



BRADFORD

COMMUNITY CHURCH

UNITARIAN UNIVERSALIST



CONGREGATIONAL ANNUAL REPORT

2017 - 2018

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WELCOME

The 2017 – 2018 church year for Bradford Community Church Unitarian Universalist was filled with joys and sorrows, transitions and new beginnings. After a year that saw a 75% turnover in our congregation’s staff, the new Bradford UU professional team members settled into their roles and responsibilities providing consistent leadership and service for the whole Bradford UU family.

We welcomed 12 new members and sadly said goodbye to two of our fallen in Diane Leisemann and Drew Sexton. We revamped our religious education program and nursery care and recognized our children who are moving on to adulthood.

We repaired the roof of our congregational home and improved front-door access via new entry railings and a refurbished wheelchair ramp.

We were a public voice to a number of pressing justice issues, including a call for the end of gun violence, affirming the rights and roles of women in our society, standing up against hatred and bigotry towards our Muslim neighbors, engaging in anti-racist trainings and demonstrations, and voicing our outrage at federal immigration policies that separate children from their parents and eliminate asylum protections for refugees.

We would like to thank everyone who participated at Bradford UU this past year, and to everyone who helped contribute to the content of this report.

Blessed Be,

B.J. VanKammen, Church Administrator

Rev. Erik David Carlson, Minister

MINISTRY & WORSHIP ARTS

Minister: Rev. Erik David Carlson

Worship Arts Team: Dani Lockwood, Kristin Kornkven, Bob Estes, Patti Fitchett, John Terhardt, Jennifer Burns, Krystal Rose, Alex Poyner, Drew Sexton

Committee on Ministry: Joy Latuvnik, Patti Fitchett, Drew Sexton

2017-18 saw increased attendance and participation in Sunday services and a consistent number of visitors and new-comers. Rev. Erik David Carlson led the Worship Arts team which met monthly throughout the year to plan and orchestrate worship services, stories for all ages and inter-generational Sundays. In the 2017-18 church year, Rev. Erik performed 41 services including Christmas Eve and he and the worship team helped coordinate 12 lay-led or guest minister services, including our last pulpit exchange with Rev. Tony Larsen of Olympia Brown UU in Racine (who retired from the ministry December of 2017). Sadly, the worship arts team also helped perform two memorial services, one for Bradford UU founding member Diane Leisemann and one for former Worship Arts team member, Drew Sexton.

Incoming Bradford UU intern minister Denise Cawley performed two services during 2017-18.

Continuing our participation in the Soul Matters Sharing Circle program, service topics were often inspired by the monthly themes from Soul Matters and coordinated with Chalice Circle discussions, religious education, current events and social justice.

Bradford UU held five inter-generational (all ages) services throughout the year, highlighting the talents of Krystal Rose, Dani and David Lockwood, Alex Poyner, Patti Fitchett and a host of other volunteer actors, teachers and presenters.



Rev. Erik David Carlson



Denise Cawley



Rev. Tony Larsen with Bradford UU founding members, December 2017

COMMITTEE ON MINISTRY

The Committee on Ministry met quarterly through the first part of the year but took a brief hiatus following the sudden passing of member Drew Sexton. Reconvened over the summer, the Committee on Ministry continued to offer Rev. Erik support on personnel issues, pastoral care initiatives and social justice programming.

RELIGIOUS EDUCATION

Director of Religious Education: Krystal Rose, September 2017 – Present

Committee Chair: Jack Dudley

Committee Members: Heather Waldron (Secretary), Rev. Erik Carlson, Kimberlee Carlson, David Lockwood, Celeste Walker, gayle clark-taylor, Joy Latuvnik, Jim Payne



Time for all-ages story from Halloween service 2017

ATTENDANCE:

Nursery		One Room Schoolhouse	
Total Enrollment:	6	Total Enrollment:	16
Total Monthly Attendance			
September	2	September	6
October	8	October	22
November	3	November	16
December	9	December	19
January	3	January	18
February	3	February	21
March	7	March	14
April	5	April	19
May	4	May	21
June	10	June	7

CURRICULUM:

The curriculum for this year was set in a One Room Schoolhouse, with all ages being welcome in the same classroom. We planned out classes based on the monthly themed publications by Soul Matters following Spirit Play. Each class started with a wholesome story and wondering questions, and then activities based on the theme.

NURSERY:

Ashley Larsen took the mantle of Nursery Attendant this year, and has been loving her time with the kids! She has been playing with them and helping them learn their letters and numbers. When Ashley isn't in the Nursery, the Nursery has had the watchful eye of Mikai Wolff, Diane Giles, Heather Waldron, and Jessica Richardson.

WORSHIP:

Most Sundays, the children and youth started downstairs. However, once a month would attend service upstairs through the "Story for All Ages." The DRE worked with the minister to plan reading events, and with Dani and David Lockwood for plays to intrigue the mind of both the students and the congregation.

OUR WHOLE LIVES (OWL)

While there were no OWL classes that ran this year, we'll be training facilitators in the summer of 2019 with the intention of having classes start in the fall of 2019. Look forward to these developments!

SPECIAL EVENTS / NEW PROGRAMS

During the beginning of the year we held regular RE family and friends potlucks, continuing into summer as a picnic at the Kenosha Dream Park. This serves as an opportunity for the RE volunteers, families, and friends in the congregation to get to know one each other a little bit better, and to have great food and fun doing it! This year we also...

- Attended Feed My Starving Children in Libertyville, IL where we helped pack meals for people in countries all of the world. (Our group fed over 1,000 people!)
- Had a Halloween trick-or-treat scavenger hunt.
- Had an Easter egg hunt.
- Participated in the yearly Chalk Up the Town event outside of the church.
- Had a "Thank You!" bowling party for the RE families and volunteers.

VOLUNTEERS:

We couldn't have accomplished so many wonderful lessons without you! A very big and loving thanks to: Joy Latuvnik, Heather Waldron, David Lockwood, Jack Dudley, Celeste Walker, Diane Giles, Erik Mekhsian, Cori Christian, Dan Christian, Jessica Richardson, and Mikai Wolff.

COMMUNICATION:

The DRE...

- Created pamphlets to inform congregants on RE.
- Wrote monthly Quilt Article for RE and Quilt Scraps as needed.
- Met with the RE Committee and the Minister at least once a month.
- Emailed, phoned, and talked to families, congregants, and anyone who needed to be involved throughout the course of the year as needed.

CHALLENGES:

We have a fantastic group of volunteers, but they need breaks too! Volunteers for the Nursery, classroom, and workshop proposals for Adult Religious Education are all needed.

FUTURE PLANS:

With higher attendance in following years, we'll break apart and have ages Pre-K-1st, 2nd-6th, and 7th-12th. We'll also be implementing a Youth Group come September of 2018, and of course we'll be planning for OWL in 2019! Please also look forward to more Adult Enrichment courses – they are coming!

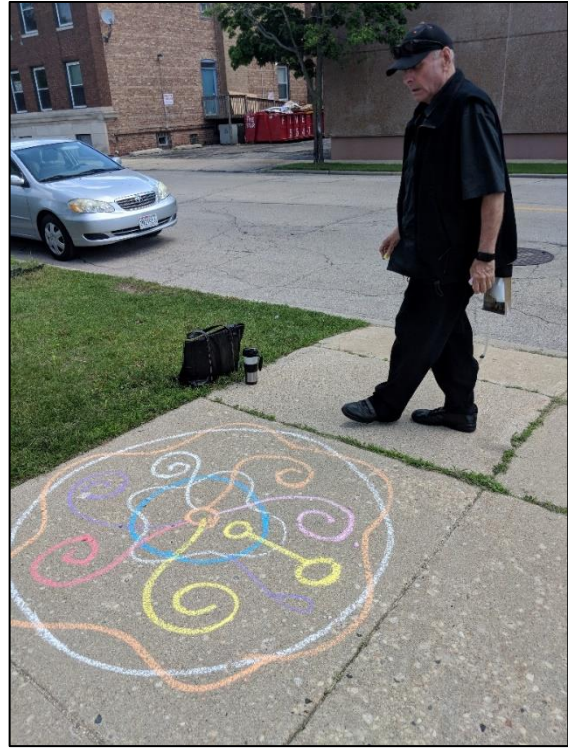


RE Bowling Party - 2018



The Halloween trick-or-treat scavenger hunt is on!

2018 CHALK UP THE TOWN





Miles and Chloe at Pride Kenosha 2018



David, Chloe, Emma and Miles during Religious Education



Balloon blessing all-ages service 2017



Krystal, David, Chloe, Dani and Patti during Rainbow Connection service

BOARD OF TRUSTEES

Board President: James Payne

Trustees: Joy Latuvnik (Vice President), Rae Punzel (Secretary), Carolyn Feldt (Finance Director), Diane Giles (Trustee at Large), Jeff Helgeson (Trustee at Large), Mary Jonker (Trustee at Large), Rev. Erik David Carlson (Ex-Officio)

Minutes recorded by: Rae Punzel

Report submitted by: James Payne



Jim Payne, Board President

2017-18 Goals & Achievements:

- Held Annual Meeting and two midyear congregational meetings.
- Supported BLM Task Force Workshop with Fran Kaplan and Reggie Jackson.
- Reviewed and updated all by-laws for consistency of language, elimination of redundancy.
- Review governance and procedures: This is an ongoing process that will be completed next year.
- Provided support for the stewardship campaign. Several trustees participated in the successful campaign to fund the church.
- Review and approve finance reports. Monthly the Finance Director presents finance's budget and the Board carefully reviews it.
- A Strategic Planning Committee was formed and is working on a plan. This is still in progress.

Significant Events & Contributions

- Approved expense, job description for part-time building manager
- Board-sponsored engagement with congregation on Strategic Plan
- Convened congregational meetings for approval of roof repair expense, consideration of Black Lives Matter resolution
- The Board's work was constantly supported by our office manager BJ and Rev. Erik



Sunday Service, 2017

2018-19 Goals

1. Integrate and promote new leadership.
2. Enhance and involve congregation in awareness of Black Lives Matter.
3. Complete and engage congregation in a Strategic Plan for Bradford UU.
4. Replace the sound system.

MEMBERSHIP

Committee Chair: Carolyn Feldt

Committee Members: Rebecca Swanson, Joy Latuvnik, Drew Sexton, Rev. Erik David Carlson

The Membership Team with support from a number of volunteers led two “Breakfast with the Minister” sessions and two membership classes in the spring of 2018 for guests and visitors considering membership at Bradford UU. Rev. Erik and Carolyn redesigned the membership materials and assembled new-member packets which included a new brochure, a copy of the bylaws of Bradford UU, a current directory and a book about Unitarian Universalism.

The classes were well-attended with nearly twenty participants and six volunteers. Liz Ryan provided the food and hospitality and Drew Sexton, Rebecca Swanson and Joy Latuvnik provided support.



New Member Ceremony, May 2018

Following the classes, twelve new members joined Bradford UU:

March 10th, 2018: Charlotte Lesure

April 22nd, 2018: Cindy Kick Harris

May 20th, 2018: Mikai Wolff, Mark A. Hill, Karen King, Jim King, Kay McCarty, Arwen Frederick, Evalyn Wolff, Sean Hayes, Marrilee Follensbee,

July 1st, 2018: Bridget Desiree Zanzucchi

2018-19 Goals

1. Offer two sessions for new members, fall and spring
2. Perform one membership ceremony
3. Promote programs that help integrate new members into the congregational community
4. Recruit more/new volunteers to help with new member recruitment, classes and integration

COMMUNICATIONS & TECHNOLOGY

The congregational website, launched in early 2017 and maintained by Bradford UU staff, has been consistently updated and enhanced with new content and functionality. Members may now set up automatic pledge payments through the website, order Scrip cards, review finance and stewardship materials and listen to recent sermons directly on the website or through iTunes and GooglePlay podcast systems.

Sermons and Services from Bradford Community Church Unitarian Universalist, Kenosha, WI
By Rev. Erik David Carlson and Bradford Community Church Unitarian Universalist
To listen to an audio podcast, mouse over the title and click Play. Open iTunes to download and subscribe to podcasts.

Description
Sermons and Services from Bradford Community Church Unitarian Universalist, Kenosha, WI

Name	Description	Released	Price	
1. Fruits of Our Labor	In honor of Labor Day ...	9/2/2018	Free	View in iTunes >
2. Spiritual Self-Care	We examine the impor ...	8/5/2018	Free	View in iTunes >
3. Blessing of the Flowers	We explore the origins ...	7/22/2018	Free	View in iTunes >
4. Pledge of Love	We celebrate Bradford ...	7/15/2018	Free	View in iTunes >
5. Ask the Minister	In our annual summer ...	7/8/2018	Free	View in iTunes >
6. Tolerance Versus Funda...	In honor of the 4th of ...	7/1/2018	Free	View in iTunes >
7. Other People's Fathers	In honor of Father's D. ...	6/17/2018	Free	View in iTunes >
8. Black Lives of Unitarian U.	In this special service ...	6/10/2018	Free	View in iTunes >
9. Let's We Forget	We welcome the uself ...	5/27/2018	Free	View in iTunes >
10. Prophetic Imagination	We engage with our m ...	5/20/2018	Free	View in iTunes >
11. Sisterhood: A UU Heritor	In honor of Mothers' ...	5/13/2018	Free	View in iTunes >
12. Comfort the Afflicted (an	Exploration of the lan ...	5/6/2018	Free	View in iTunes >

Customer Ratings
We have not received enough ratings to display an average for this podcast.

Bradford UU on iTunes

HOME ABOUT NEWS EDUCATION JUSTICE NEWCOMERS EVENTS GIVING CONTACT SEARCH

Stewardship 2017

Be the Change

BRADFORDUU.ORG

Living our faith in the world through the inspirational leadership and service of our Unitarian Universalist church requires the dedication and generosity of all our members and friends. In addition to maintaining our historic building, continuing our services and building our staff resources, we are tasked with expanding both our programming and our influence in an increasingly divisive world. Whether you can give much or little, we depend entirely upon your generosity to support our all-important work of promoting Love In Kenosha and beyond. Download the file below for a detailed description of our campaign goals for the 2018 -19 fiscal year.

Stewardship Presentation 2018
[Download File](#)

[Pay Your Pledge Online](#)

Stewardship 2017-18 page on BradfordUU.org

The Bradford UU Facebook page continues to be an invaluable resource for posting event pictures, news items and promoting upcoming services and events. To date, we have 440 “Likes” – or individual users who have visited and approve of the page and the Bradford UU organization.

Though used sparingly, the FacebookLive video streaming service has been used to great success for very special services, most recently Drew Sexton’s memorial service which has had over 100 unique views to date.

Worship leaders continue to use the flat-screen television in the sanctuary for presentations during worship services, for movie showings, congregational meetings and special events such as weddings and funerals.

Over the 2017-18 church year, the staff and Board leadership has considered proposals for a new sanctuary sound system, one that would provide individual audio access to hard-of-hearing members and friends, and which would drastically improve the sound quality of both spoken word and musical performances in the sanctuary.

The finalized proposal will be the subject of an upcoming capital campaign to purchase, install and calibrate the system.



Flat-screen TV during Pride service 2018

PERSONNEL

Committee Chair: Jack Dudley

Committee Members: Rev. Erik, gayle clark-taylor, Jim Payne

FACILITIES STAFF

For almost the entirety of the 2017-18 church year, member Diane Giles served as interim, volunteer building manager until such time as the Board could designate funding for a part-time, professional facilities manager.

After an extensive search that resulted in over a dozen applicants for the position, the Personnel Committee selected friend of the church and former public works foreman for the city of Highland Park, Leif Dickinson.

Hired at the end of the 2017-18 budget year, Leif has already begun making his mark on our building with numerous projects, improvements and inspections. Leif works between 5 – 15 hours a month depending on specific building needs, maintains the grounds and helps coordinate and supervise outside facilities rentals.



Leif Dickinson

MUSIC STAFF

After a difficult transition which saw our music staff turn over in the summer of 2017, new church music coordinator Alex Poyner has become an invaluable part of Sunday morning worship. Alex's unique style and passion for all things piano are evident from the diversity of the music he performs, from early classical to ragtime to contemporary pop.

Alex has collaborated with volunteer musicians several times throughout his first year and regularly engages with the worship arts team through monthly meetings and planning sessions.

On the docket for 2018-19 will be a revitalization of our choral music program, focusing on theme-specific music and community participation.



Alex Poyner

RELIGIOUS EDUCATION AND CHILD CARE STAFF

Director of Religious Education

After assuming the duties of Director of Religious Education, Krystal Rose immediately had an impact on our Religious Education programming. Creating and adapting curricula for multiple age groups, she has led all-age worships, taught lessons and coordinated with over a dozen church RE volunteers.

Krystal supervises the nursery and helps integrate new families into membership at Bradford UU as well, and maintains a Bradford UU Religious Education & Family Ministry Facebook group to help communicate with members.



Krystal Rose

Child Care and Nursery

After a year with child-care provider Deonna Williams ably serving the nursery, health concerns prevented her from continuing in the position. Former Kenosha McDonald's manager Ashley Larsen interviewed and was hired for the position which provides nursery care for two hours each Sunday during service time and for special all-ages events.



Ashley Larsen

ADMINISTRATIVE STAFF

Congregational Administrator B.J. Van Kammen's contract was renewed in June of 2018 and updated to provide an hourly wage increase as well as to more accurately account for the hours she works.

FACILITIES

Interim Building Manager: Diane Giles, 2017-18

Building Manager: Leif Dickinson, 2018 - present

MAJOR PROJECTS



Roof repairs 2018

- Roof repairs to replace broken tiles, flashing, seals, fix and prevent future leaks
- Front entryway railing replacement and painting
- Gas line repair and rerouting
- Driveway entrance railing repair and replacement
- Doorbell repair / replacement
- Tuck-pointing on interior walls
- Furnace and air conditioning maintenance
- Addressed leak in downstairs bathroom



Front and side entryway railing installation and repair

CUSH – CONGREGATIONS UNITED TO SERVE HUMANITY

Members of Bradford Community Church live out their commitment to faith through involvement in the interfaith social justice work as leaders of Congregations United to Serve Humanity. Several Bradford UU members hold significant leadership roles in the organization:

- *Rev. Erik David Carlson* is the chair of the Religious Leaders' Caucus, the body charged with keeping CUSH grounded in our faith and lifting up the vision of beloved community.
- *Dawn Ankney* serves as the lead organizer, a paid staff position.
- *Barb DeBerge-Henken* serves on the Executive Committee as the chair of the Fundraising Committee which is responsible for building relationships and financial support to sustain the organization
- *Jane Davis* and *Marge Krupp* co-chair the criminal justice task force which especially addresses issues related to Wisconsin's high incarceration rate of Black and Native men, as well as racial disparities and their impact on families and the community. Jane served as the Secretary of the board. Marge also serves on the board
- *Marlene Tack* serves on the Immigration Task Force
- *Kristin Kornkven* leads the Social Justice Book Club which is a partnership between the Library and CUSH



Barb DeBerge

Numerous others invest time, talent and resources supporting CUSH as sponsors, sustainers, and supporters and by attending CUSH's fundraisers: the annual Celebration Banquet and the annual Beloved Community Breakfast. Katie Traxel and her partner-in-wine, Robin Lester, contribute a popular dinner experience to the CUSH silent auction. Several members sponsor ads in the yearbook. And almost every member has been part of Dining Out with CUSH which is a fundraising partnership with restaurants including Culvers, Potbelly, and Buffalo Wild Wings.



Patti Fitchett leads singing at CUSH rally

Many more participate in campaigns through membership in one of five task forces (Criminal Justice, Education, Homelessness, Immigration, and Transportation), and through participation in local and statewide strategy meetings and conference calls, public actions, prayer vigils, marches, Community conversations, Courageous Conversations, canvasses, letters to the editor, calls to legislators, and meetings with public officials.



Bradford UU members gayle clark-taylor, Bea Lundgren, Denis Wikel, Kay Wikel and Katie Traxel at CUSH rally

Some of the highlights from the past year were:

- Raising Our Voices: A Fundraiser for Solutions to Chronic Homelessness
- Streetcar Sanctuary action and the actions at City Council Meetings to advocate for shelter for those experiencing chronic homelessness
- Vigils to End Violence which were held following fatal shootings in Kenosha
- Kindness Week Interfaith Service
- Immigration 101: A forum to educate the community on the facts about immigration
- Transportation EXPO in partnership with Kenosha County and City of Kenosha Transit: a forum to educate riders about public and private transportation options
- Courageous Conversations on Racism and our institutions including criminal justice and public health

Others participate in coalitions in which CUSH is a partner such as Marge Krupp's participation in the Kenosha Unity Coalition, a coalition designed to reduce violence and increase equity in our highest violence neighborhoods.



Barb DeBerge at CUSH rally



BRADFORD

COMMUNITY CHURCH UNITARIAN UNIVERSALIST

...proud to be a founding member congregation of CUSH.



Living Spiritually

Unitarian Universalism teaches us that all are deserving of and responsible to the **Great Spirit of Love**. We live our faith in the world by advocating for **justice and compassion** in human relations, **respect for the Earth** and its many beings and supporting any and all efforts to **find common ground** on divisive issues. We are proud to be a **founding member** and ongoing partner of **Congregations United to Serve Humanity**.



Leading Bravely

Bradford UU members and clergy are active in every CUSH body, task force and initiative:

- CUSH Board
- Criminal Justice Task Force
- Homelessness Task Force
- Immigration Task Force

- Religious Leaders' Caucus
- Transportation Task Force
- Education Task Force
- Green Congregations

Bradford UU is also a proud partner of other Kenosha programs:

- Shalom Center
- Courageous Conversations
- Kindness Week Kenosha
- LGBTQ+ advocacy



Loving Boldly

Bradford UU continues to seek ever more ways to **feed the world**, emotionally and spiritually as well as physically. We are currently engaged in the struggle for common-sense **gun regulations**, conservation and **environmental justice**, support of the **LGBTQ+ community** and **confronting racism** and systemic oppression while **educating our children** and adults about how to be **effective agents of change** in the world.

Join us for **Worship Service and Religious Education Programming Sundays at 10a.m.**

Located just off of Sheridan Road on the site first acquired by **Kenosha Unitarians in 1868**, our historic building is **wheelchair accessible** via a ramp off the south driveway.

We welcome everyone to our sacred time on Sunday mornings and for our numerous community events. Please visit BradfordUU.org and Facebook.com/BradfordUU to learn more and find out how to get involved!



5810 8th Ave, Kenosha, WI 53140 | BradfordUU.org | Facebook.com/BradfordUU

2018 Bradford UU Ad for CUSH Yearbook

SOCIAL CONCERNS

Committee Chair: Denis Wikel

Committee Members: Jane Davis (CUSH liason), Jim Payne, Kay Wikel. New members, Ruth Donalds and Joy Latuvik. Jennifer Burns, Unitarian Universalist Service Committee coordinator, Bob Waldron, Shalom off site meal program liason, Bea Lundgren, honorary member.

Notes taken by: Denis Wikel

Report submitted by: Kay Wikel

Mission Statement: To take action on timely local, national, and global social concerns and to inform and invite the congregation to participate in these actions. The mission, furthermore, includes raising congregational and community awareness of our actions, as well as those of other advocacy organizations and charities which address the same issues.

2017 -2018 GOALS

Goal #1: To provide ongoing support for the Shalom Center serving the homeless and hungry in the Kenosha area.

Since 2005 Bea Lundgren has brought her Red Sleigh to church in December to kick off the annual collection for Shalom Center's operating budget. Each year this donation is matched by Barth Storage.

In 2017 the collection totaled \$3291.00 which brings the total collected to about \$42,000.00.

The holiday giving tree was continued and toys and games for the new Shalom family shelter were designated gifts. Dani Lockwood marked 40 gift tags for the tree and members and friends donated the many gifts which Elysse and Rick Frost delivered to the center.

In September 2017 the new building to house the Shalom Center's family shelter, INNS guests, and the daily soup kitchen opened at 4314 39th Avenue. Heidi and Jeff Helgeson recruit Bradford members and friends for the 4th Sunday serving of the on-site soup kitchen. Since the opening of the new facility, several evening meal off sites have been established in church locations. Bob Waldron has kept the congregation informed of the need for volunteers for these sites and has urged us to support the Welcome Center at Grace Lutheran Church.

Goal #2: To support Congregations to Serve Humanity (CUSH) through financial contributions and supporting their events and task groups.

Several members serve on CUSH task groups and many members and friends have attended several CUSH rallies during the past year. (see task groups and events under CUSH report). Ads for the annual CUSH yearbook were sponsored by individual members and a full page ad by the congregation.

Goal # 3: To provide a monthly social justice issue (candle) to raise money for the issue through the "share the plate" monthly offering.

2017-2018 DONATIONS

July	Grace Lutheran Welcome Center	\$357.00
August	Oxford House	\$438.00
September	CROP Walk	\$418.00
October	UUSC Hurricane Harvey Relief	\$406.00*
November	National Alliance for Mentally Ill	\$360.00
December	(no candle/Red Sleigh collection)	
January	Women and Children's Horizons	\$260.00
February	Urban League	\$242.61
March	KR Recovery Rally	\$160.00
April	Green Sanctuary	\$262.00
May	(no candle—CUSH ads)	
June	Black Lives Matter Training	\$2,928.61*

(*) denotes that this was not a share the plate.

Goal #4: To support the Unitarian Universalist Service committee (UUSC) through Guest at Your Table program.

Jennifer Burns became coordinator for this collection in the spring of 2018. The collection began on Mother's Day and ended on Fathers' Day. The amount collected was \$940.00 and the church sent an additional \$150.00 which was the annual membership for Bradford. Note special collection for Hurricane Harvey Relief.

Goal #5: To continue the dialogue about Black Lives Matter and to make a decision about displaying a banner on the church.

In 2016 the Social Concerns Committee was asked "why our church did not have a Black Lives Matter Banner." After discussion this was addressed to the minister, Rev. Erik Carlson, and from that discussion the Black Lives Matter task group was formed. This group began regular meetings and also sponsored a book discussion group based on the book, *Witnessing Whiteness*.

The SCC made a recommendation to the BLM task group that the congregation adopt a resolution about the Black Lives Matter movement and that the congregation have a vote on the wording of a banner and also be given the choice of no banner. In a special congregational meeting there were 8 votes for the Black Lives Matter banner and 18 votes for a more inclusive banner and 20 votes against having the banner. The task group is to continue and a report of the task group is included in this annual report.



Bradford UU members and youth at March for Our Lives Milwaukee



Krystal Rose & Kimberlee Tomczak Carlson at Pridefest Milwaukee Blessing Booth

2018-2019 GOALS

- Goal #1:** To provide ongoing support for the Shalom Center and other agencies serving the hungry and homeless in the Kenosha area.
- Goal #2:** To support Congregations United to Serve Humanity (CUSH) through financial contributions and supporting their events and task groups.
- Goal #3:** To provide a monthly social justice issue to raise money for that issue through the "share the plate" monthly offering.
- Goal #4:** To support the Unitarian Universalist Service Committee (UUSC) through Guest at Your Table program and other emergencies as needed.
- Goal #5:** To continue the dialogue about Black Lives Matter movement and network with the BLM task group.
- Goal #6:** To urge the congregation to attend events sponsored by the Coalition for Dismantling Racism.

GREEN SANCTUARY COMMITTEE

Committee Chair: Trudy Farrell

Committee Members: Barry Thomas, Jane Davis, Kent Cairo, Joan Wansart

Minutes recorded by: Trudy Farrell

Report Submitted by: Trudy Farrell

PROGRESS ON 2017 – 2018 GOALS

1. We have maintained our membership in Ministry for Earth.
2. We have offered a scholarship for our Northwest Earth Institute course.
3. We needed extra time to meet with Kenosha's Waste Management Supervisor to work on city recycling. We did accomplish this by June of 2018.
4. We were successful in offering two DVD screenings – *Bidder 70* and *The Reluctant Radical*. We may consider sponsoring screenings at the Kenosha Public Library next year to increase attendance.
5. We also met part of our goal of offering two field trips this year. Twelve people participated in our January trip to Colleen and David Wilkinson's energy efficient home. The second trip was planning for April 21st, Earth Day at Gateway. Because of a conflict with Drew Sexton's memorial service, only a few were able to attend.
6. We did invite other congregations and "Friends of the Committee" to attend some of our events but could use improvement for next year.
7. We have not been diligent about updating the church website.
8. We did do some exploration of the Animal Ministry goals and will continue to do so next year.

GREEN SANCTUARY SIGNIFICANT SPONSORED EVENTS AND CONTRIBUTIONS

We sponsored two DVD screenings, one field trip and two Kenosha Green Congregations meetings. Those participating to make these events successful included Barry Thomas, Jane Davis, Joan Wansart, Kent Cairo, Warren Leisemann and Trudy Farrell.

2018 – 2019 GOALS

1. To maintain our membership in Ministry for Earth by submitting a \$100.00 payment by June, 2019.
2. To provide a \$28 scholarship by May 2019 for one of the NWEI courses.
3. To offer a NWEI course by May 2019.
4. To work with Keir Powell of Kenosha Waste Management to increase recycling in Kenosha public areas by June, 2019.
5. Offer two DVD screenings by June, 2019.
6. Invite other congregations interested in environmental action to our Kenosha Green Congregations by June, 2019.
7. Work with Rev. Erik to develop an Earth Day service by April, 2019.
8. Sponsor at least one action event promoting a goal of Animal Ministry by June, 2019.

BLACK LIVES MATTER TASK FORCE

Committee Chair: g .clark-taylor

Committee Members: Jim Payne, Heidi Helgeson, Ginger Helgeson, David Lockwood, Denis Wikel, Jane Davis, Kay Wikel, Trudy Farrell, Joy Latuvnik,

Minutes recorded by: Heidi Helgeson

Report submitted by: g.clark-taylor

2017 - 2018 GOALS

1. Further our awareness of white privilege and institutional structures that maintain raciest structure, insidious nature of bias and racism
2. Educate Bradford UU members and friends
3. Propose resolution on Black Lives Matter
4. Purchase a BLM banner

SIGNIFICANT EVENTS

Witnessing Whiteness book discussion groups with facilitators g. clark-taylor, David Lockwood, Jim Payne, Ginger Helgeson.

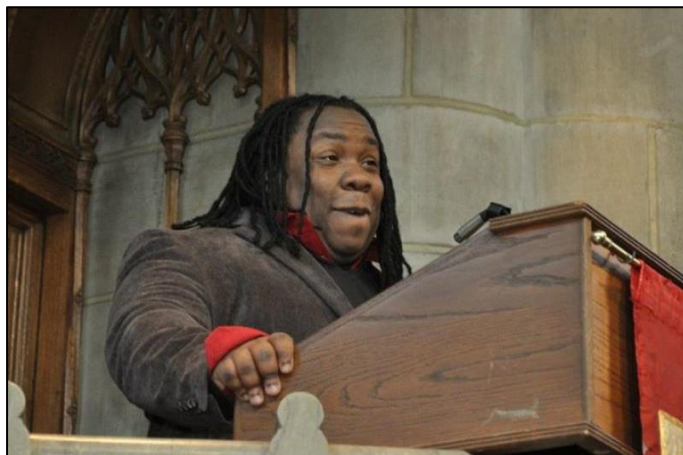
Weekend training event February 23-25, with Reggie Jackson & Fran Kaplan which was attended by 45 church members & friends. Well received with rave reviews.

Black Lives Matter Resolution – passed by unanimous vote on May 13.

Membership voted against purchasing and displaying A Black Lives Matters banner



*Dr. Fran Kaplan and Reggie Jackson
from America's Black Holocaust Museum*



*UCC / Baptist Pastor T.J. Williams
delivered our 2018 Martin Luther King, Jr. sermon*

2018 – 2019 GOALS

1. Create a mission statement
2. Consider name change & change of focus
3. Determine actions to take to meet goals of BLM Resolution
4. Survey Task force members

FINANCE COMMITTEE

Committee Chair: Carolyn Feldt

Committee Members: Mary Jonker; Katie Traxel; Kay Wikel; Marlene Tack; Warren Leisemann;

Minutes recorded by: Marlene Tack and Katie Traxel

Report submitted by: Carolyn Feldt

2017-2018 goals:

1. Conduct internal audit - Wendi Schneider completed an internal audit. The recommendations will be addressed by the 2018-19 Finance team.
2. Maintain endowment re-payment plan – The first payment toward the \$15,000 Endowment Fund loan was made this year. The amount repaid was \$2496.
3. Develop Policies/Procedures for credit/debit transactions and increase frequency – The goal of developing a credit/debit use policy was put on hold until any issues arise that call for a policy. The current practices are straightforward. The use of our Paypal account increased during the 17-18 year. Thirteen individuals paid their pledges using Paypal. This is double the number that used PayPal last year. The use of Paypal for auction purchase increased 18% from last year.
4. Plan for a Minister's Response fund – In the 17-18 budget, \$500 was budgeted for special events as determined by the minister.
5. Explore building use potential – The committee investigated the efficacy of renting our church building for funerals but determined that it would not generate sufficient income. Rentals for weddings will be explored once the Heritage House is completed.
6. Purchase/implement Church Windows web version – The web version of Church Windows was purchased and has been used as our accounting program throughout the year to generate finance reports and pledge statements.

Significant Events

In order to fund urgently needed roof repairs, \$9436 was pulled from our contingency fund this year. Our end of year balance in the contingency fund is \$15,205.28.

2017-18 Goals

1. Maintain endowment re-payment plan.
2. Continue to explore building use potential.
3. Address any audit observations
4. Add a new person to the Finance Committee
5. Formally cross-train on Quicken and Church Windows
6. Refine and improve the weekly counting

2018-19 BUDGET

Bradford Community Church Unitarian Universalist - Kenosha WI

	* Check	Account Name	Approved Budget Yr Beg 07/2017	Approved Budget Yr Beg 07/2018
INCOME				
2018-19 Pledge Income			125,841	127,827
		Estimated/New pledges	3,000	3,000
		Gifts	1,500	1,500
		Service Collection	5,200	5,400
		Coffee Collection	75	75
<i>Net Fund Raising Income</i>				
		Net Auction Income (all expenses accounted for)	13,550	15,000
		Goodsearch Rebates	25	25
		Amazon Smile	25	50
		Scrip Net Income	5,000	6,000
		Concert Fundraiser	1,000	1,000
		Rummage Sale Income (odd years)	1,250	
		Total Net Fund Raising Income	20,850	22,075
		RE Registration	100	
		Building Use Income	2,500	1,500
		Total General Operating Fund Income	2,600	1,500
TOTAL INCOME			\$159,066	\$ 161,377
EXPENSES				
<i>Ministerial Leadership</i>				
	*	Minister's Salary/Housing (full year current salary)	54,150	55,775
		Minister's Professional Expenses	5,000	5,000
		Benefits-Employer Pension Cont-Minister	5,415	5,578
		Employer Payment-In Lieu of SECA	4,142	4,267
	*	Insurance-Minister (Medical/Dental/Disability/Life)	8,064	8,984
		Insurance-Minister-Life (moved above)	420	
		Insurance-Minister-Disability (moved above)	500	
		Total Ministerial Leadership	77,691	79,604
<i>Vibrant Music and Worship Service</i>				
		Aesthetics	450	200
		Guest Speakers-Worship	1,000	1,500
		Music Expenses/Supplies/Sheet music	200	100
		Worship Arts (Guest Musicians)	300	125
		Sheet Music (moved above)	180	
		Child Care Worker	1,590	1,638
		Employer Taxes-FICA-Social Security -Childcare	122	125
		Music Coordinator	10,000	10,000
		Employer Taxes-FICA-Social Security - Music Coord	765	765
		Total Vibrant Music and Worship Service	14,607	14,453
<i>Engaging Religious Education and Social Programs</i>				
		DRE Salary (12 hrs @ \$20.60)	10,400	12,360
		Employer Taxes-FICA-Social Security - DRE	796	946
	*	DRE Professional Expenses	500	500
		RE Program Expenses	2,300	2,000
		Total Engaging Religious Education and Social Programs	13,996	15,806
<i>Deepening Relationship/w One Another, Community, UU</i>				
	*	Stewardship Campaign	300	200
	*	Communication-Publicity & Public Relations	500	200
	*	Affiliation Dues - SEWUUC	50	50
	*	Communication-Website	141	141
		Hospitality	1000	600

Bradford Community Church Unitarian Universalist - Kenosha WI

			<i>Approved Budget</i>	<i>Approved Budget</i>
* Check	Account Name		Yr Beg 07/2017	Yr Beg 07/2018
*	Special Events		500	250
*	Affiliation Dues - UUA		3,496	3,496
*	Affiliation Dues - Mid-America Region		1,000	1,000
	Leadership Dev-Adult Denominational Activities		500	250
*	Membership		250	275
Total Deepening Relationship/w One Another, Community, UU			7,737	6,462
<i>Justice-Environmental and Social</i>				
	Green Sanctuary Dues		128	228
	Social Concerns Expenses		100	100
	CUSH Yearbook ad		200	200
	CUSH Support Expense		500	500
	UU Service Committee Support		150	150
Total Justice-Environmental and Social			1,078	1,178
<i>Infrastructure-Contracts and Services</i>				
	Office Manager-Salary (13 hrs @ \$14.42)		9,240	9,518
	Employer Taxes-FICA-Social Security- Office Mgr		707	728
New	Building Manager		0	2,080
	Employer Taxes-FICA-Social Security - Bldg Mgr		0	159
	Custodial Contract		2,400	2,400
	Furnace Contract		470	425
	Lift Contract		800	700
	Payroll Service		2,000	2,000
	Insurance-Workers Compensation		970	970
	Building & Liability Insurance		4,500	4,500
	Snow Removal Contract		1,500	1,000
	Copier Contract		2,100	1,750
	Fees and Charges (Paypal, etc)		250	500
	Lift Purchase - Repay Endowment \$15,000		2,496	500
	Church Windows web-based access		1,500	1,350
Total Infrastructure-Contracts and Services			28,933	28,580
<i>Infrastructure: Repair and Supplies</i>				
	General Building - Repair/Replacement		2,500	2,200
	Technology Repair/Replacement		150	150
	HVAC Unit Replacement Loan Payment		1,270	1,270
	Safety Expenses		300	200
	Building Supplies (formerly cleaning - now inc paper from Hospitality)		300	500
	Office Supplies		1,600	1,500
	Treasurer Supplies (Postage)		104	100
Total Infrastructure: Repair and Supplies			6,224	5,920
<i>Infrastructure-Utilities</i>				
	Gas and Electric		6,800	7,280
	Telephone and Internet		1,300	1,525
	Water		700	569
Total Infrastructure-Utilities			8,800	9,374
TOTAL EXPENSES			\$159,066	\$ 161,377

ENDOWMENT FUND COMMITTEE

Committee Chair: Marge Krupp

Committee Members: Liz Ryan, Wendi Schneide, Rev. Erik (ex-officio)

Minutes recorded by: Liz Ryan

Report submitted by: Marge Krupp

PURPOSE – FROM BRADFORD UU BYLAWS SECTION 2.C.1.

Purpose. The work of the church is strengthened through cash gifts, bequests, assignment of life insurance, and transfers of real, intangible and tangible property. Therefore, Bradford Community Church Unitarian Universalist (BCCUU) has established a separate Endowment Fund (Fund) to be administered, and its monies expended, independent of the annual operating budget. The purpose of the Fund is to assist the Church's mission in perpetuity and to promote long-term sustainability.

2017 -2018 GOALS

1. **Meet 3-4 times.** We met 4 times as a committee.
2. **Finish rewriting policy and submit to board of trustees** – completed May '18
3. **Invest all funds in the UUA Common Endowment Fund** – completed Oct '17
4. **Begin developing strategies for reaching the new \$50k goal** – will seek additional contributions during sesquicentennial celebration.

FUND PROGRESS

Beginning balance: \$10,759.05

Ending balance: \$13,862.53

Growth: \$ 3,103.48

SIGNIFICANT EVENTS

Met with Finance chair (Carolyn Feldt) a number of times in developing revised policy plus Dr. David Carlson (who has chaired a number of EFC's).

Proposed bylaw change to Section 2.C.3 regarding regular distribution of fund proceeds which was adopted at the Congregational Annual Meeting June 10, 2018. The section now reads:

Ordinary Disbursements. The Fund Committee in conjunction with the Board makes disbursements to BCCUU. In any given budget year, the maximum amount that can be taken from the endowment fund shall be the lesser of: 5% of the fund balance at the start of the previous calendar year, or the net earnings of the fund accrued during the previous calendar year.

2018 – 2019 GOALS

To be determined by incoming committee members, fall of 2018.

AUCTION COMMITTEE

Committee Chair: Denis Wikel

Committee members: Emma Berkley, Diane Giles, Mary Jonker, Kathy Negri, Larry Negri, Dawn May, Kay Wikel

Volunteers: Non-committee members who coordinated auction activities were Liz and Pat Ryan (appetizer coordination) and Gayle Clark-Taylor who organized the pie contest.

Notes taken by: Denis Wikel

Report submitted by: Kay Wikel

INTRODUCTION

Bradford UU's 2017 auction event was dedicated to the late Diane Leisemann who had been a vital part of the auction committee when it first formed in the late 1980s. Diane served on the first committee and hosted meetings at her home. She continued to be active with the auction as a contributor and purchaser and as of summer 2017 had made plans to coordinate the pie contest with Gayle Clark-Taylor. Diane's passing in September 2017 left a big hole in Bradford UU's auction.

2017-2018 GOALS

Goal #1: To have well defined task assignments to prepare for the auction and during the auction and follow-up.

Tasks included publicity, ticket preparation and sales, pre-registration, contracts (distribution, collection and sorting), booklets (write-ups and assembling), appetizers (solicitation and kitchen coordination night of the auction), cash table, pie contest (solicit pies, select judges, organize contest), bakery table (solicit and organize table), cash table (sale of small items), drawing (solicit donations, set up table, two people to sell drawing tickets), heads & tails game (secure raffle license and get two sales people), auction set up Friday before to prepare live and silent items and events, prepare live item tags, set up bakery table and cash only table, put minimum bids on silent items, prepare auctioneer's booklet, have treasurer prepare checks for auctioneers and the clerk and cashier, have team to collect auction payments and use of credit cards and have post auction counters from the finance committee. Auction follow up involves notifying donors of events of their guest list and the date of their event.

ALL committee members wore many hats during the planning of and the auction event. In addition, the following volunteers helped in a variety of ways to make the 2017 auction a huge success:

Patti Thomas, Barb DeBerge Henken, Jyothi Negri, Jeff Helgeson, Merv Daehler, Mary Ann Daehler, Max Larsen, Will Mortimer, Alexis Carter; Joe Berkley, Drew Sexton, Anne Negri, Amy Twardy, Jane Ottum, Jennifer Burns, Bernie Suchar, John Terhardt, Warren Leisemann, Katie Traxel, Carolyn Feldt, Marlene Tack; Rev. Erik Carlson, B. J. VanKammen.

Goal #2: To involve the maximum number of members & friends.

The list of volunteers in goal # 1 did not include the many who donated to the 40 live items and events and the 40 silent items and 5 silent events. Others donated hors d'oeuvres and baked goods and to the drawing and cash tables. Some donated gift cards that were incorporated in gift item baskets. Many people made multiple donations to help make 2017 auction a huge success. Seventeen area businesses and non-profit institutions contributed to the drawing.



Auctioneer Harold Betthausen with auction attendees

Goal #3: To achieve the budgeted amount for the auction which was \$15,000.

With our outstanding auctioneers, Harold and Marilyn Betthausen, the live auction gross was \$13,410 (less 10% commission of \$1,341.00) Silent Auction net: \$1,985

2017 AUCTION RESULTS

INCOME		EXPENSES	
Tickets	\$475.00	ATM Cash	\$2,000.00
Live/Silent	\$14,916.00	Auctioneer (cash)	\$20.00
Bakery	\$569.00	Auctioneer	\$1,341.00
Beverage	\$120.00	Auction Clerk	\$50.00
Cash Table	\$122.00	Auction Cashier	\$50.00
Drawing	\$381.00	Childcare	\$60.00
50/50	\$325.00	Paypal Fee	\$96.29
ATM	\$100.00	Ticket Printing	\$23.26
ATM Redeposit	\$1,900.00	Denis & Kay Wikel	\$56.50
Total Gross Income:	\$18,908.00	Total Expenses:	\$3,707.05

2017 Diane Leisemann Memorial Auction Net Proceeds:

\$15,200.95

2018 -2019 GOALS

1. To have well defined task assignments in preparation for the auction and during the event.
2. To involve the maximum number of members and friends in the auction.
3. To reach the budget goal of \$15,000.00 net for November 2018 auction.

STEWARDSHIP TEAM

Chair: Mary Jonker

Committee Members: Jeff Helgeson (Board Liaison), Dani Lockwood, Rev. Erik David Carlson, with support from Carolyn Feldt.



The Stewardship Campaign was launched in February using the theme “Be the Change” and a full presentation on the proposed budget. Pledge cards were filled out with previous years’ pledge amount and a suggested amount for 2018 - 19.

After six weeks of the campaign, the stewardship drive fell short of its goal. A “Second Ask” campaign spearheaded by Rev. Erik raised additional funds and rewarded first-time and increased donors with a Bradford UU “Be the Change” bumper sticker.

In addition to the in-person second-ask, church staff added a page to the BradfordUU.org website allowing people to make and pay their additional pledge online.

The second-ask pledges resulted in an additional \$7,000 to the amount already pledged and the proposal of a balanced budget at the 2018 Annual Congregational Meeting.

	2017-18	2018-19
Pledges	69	64
Average Pledge	\$1,824	\$1,997
Total	\$125,841	\$127,827
Repeat pledgers recorded an average of an 8.2% increase over last year’s pledge		

SCRIP PROGRAM

HOME ABOUT NEWS EDUCATION JUSTICE NEWCOMERS EVENTS GIVING CONTACT SEARCH

BRADFORD UU

Living Spiritually, Leading Bravely, Loving Boldly

Shop with Scrip and support our church!

Scrip is an ongoing fundraiser at Bradford UU that allows us to raise money for the church simply by using gift cards to pay for everyday expenses such as food and gas. Scrip cards are pre-paid cards for individual retailers that you may order or download. You pay the full price and receive the full face-value of the card. Bradford UU then receives a percentage of the card value.

For example, if you order a \$100 gift card from Lowe's, you pay Bradford UU \$100 for the card and receive the full \$100 value of the card. However, Bradford UU only has to pay \$96 for the card. The \$4.00 difference is Bradford UU's to keep.

There are hundreds of local and national retailers that participate in Scrip. You can order Scrip to pay for almost all purchases you make in Kenosha or online. With everyone's participation, we can literally raise thousands of dollars for Bradford UU!

Order at Church Order Online Buy Available Cards

Scrip page at <http://BradfordUU.org/scrip>

Scrip is an ongoing fundraiser for Bradford UU. Congregants order gift cards for numerous retailers and the church receives a percentage of these purchases. Opportunities to purchase and pick up scrip cards is offered weekly. Approximately twenty households utilized scrip on a regular basis with another ten households who purchased scrip occasionally.

The Scrip program netted \$4,974.98 in 2017-2018.

Our budgeted goal for 2018-2019 is \$6,000.

Shop with Scrip

KOHL'S SUBWAY DELTA GAP

Promotional slide from Scrip presentation 2018

DENOMINATIONAL ACTIVITIES

Bradford UU members Denis and Kay Wikel and Kimberlee Tomczak Carlson joined member delegates Marge Krupp and Carolyn Feldt and ministerial delegate Rev. Erik David Carlson representing Bradford UU at the General Assembly of the Unitarian Universalist Association in Kansas City, MO.



*Denis & Kay Wikel with
UUA Moderator Elandria Williams*



*GA Attendees (from left) – Denis Wikel, Carolyn Feldt, Marge Krupp
Rev. Erik Carlson, David Carlson, Kay Wikel*

During the Assembly, delegates voted to eliminate all gendered language from the UUA bylaws, enact “Undoing Intersectional White Supremacy” as a multiyear Congregational Study/Action Issue, and affirmed three Actions of Immediate Witness: UUA solidarity with indigenous ‘water protectors’; ending predatory medical fees in our prisons; and a resolution demanding action to keep asylum seekers’ families together and a moral response to immigration.

A large percentage of the General Assembly body participated in visioning discussions to help inform UUA leadership in moving forward with several initiatives, including a review of the Seven Principles of the Association.

In an historic vote, the GA overwhelmingly voted to give professional religious educators designated delegate status, allowing them to vote on behalf of the congregation they serve at future General Assemblies.

In a powerful address, the speaker at the prestigious Ware Lecture, activist educator and founder of the Love + Power movement Brittany Packnett, challenged us to always meet or exceed the expectations of combatting injustice.

And when the Westboro Baptist Church group came to protest us, we responded with songs of love.



Rev. Erik David Carlson co-leading UU protest, GA 2018 Kansas City

PASTORAL COMPANIONS

Committee Chair: Jim Payne

Committee Members: Rev. Erik Carlson, Jeff Helgeson, Harriett Wittert, Karen King, Barb DeBerge

Report submitted by: Jim Payne



2017 - 2018 GOALS

1. To encourage all church members to see that everyone has a spiritual ministry of compassionate caring, not just the minister.
2. Keep members aware of the Pastoral Care Team. *The Pastoral Companions are announced each Sunday from the pulpit.*
3. Visit the sick and troubled at home and in the hospital. Offer consolation and support to members. *The team performed dozens of visits and telephone calls to members' homes and care facilities.*

SIGNIFICANT EVENTS

- Recruiting new members of the team, establishing better gender balance among Pastoral Companions.
- Initial orientation meeting and exercises in active listening, appropriate boundaries.

2018 - 2019 GOALS

1. Meet regularly with Rev. Carlson to exchange member needs and concerns.
2. Ensure team members follow the limitations in providing personal assistance.
3. Hold 4-6 classes / orientation sessions to support pastoral companions.

IN MEMORIAM



Diane Leisemann, 1947 - 2017

Bradford UU suffered two significant losses in the 2017 – 18 church year. In September of 2017 we memorialized Diane Leisemann, Bradford UU founding member, former finance committee member and auction coordinator. The visitation and memorial service for Diane featured the words of many Bradford UU members and friends and culminated with a spectacular performance by Diane’s son Troy Leisemann’s brass band.

In March, the congregation was dealt another blow with the sudden passing of member Drew Sexton. The congregation struggled with Drew’s decision to take his own life but ultimately found healing and closure in his own messages to us and a large memorial service which included participants from the First Unitarian Church in Chicago where Drew had also been an active member.

Drew and Diane are already deeply missed and we continue to feel for their family and loved ones.



Drew Sexton, 1960 - 2018



At the Bradford UU Annual Congregational Meeting in June, we recognized the late Diane Leisemann, founding member of Bradford UU with the 2018 “Heroes of the Heart” award.

The award is given annually at the June congregational meeting and recipients are selected by the minister for excellence in service to Bradford UU. Diane’s plaque is now prominently displayed alongside the 2017 recipient, Barry Thomas, on the North wall of the Sanctuary.

APPENDIX: CONGREGATIONAL MEETING MINUTES & RESOLUTIONS

CONGREGATIONAL MEETING – JUNE 10, 2018

Pre-meeting details:

- Presentation and gratitude for Jim Payne's service as Board President
- Presentation of the annual Hero of the Heart award to Diane Leisemann

Meeting called to order by Jim Payne at 11:26AM; Quorum confirmed

Brief discussion on Rules of Order

Elections

- Ballots distributed, collected and counted
- Jeff Helgeson announces results
- Jim Payne and Trudy Farrell join the nominating committee
- Jack Dudley as President of the Board
- Bob Estes joins the Endowment Fund
- Marge Krupp and Dani Lockwood as new trustees

Budget presentation (Carolyn Feldt)

- Carolyn reviewed the budget
- No questions or concerns
- Katie Traxel motioned to approve the budget
- Joe Berkley seconded
- Unanimously approved

Bylaws presentation (Carolyn Feldt)

- Bylaws distributed
- Three specific changes reviewed
- Notification time required for all congregational meetings updated to reflect 15 days in all instances
- Language about when/why congregational meetings are called due to unbudgeted expenses
- If there is a financial liability (loan) required If the unbudgeted amount exceeds the preapproved amount
- Endowment fund: Current language prohibits disallows use of endowment fund for operating budget; the change would allow for this
- Restructured to allow use for the proceeds of one year or 5% of the total-whichever is less
- Motion to accept the bylaws (Jack Dudley, seconded by Jennifer Burns)
- Open for discussion
- Barry Thomas moved for an amendment to the VP requirement (Katie Traxel seconded)
- VP of the board must come from among one of the trustees
- Bylaws approved unanimously

Meeting turned back over to outgoing president Jim Payne

- Motion to adjourn (Jennifer Burns)
- Seconded by Jack Dudley
- Unanimously approved
- Meeting adjourned at 11:42AM

CONGREGATIONAL MEETING – APRIL 15, 2018

Call to order: Jim Payne; quorum established

Two items on agenda: Review and adopt resolution proposed by Black Live Matter Task Force; discuss and decide upon a Black Lives Matter sign for the building.

Motion to adopt the Black Lives Matter Resolution

Open for discussion.

Motion passes unanimously.

Presentation and discussion about Black Lives Matter signage.

- Several members spoke to different signage options.
- Votes cast for different proposed options.
- Congregation votes for no signage at this time.

Motion to adjourn, seconded.

Meeting adjourned.

BLACK LIVES MATTER RESOLUTION – ADOPTED APRIL 15, 2018

WHEREAS, Unitarian Universalists strive for justice, equity and compassion in human relations, have a goal of world community with peace, liberty and justice for all; and

WHEREAS, the Black Lives Matter movement has gained powerful traction in conjunction with recent tragic events involving police brutality and institutionalized racism that target the black community. People recently killed by the racism that exists in the United States today, including Tanisha Anderson, Rikia Boyd, Michael Brown, Miriam Carey, Michelle Cusseaux, Shelly Frey, Eric Garner, Freddie Gray, Trayvon Martin, Kayla Moore, Tamir Rice, and Tony Robinson.

WHEREAS the perpetuation of mass incarceration fueled by for-profit prisons and the racially biased legal system which drives the imprisonment of black and brown Americans; and

WHEREAS, current educational practices minimize and ignore historic acts and events that have created the white supremacist American system, including the school to prison pipeline is an urgent concern because 40% of students expelled from the US public schools are black and one out of three black men is incarcerated during his lifetime; and

WHEREAS, institutional structures discriminate against Persons of Color in the areas of: housing, education, transportation, healthy food availability, access to healthcare, job availability, drug testing in government assistance programs among other limitations; and

WHEREAS, white persons of privilege are often unaware or take for granted the magnitude of the effects of privilege on quality of life, and cannot through awareness, individual acts and good will alone correct systemic discrimination and create a just world community; and

WHEREAS, the 2015 General Assembly of the Unitarian Universalist Association (UUA) calls member congregations to act in collaboration with local and national organizations to work for racial justice in all areas where the harsh racist practices impact Persons of Color, the UUA further recognizes that systemic oppression negatively impacts people based on class, gender identity, sexual orientation, ability and language; and

WHEREAS, in a recent survey Bradford Church overwhelmingly voted to actively resist cultures of domination and be a visible advocate for disenfranchised populations;

THEREFORE BE IT RESOLVED that Bradford Community Church Unitarian Universalist engage in initiatives and programs to become aware of white privilege, uncover its systemic oppressive structures and policies and work to break down racism in pursuance of a more just world.

CONGREGATIONAL MEETING – FEBRUARY 25, 2018

Call to order: Jim Payne; quorum established

One item on the agenda: We need authorization from the congregation to spend over \$4000

- Details explained about roof requirements
- There were 2 estimates
- \$9300 estimate from Raincoat was considerably less
- Pay for this expense out of the contingency fund

Motion to authorize payment for this expense out of the contingency fund by Celeste Walker; Patty Fitchett seconded.

Barry Thomas asked to speak to the motion

1. We are not actually fixing the roof, we're maintaining it
2. He explained our slate roof (Vermont slate w/125-175 years of expected life if properly maintained)
3. Questions Barry wants us to consider:
 - a. What is the estimated remaining lifespan of our roof?
 - b. What are the alternatives to continued maintenance? (New roof, etc.)
4. Down the road we'll need a capital campaign
5. Barry recommends going forward with the repairs with Raincoat Roofing

Motion carries unanimously.

Motion to adjourn, seconded.

Unanimously approved; meeting adjourned at 11:13AM