the Church who have interest in pursuing avenues for future growth. Kathy Curtis has noted the overlapping responsibilities of the Membership and Care Committee, and cooperation between those Committees needs to be encouraged. Kathy has a very active Care Committee and appears to be instituting many activities which could be enhanced further by cooperation between the two Committees.

We regret that we have neither the time nor the energy needed to make Membership the success it has the potential of achieving. We strongly encourage the Board to obtain a Chair for 2007-08 who will be willing and able to take on the challenging and exciting tasks achievable by this important Committee. Unfortunately this is not the area where we feel we are best suited to spend our energies in supporting our beloved First Unitarian Church. On the other hand, Cindy Benedict, our very active member, has joined us with enthusiasm and, she says, has many ideas for creating a well functioning Membership group. It would be of great benefit to the Church if she would be willing to focus on fulfilling that vision.

Attached are the "talking points" which may be of some help planning the Committee's activities next year.

Respectfully submitted,

Elyse Wistreich

Cathy Duncan

Attachment

Talking points 3/11/07

## MEMBERSHIP COMMITTEE

**Greeters:** need to line up for year, plus subs (from last year's greeters?). Orientation (Tom Platt?) Hand out Tom's list of responsibilities, sub list. Greeters pass out "Welcome" envelope (need a supply) to first time visitors.

**Nametags:** look for distinctive, reusable name tags, which visitors will return to a basket when departing. That way we can keep track of returning "visitors" since they only sign the guest book at their initial visit.

**Welcome Visitors:** first time visitors asked by Greeters for name, address, phone, e-mail, how they learned about UU, whether they'd like a nametag, if they'd like to receive the newsletter for 3 months. Need to ask in person. Try 'Floating Welcomer' concept, a few outgoing people who are asked to expressly keep an eye out for newcomers and spend the first 10 minutes of coffee hour seeking them out, treat them as guests, initiate conversations.

**Follow Up:** phone or e-mail first time visitors later in the week to answer questions, and thank for interest in our church community.

**Budget:** submit annual budget. It appears that the amount has been around \$250 in the past. What is the money to be used for?

**New Member Packets:** prepare and distribute. Sample packet?

**Prospective Member Coffee:** twice a year, when, have dates been set for current year? We find host? We provide or pay for refreshments? Invite members to attend?

**Ingathering:** What is our responsibility? Publicity in the Tribune? Annual Report: submit in May? To Board member?

**Other duties?** Do we list Sunday Services in the Tribune?



## **Committee on Ministry**

### **Annual Report**

**May 20, 2007**

#### **Activities:**

Cindy Benedict attended the Board of Trustees' September Saturday retreat event, on behalf of the Committee of Ministry.

The Committee organized the 10<sup>th</sup> Anniversary Co-Ministry Celebration with Rev. Lisa M. Doege held on Sunday, October 1, 2006. The Committee members presided over the service and hosted the brunch, and Rev. Gordon Gibson presented the sermon. Special music was provided by Debbie and Dave Carew. Rev. Gibson recently retired from the Elkhart Fellowship and was Lisa's mentor.

#### **Michiana UUs**

Cindy Benedict, on behalf of the committee, met each month between June 2006 and February 2007 with a few members of the Elkhart and St. Joseph Michigan UU Fellowships to establish a joint website [www.michianauu.org](http://www.michianauu.org) designed to disseminate information relating to our religion and our three congregations, raised funds for and created 7 messages which aired on WVPE (local national public radio station 88.1 FM) from September through March, and began to organize and draft an application for a UUA grant so that the three congregations could have a joint retreat and public outreach event. Kathy Curtis, on behalf of the Board of Directors, joined this group in November and was instrumental in researching the possible locations for and costs associated with holding a multi-congregation retreat/conference/seminar. The seven Michiana UU "messages," which aired on WVPE and highlighted UUism and our congregations, were published in the October edition of *The Unitarian*. We obtained special permission from UUA to use the "Uncommon Denomination" service mark language in such "messages" even though our and the Elkhart congregations had not completed the "UUA Uncommon Denomination Membership/Outreach Program."

The Committee on Ministry and the Board of Trustees plan on meeting with the Boards and Committee Chairs from the Elkhart and St. Joe Fellowships after the June 10 Sunday Service held at St. Patrick's Park in order to continue our "familiarization dialogue" and the feasibility of organizing a multi-congregation conference/seminar and public outreach event in the Spring of 2008. Work will include the joint submission of a grant to the UUA for funding such event.

In April 2007, the Committee nominated Rev. Lisa M. Doege for the YWCA's "Tribute to Women" for the health, human and public service.

#### **2007/2008 Goals:**

Assist the Search Committee as needed with an evaluation of the total church ministry in preparation for hiring a permanent professional minister.

Work with our Interim Minister in studying and, hopefully, implementing "Covenant Groups." The purpose of these small group ministries is to extend the ministry of the congregation by facilitating gatherings of individuals for the purpose of getting to know each other, exploring their faith journeys together, and participating in our religious community in a small organized group.

#### **Committee Members:**

Rev. Lisa Doege, Cindy Benedict, Chair, and Kathy Platt. Lee Blakemore served from September – December 2006 (he moved to London for 1 year), and Mary Alice Hardy began in April 2007.

**Committee for Peace and Justice**  
**Annual Report**  
**May, 2007**

The Committee for Peace and Justice aims to help keep church members and friends informed about issues involving peace and social justice, while at the same time encouraging their participation in programs and projects to further these ends. Some of our activities over the past church year have included:

August – Summer service about Rachel Corrie entitled, “My Name is Rachel Corrie”.

September – Power Point presentation by Kathy Curtis about her trip to New Orleans over the summer to help with rebuilding.

October – Bob Asplund spoke on the topic, “Our Endangered Food Supply”.

November – Viewing and discussing the video, “Wal-Mart: The High Cost of Low Price”.

December – Viewing and discussing the video, “The Ground Truth”, about the problems facing our returning servicemen and women.

January – Brenna Cussen, following her trip to Palestine, gave a power point presentation entitled, “Apartheid in Palestine”.

February – Viewing and discussing the video, “Why Wal-Mart Works”.

March – Discussion of the article from the spring issue of the UU World entitled, “Ethical Eating”.

April – Talk by Notre Dame’s Jackie Smith entitled, “Rights vs. Walls: Humanizing U.S. Immigration Policy”.

Over the course of the year, several of our members have also continued to support the efforts of Ibrahim Parlak to remain in this country, opposed a Concentrated Animal Feeding Operation (CAFO) in St. Joseph County, attended peace vigils, helped to provide a meal at our church for peace marchers, and actively promoted the consumption of locally grown food (on average, the food we purchase at the super market has traveled 1500 miles). Several church members are joining together this summer to purchase locally grown organic vegetables. Our church continues to be a member of and to support the Center for Peace and Non-Violence, which sponsors several peace-related activities throughout the year. The committee co-chairs wish to thank all of those who have attended our programs this year, as well as those from our church who have actively worked to bring about a more peaceful and just world.

Darlene Catello  
Dale Gibson  
Committee Co-Chairs

**Religious Education Committee  
Annual Report  
May 20, 2007**

The Religious Education Committee Members at the end of this year are: Tama Crisovan (Chair), Mary Beth Dickey (D.R.E.); Lynn McDonald; Marge Stradley; and Lisa Doege. Sarah Boulac and Heather Eschbach both served until they left the committee after giving birth.

**2006-2007 R.E. Program**

Class	Curriculum	Teachers	Average Attendance
Preschool & Kindergarten	<i>Chalice Children</i>	Sue Schumacher Jocelyn Esch	5
Primary 1st-3rd Grade	<i>Picture Book of World Religions</i>	Kathy Curtis Mary & Alex Morgan	4
Intermediate 4th - 6th Grade	<i>A Growing-Up Year</i>	Lynn McDonald Michael Coppedge Mary Ann Smith	4
Teens 7th - 12th Grade	<i>Gender Issues</i>	Duncan Krostue Corrine Blakemore	3
Nursery Caregiver		Jennifer Krostue	2 - 8

**Accomplishments and Events**

- ! Classrooms cleaned, organized and restocked
  - " R.E. cleanup day had only one volunteer. We're hoping for more this August.
- ! Updated R.E. brochure
- ! Monthly newsletter articles
- ! Hired and supervised nursery caregiver
- ! Four *Kid's Connection* chapel services (October, December, February and April).
- ! Sponsored the Hopeful Halloween Party with teen class
  - " Raised \$197 and two baskets of donations for Hope Rescue Mission
- ! Trick or Treat for UNICEF raised \$106
- ! First R.E. Potluck Potlatch with the congregation
- ! Christmas Charity Project
  - " Filled 20 Christmas stockings for CASIE (Child Abuse Services Investigation and Education) Center
- ! Sponsored first R.E. Christmas Party with the congregation invited
- ! Secret Friends Program
- ! Valentine Project
  - " Filled 30 packets for Pediatric Unit at Memorial Hospital

- ! Teacher Appreciation Pizza Supper
- ! Annual Easter Egg Hunt
- ! Read for Charity Program with Usborne Books
  - " Raised over \$900 with pledges, book sale and \$250 match from Rummage Sale, which was used to
    - # give \$417 each toward new books to Head Start and Logan Center
    - # purchase new Usborne books for R.E. and participating children
- ! R.E. Rummage & Bake Sales
  - " Raised over \$900 from Rummage Sale
  - " Bake sale raised \$80 which we will match from Rummage Sale proceeds so \$160 will go to Heifer International
- ! R.E. Service led by MB with R.E. teachers and children. Teachers received \$20 restaurant gift certificates.

The R.E. committee only met about four times this year. We hope to recruit new members and have regular monthly meetings. Our enrollment is down again this year in R.E. but we offer a fun, interesting and important program. We want the children to feel welcome, loved and empowered to help other children locally and around the world.

Please consider teaching R.E. or being a member of the committee next year.

Special thanks to the committee, the R.E. teachers, Rob Easley, Carlton Higginbotham, and the congregation for helping us in myriad ways.

Mary Beth Dickey, Director of Religious Education

May 2007

**Social Committee Report**  
**Annual Meeting**  
**May 20, 2007**

The Social Committee's major endeavor this past year was coordinating the menu and preparing the food for the annual Service Auction. A committee of over a dozen did the work needed to serve about eighty Auction attendees. The committee also provided the hot dogs, peanuts and Cracker Jacks for the baseball-themed Canvass Sunday. Another committee responsibility has been the recruiting of hosts and hostesses for coffee hour after Sunday services and for potluck Sundays. (Perhaps the committee should be renamed the Eating Committee!) A special thanks to John Bentley and Kathy Platt who helped with every activity.

Alice Bentley, Chair

**Sunday Service Committee Report**  
**Annual Meeting**  
**May 20, 2007**

**Members:**

Florence Klecka, chair

Mary Alice Hardy

Dale Gibson

Board Liaison: Kathy Vetter & Mary Hagen

The church year 2006-2007 was a full one as usual for the Sunday Service Committee. Starting with the usual full slate of summer lay-led services, the job was made easier by the decision to end the Saturday afternoon service (several service leaders were unable to commit to two services). With a severely cut budget, however, the challenge was to provide a lay-led service each month with expenditures not to exceed \$600 for the year.

We were able to provide three paid speakers (Venerable Wuling, Rev. Jean Darling, and Doug Kinsey), and members made up the remainder of the services, with the exception of Chris Schneider, who talked about hybrid cars and waived his honorarium.

Thanks to all members and friends, including Michael Coppedge and Lynn McDonald (for services above and beyond the call), Jim Curlee (as always), Dale Gibson, Darlene Catello, the Committee on Ministry (for Lisa's 10-year celebration), Bob Asplund, Jan Wilen, Sue Schumacher, Ron Robinson, Julia Douthwaite, Barb Carmichael, the Womyn's Spirituality Group, Chuck Leone, Barbara Williams, Deeb Azar, Eric Morgan, Bob Cope, Bill Stevens, and of course, Rev. Lisa Doege for her help in scheduling and other assistance, including just being there.

This summer looks as if it will be full of new ideas and discussions, and we look forward to building new traditions with the interim minister.

Respectfully Submitted,

Florence Klecka

## FIRST UNITARIAN CHURCH

### **Vision Statement**

We are a caring religious community of seekers after truth, supporting each other in the quest for meaning in our lives. Honoring values from many traditions, we are committed to the continuing spiritual and ethical growth of our children and adults. Together we labor for the creation of a just, peaceful, and sustainable world.

### **Mission Statement**

To further the vision of this church, we strive to:

- Provide a variety of religious education opportunities for all ages.
- Gather regularly for reflection and celebration on Sundays and at other times.
- Create and sustain a loving, caring community.
- Affirm our Unitarian Universalist heritage and identity.
- Provide avenues for working towards the good of the greater community.
- Provide the physical, personnel, and fiscal resources to realize our Vision.

### Board of Trustees 2006-2007

Bob Cope, President (through April)

Gary Metzler, Vice President

Kathy Vetter, Treasurer

Anne Mannix, Secretary

Bob Asplund, Trustee

Kathy Curtis, Trustee

Mary Hagen, Trustee

Rich Wallace, Trustee

**Minister:** Reverend Lisa M. Doege

**Administrator:** Carlton Higginbotham

**Director of Religious Education:** Mary Beth Dickey