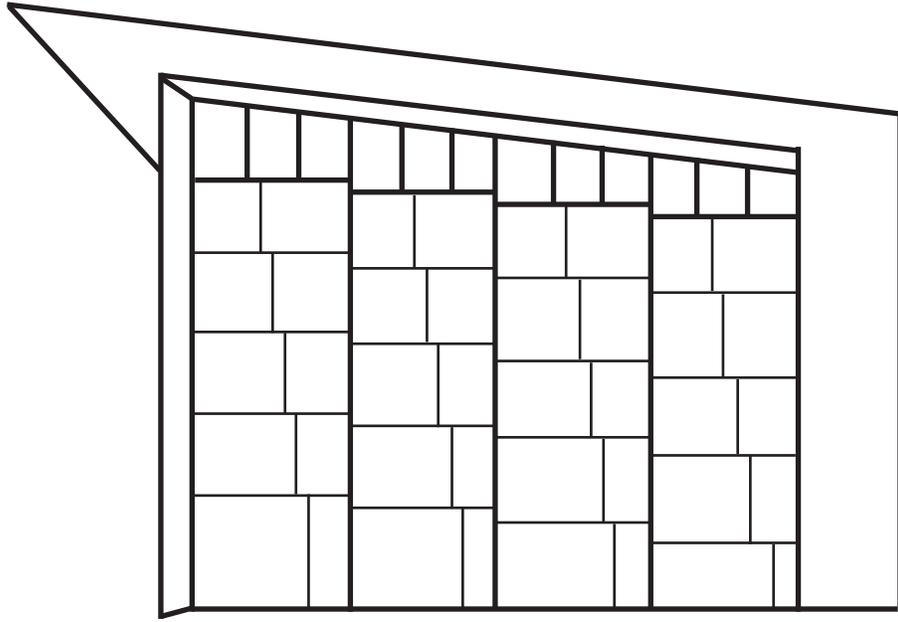


2018 YEAR IN 2019 REVIEW



THE MADISON UNITARIAN

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A YEAR IN REVIEW

by Brittany Crawford, Communications Director

As we begin our 2019–2020 program year at First Unitarian Society, we decided to take a moment this month to look at the 2018–2019 year in review. And quite a year it has been. We celebrated the accomplishments of a successful capital campaign and continued repairs to our beloved Landmark building. We marked year one of our transition, and despite all the difficulties and changes, we also celebrated the many ways we joined together as Unitarian Universalists to be a “force for good” in our world throughout the year.

We hope this edition of *The Madison Unitarian*, with our numbers and narratives, inspires you as we move into the 2019–2020 program year. Together, we will continue to build on a legacy of reason, spirituality, and activism.

IMPORTANT INFORMATION

Madison-Area MOSES Meeting on Sunday, August 4, at 2 pm

As an active member of MOSES, FUS participates in local and state advocacy for a fair and humane criminal justice system. On Sunday, August 4, the general MOSES monthly meeting will be held at FUS in Courtyard A, B, & C. Coffee and conversation begin at 2 pm with the formal meeting starting at 2:30 pm. All are welcome!

Cello & Chimes & Harps, OH, MY! Concert benefiting FUS on Sunday, August 11, at 3 pm

What do you get when you add the entire FUS Chime Choir to the Solstice Harp Ensemble and toss in a cello, a couple of violins, some singers, and a little percussion? A fabulous concert! Linda Warren will be directing with assistance from Heather Thorpe, and special guest cellist, Carol Warren, will perform. Tickets on sale now for \$10 at www.fusmadison.org/cabaret-concerts.

Service Sunday on August 18

Last month, Harry Carnes shared with us the return to Service Sunday for our annual service project day. Join us for worship at 10 am, followed by a meal prepared by the wonderful Food Haulers, and then service projects begin around FUS. You're invited to end the day with other FUS'ers by attending the Outreach LGBT Magic Festival at Warner Park in the afternoon. Learn more and sign up at www.fusmadison.org/service-sunday.

Saturday Services & Sunday Services at 9 am & 11 am return September 7 & 8

Our program year worship services and Children's Religious Education classes will return the weekend after Labor Day on September 7 and 8. Mark your calendars for our Welcome Back Celebration on Friday, September 13, in the evening.

WHEEL OF LIFE

It is with deep sadness that we share the passing of **Marie McCabe** on June 28. Marie was a long-time member and resident of Oakwood where her gentle presence and warm smile brought joy to our monthly Oakwood gatherings. A private burial is planned for the fall. We send our love to her family as they grieve her passing.

FROM THE MINISTERS

with Rev. Kelly J. Crocker & Rev. Doug E. Wadkins

Doug, here! The first year of the interim period has flown by! Wow! It is crucial that the first months of an interim period is a time of immersion focusing on the work a new settled minister would complete in the first two years. This intensive “FUS 101” creates the foundation for the ministry we share, and so an interim minister quickly finds how they immerse best and then continues to learn from each successive experience. Because a key component of my ministry, as your Interim Senior Minister, is to provide an experience of mirroring to/for the congregation, every layer of exploration is shared with various groups including the board, staff, various congregational leaders, and the Transition Team from the very beginning. This information is then shared with you, the congregation, after considerable processing and vetting. All of these conversations help shape our ever-evolving ministry and are always responsive to an ongoing and shared understanding of our priorities.

Generally, interim ministry work focuses on the sharing of stories, both the stories we choose to tell and the stories we tend not to tell. All reveal the essence of the congregation, and the quality of the truths revealed is especially reliable when more and more members of the community share their own experiences. The first few months of our interim period were packed with exploring written documents and weeks of conversations with leaders and staff. The purpose of these conversations was to listen for the essential narratives that shape a congregation. Like all ministry, these conversations rely on both the formal process of gathering information and the irreplaceably meaningful informal conversations. Since FUS is a large congregation, I also consulted with Susan Beaumont and Dan Hotchkiss, experts in working with larger congregations in both UU settings and elsewhere, to develop appropriate strategies about how best to incorporate individual and small group experiences in these conversations.

This year, some of these conversations included:

- The autumn parish meeting in which you explored how FUS offers a space of comfort and challenge, and how that experience extends into the community.



Doug



Kelly

- The town hall exploring the shape of the transition period and the opportunity to share your expectations of this time and your future, and hear the above mentioned common ground and dynamic difference.
- The heritage and legacy explorations that held space for you to share your stories of the past that are alive for you now as individuals and as a congregation.
- The Transition Team’s outreach to small groups in the congregation answering questions and encouraging further sharing.

The cumulative wisdom gleaned from the larger process described earlier helped me identify what to explore with leadership, staff, and the larger congregation. Themes always emerge and often confirm what has been part of the conversation from the beginning and give nuance and layers to what is true within the congregation’s identity. Sometimes, it reveals new aspects of the congregation’s narrative.

However, the true essence of the interim time isn’t my work as your interim minister directly, or even the work of your new ministry team! The most significant growth potential and discoveries are actually between the members of the congregation. The greatest

game-changer of the interim period is for each of you to consider your own connections and relationships at FUS. From this ongoing process and foundation of self-exploration, you are invited to listen and speak to each other. In this exchange, you will hear places of common ground and also places of significant difference. Both of these insights are illuminating of your future together.

Kelly, here! As your Minister of Congregational Life, I wanted to offer a reflection on our work together over the last year:

Worship Life

Worship life at FUS remains at the center of our community. This year we took a more team-based approach to the planning and implementation of worship services. Each week our worship team gathers to review our most recent service and plan for the weeks ahead. This collaboration has become an essential piece of our creation of well-integrated, thoughtful, and creative worship.

On the first weekend of each month, we have started offering “collage services” in which multiple members of our worship team offer shorter reflections on the theme of that month in order to offer different perspectives and entry points into our theme.

We have been working during this time of transition to find the right balance between the comfort of consistent liturgy and an established worship culture, and the experimentation and cultural exploration which are required of us if we are to become a more inclusive, multi-racial, multi-generational, and multi-cultural congregation.

Pastoral Care

The Lay Ministry program seeks to serve people in times of need, crisis, transition, grief, and loss. This team of remarkable lay ministers provides a caring ministry of presence for our members and friends. We are very fortunate to have this level of support and care available to those experiencing a need or in times of

transition. The formal structure of the program seeks to ensure quality support and care for all of the FUS community. The lay ministers meet monthly to receive training, support one another, share ideas, and ensure that those in our congregation receive great support and care.

Our work together is supported by a group of largely invisible people who add to the visible care of lay ministry work by helping out in many areas. There are those in the Shawl Ministry program who create comfort shawls and dedication blessings that are gifted throughout the year. There are also those who provide meals through our Meal Ministry, preparing and delivering meals for a limited period of time for those who welcome and would benefit from this kind of practical support. Our program also hosts two monthly support groups, the Caregivers Group, and Healing Journeys: A Grief Support Group. Both are drop-in resources that provide places of mutual support and encouragement for those who attend.

The Lay Ministry program seeks to respond to the stated needs of the congregation. If you have a pastoral need or an interest in forming a support group, please contact the Rev. Kelly at 608-233-9774 ext. 112.

The pages that follow in our year in review edition of *The Madison Unitarian* offer a picture of the shared life that is the community of First Unitarian Society. As always, our lives are enriched and inspired by being part of a remarkably talented and dedicated staff team. Please know we hold you, one and all, with deep respect and with immense gratitude for the community of love and integrity that we create together.

In gratitude and love,
Revs. Doug Wadkins and Kelly Crocker

MEMBERSHIP

with Janet Swanson, Director of Membership & Adult Programs

Following the retirement of our Membership Coordinator in early 2018, one position, the Director of Membership and Adult Programs, was created. Merging the work of adult faith development with membership, this combined staff position oversees Adult RE, Small Group Ministry, and Membership.

Membership Pathways

Visitors and Guests

New brochures to introduce FUS to visitors were created this year. Additionally, visitor request forms were revised to better introduce FUS to our guests. Each Sunday, visitors are greeted by FUS volunteers as they enter our space for worship. Information is available at the Welcome Table in the Commons, and staff/volunteers are available each weekend to answer questions and engage newcomers.

New Members

Coordinating with our two ministers, lay leaders, and the Director of Membership and Adult Programs, FUS offered New UU classes throughout the program year. This series is available to any individual interested in becoming a member of our congregation. Our New UU classes provide a foundation of learning that includes naming our personal

faith journeys, UU history, the history of FUS, governance and polity, opportunities for service and engagement within the congregation, and opportunities for service in the greater community. Finally, participants learn the rights and responsibilities offered through membership and are given the opportunity to join. Our New UU series continues to be a valuable and important resource. Our New Member Recognition event was an all-church affair last spring, with a reception following each worship service to welcome new members. This fellowship time allowed longtime and new members to meet and mingle.

Volunteers

New Volunteer Opportunities

Additional volunteer spots were added this year to help carry out the work of membership. Our Welcome Table was staffed by lay leaders during each worship service to provide information and answer questions from visitors and members alike. We created two new ministry teams to help with daily tasks. The Kitchen Ministry Team met quarterly to clean and organize the kitchen. The new Second Saturday Potluck Ministry Team coordinated volunteers for the monthly potlucks, helping to foster a deeper sense of responsibility and community.

ADULT RELIGIOUS EDUCATION & SMALL GROUP MINISTRY

with Janet Swanson, Director of Membership & Adult Programs

As we build upon weekly worship, monthly themes, and small group ministry, the stronger and deeper our connections grow and we learn more about ourselves, the world, and one another.

Racial Justice was an important thread that carried through our work this past year. With a focus on racial equity/white privilege/cultural competency education, the Adult RE and Social Justice Programs collaborated to offer opportunities to learn new skills, be in

conversation about equity and justice, and explore cultural similarities and differences. These opportunities included:

Changing Systems, Changing Ourselves, a four-session monthly interactive e-course to explore, reflect, and act for social change. *Raising Anti-Racist Kids Learning Collaborative*, a workshop/series piloted by Families for Justice and held at FUS. *Witnessing Whiteness: The Need to Talk About Race and How to Do It*, an 11-session sequential workshop designed to build a community of

anti-racist whites, identifying our role as whites in producing and eliminating racism and injustice, and learning to engage in anti-racist practice in white-dominated spaces. *The Value of a Third Space* event featured speaker Sagashus T. Levingston, Founder/CEO of Infamous Mothers. A discussion with the Rev. Doug Wadkins on the book *So You Want to Talk About Race* was also offered.

The annual **Wartmann Lecture** expanded its usual offerings this year. In addition to our traditional lecture, FUS partnered with Ex-Fabula to offer a StorySlam workshop and storytelling evening. Nearly seventy-five people attended these events, both FUS members and guests alike. Speaking on the theme, “Living Your Truth: Stories of social justice, inclusion, and saving the planet,” we discovered the ordinary ways we seek to be a force for good in our community. Dr. Kate Ott presented on “Good Sex: Living our values with body and soul” as part of our traditional lecture series. Building off the success of the expanded lecture series, a three-part series exploring gender starts in 2019–2020.

The purpose of **Small Group Ministry** (SGM) at FUS is to create stronger connections and greater engagement in our faith community. Our SGM programming continues to be a strong element of our faith community. And we continue to grow!

Our ongoing groups include Chalice Groups, small groups of 8–10 individuals that meet regularly to practice a shared ministry of building community through intentionality; Exploration Groups, small groups that meet around a shared interest; Spiritual Practice Groups, drop-in groups that meet regularly to practice and explore formal spiritual practices. These groups continue to be solid and well-attended.

Journey Circles are our newest small groups. Moving to theme-based worship this past year allowed us to create new small groups meant to deepen members’ experiences and connect them in new ways to our larger faith community. We could not have anticipated the success of these groups. Meeting once a month, and at various times/days, we have engaged over 10% of our membership in a Journey Circle. The themes have resonated with participants, the intimacy of a small group has appealed to many, and the connection to others on this journey has helped to create stronger bonds with FUS. In addition, there

are three identity groups within the program—we have a Journey Circle for parents of teens, a Journey Circle for participants in their 30s/40s/50s, and a Journey Circle for parents of young children.

The **FUS Young Adults Group** (20s/30s) continues to be an active group within FUS. The 2018–2019 church year began with their annual welcome and planning potluck. Co-chairs for the group delegated responsibility to fellow group members and the young adults shared in organizing and facilitating activities. These activities included:

- Board games night
- Holiday party
- Second Harvest volunteering
- Spirits and spirituality
- Participation in our high school senior bridging worship service

Additionally, social activities were scheduled for the summer months. The 20s/30s group is supported by the Director of Membership and Adult Programs, and the Intern Minister.

In recent years, the **Campus Ministry** program was led by a full-time Ministerial Intern. This year the intern position was changed to be a part-time position (for a period of two years instead of one year).

When our part-time Intern Minister, Carin Bringelson, started meeting with campus students in the middle of the year, she listened closely to the college students themselves, asking them what they need from Campus Ministry. Together they brainstormed ideas for revitalizing the program. Since those first meetings they have:

- Designed a worship service together about how best to offer spiritual and emotional support to college students.
- Gathered in the summer for relationship building and community fun.
- Created plans to have a campus presence for the 2019–2020 school year.

Moving forward, one new plan for the program is to empower congregants to support Campus Ministry as “Flame Tenders.” This group of congregants will be committed to the vision of a sustainable, robust program as they provide continuity from year to year.

CHILDREN'S RELIGIOUS EDUCATION

by Leslie Ross, Director of Children's Religious Education

The Children's Religious Education Program ended the 2018–2019 year with 370 kids enrolled in child care through ninth grade. We had 88 volunteer teachers and 69 support volunteers, such as Classroom Support Coordinators, Coming of Age elders, and RE Greeters. Enrollment during our 11 am service was unusually low, causing us to cancel our 4th/5th grade and 6th/7th grade classes. (Current enrollment for 2019–2020 suggests this may be an ongoing trend.) Our classes were involved in a wide array of Faith in Action projects, including writing letters of support to incarcerated individuals, collecting donations for Porchlight Men's Shelter, making cards and bookmarks to be delivered with Meals on Wheels, helping homeless families through The Road Home, and creating toys for the Dane County Humane Society. We had 67 kids enrolled in our Free to Believe classes for 2nd and 3rd graders. One of our traditions with our Free to Believe kids is to hold a First Chalice ceremony. Parents are asked to write a letter to their child and to purchase or make a chalice for their child. Both the letter and the chalice are presented to each child at the First Chalice ceremony. It's a lovely and moving event! Also lovely is our Coming of Age worship service. This past year 24 of our teens came of age!

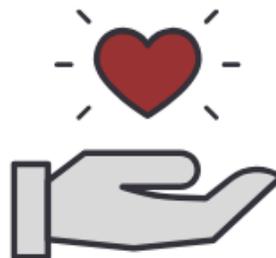
There were two new initiatives this past year that we're excited about continuing. One was a night of teacher development held in October. All CRE teachers were invited. After a fairly brief large

group session where a new classroom ritual was introduced (I'll get to that in a minute), teachers broke out into grade-specific groups. They met with one or more professional educators to talk about developmental qualities and classroom management strategies for their particular age group. Teachers had a rare opportunity to meet with others beyond their immediate teaching team to talk about important dynamics of their curriculum-specific classroom experiences. In November we had a soft launching, and then in January a full launching of a new classroom ritual which I described in last month's newsletter. It is a unique way of expressing our covenant to each other and utilizes a wristband ritual. The wristbands have the words "be kind, be gentle, be patient, respect others" embossed on them. The new ritual was used in our K–7th grade classes.

Finally, we continued the ongoing, never-ending process of reviewing and revising our curricula. This past year focused heavily on our pre-K Celebrating Me & My World curriculum but included individual lessons in many of our other classes as well. We were thrilled to also offer our much-loved Gingerbread Festival and Easter Egg Hunt, both of which were well attended and much enjoyed.



370
KIDS



157
VOLUNTEERS

SOCIAL JUSTICE

by Tim Cordon, Social Justice Coordinator

Our Social Justice Coordinator offers a few highlights from the last year:

Ministry Teams

The **Equity Team** challenges white supremacy culture both at the individual and congregational-level. Their advocacy has led to a closer look at FUS hiring practices, and a YWCA-led workshop for FUS leaders and staff. They also sponsored a film night and “Parents Night Out” events that benefited local groups working for racial justice

The **MOSES Team** advocates for a more humane criminal justice system. They hosted two film nights, co-sponsored a lecture with Sagashus Levingston, and offered several letter-writing parties. Members regularly attend and testify at public hearings, and participated in the biennial WISDOM Action Day at the State Capitol.

The **Road Home Team** supports low-income families by organizing a supply drive and our annual Giving Tree which provides holiday gifts to families experiencing a need.

The **Salvation Army Team** serves breakfast to homeless women and families every weekend, holidays, and extreme-cold weather mornings.

The **Sanctuary Team** supports the Dane Sanctuary Coalition and makes sure we’re ready to host a sanctuary seeker, if needed. They hosted a couple of volunteer trainings and recently initiated the Dane Sanctuary Coalition Volunteer Driver Project.

The **Service Sunday Team** organizes our annual day of service. This year we will focus on the beautification of our campus. Please join us on Sunday, August 18, after the worship service!

The **Shelter Team** provides breakfast and dinner for 70-140 men on the third weekend of every month. They also purchased two coffee makers for the shelter this year.

The **Sustainability Team** worked to increase the efficiency of our building and are active in getting solar panels for our roof. Additionally, they are actively collaborating with our religious educators, creating a rideshare program at FUS, raising questions about more sustainable groundskeeping and eating, supporting the

climate justice movement, and are moving us toward UUA re-certification as a “Green Sanctuary.”

Other Events and Projects

LGBTQ+ Pride: We continue to be active supporters and participants in the Outreach Pride Parade. (Instead of a parade this year, there will be a Magic Festival on August 18. You’re welcome to carpool with us after Service Sunday festivities.)

Outreach Offering: FUS raised over \$30,000 last year for local non-profits who share in our justice work through our weekly offering program.

Water for Gaza Project: We initiated and co-led this campaign that raised over \$16,000 to buy a water filtration system for a school in Gaza.

Voter Registration: We ran voter engagement canvasses in the weeks leading up to the 2018 election.

Clothing Collection: Many carloads of lightly-used clothing were collected and delivered to ARC Community Services.

And we hosted other justice-promoting events including an Indigenous Peoples’ Day feast and viewing of The Eagle and the Condor, the Madison Mayoral Forum, a forum on MMSD policies, presentations on Haiti and Venezuela, our annual Mother’s Day Peace Pole Project, the Youth Climate Summit, a panel on reproductive rights in Wisconsin, and our monthly First Friday Films @ FUS.

Thank you all, for making this a very powerful year of justice making!



Outreach Offering
30K
RAISED

MUSIC

by Drew Collins, Music Director

Our Music Director completed his first year with us and offers a few highlights from the past year and what to expect in the coming year:

Famed Composer. Madison celebrated the 80th birthday of internationally celebrated composer, conductor, pianist, and Bach scholar, John Harbison, with a long list of concerts and other events. FUS played an important role in festivities: Maestro Harbison conducted Society Choir in worship on one weekend, played piano in worship on another weekend, and delivered two consecutive Friday Noon Musicales.

Friday Noon Musicales. The Friday Noon Musicale underwent several important updates: it got its own webpage, got its own printed program “look,” featured some internationally-renowned artists, got a quasi-permanent coffee-tea-cocoa service area, and saw a sharp increase in average donations. But perhaps the most interesting development was learning that our Friday Noon Musicale has a much longer history than was originally understood. It was thought that the Musicale was about 30 years old, but I consulted a variety of people to determine that the Friday Noon Musicale actually dates back to 1971. This means the 50th anniversary season will be 2020–2021! I already have some ideas in mind for ways we might celebrate it.

FUS Choirs to Perform in Carnegie Hall. I am honored to have been asked to return to Carnegie Hall to guest conduct the New England Symphonic Ensemble. I have invited the adult and teen choirs at FUS to serve as the “nucleus” of the chorus for the event, which will also include choirs and singers from Maine, Minnesota, Connecticut, and California. Anybody affiliated with

FUS—“sometimes singers,” former members, significant others, staff—may join the tour. The concert will be May 30, 2020, when we will present Morten Lauridsen’s “Lux Aeterna.”

New Classical Concert Series. Introducing an exciting new classical music concert series! I have invited Madison Bach Musicians, Ancora String Quartet, and LunArt to be “Artists in Residence” at FUS for 2019–2020. The concert series will center around their performances here, but will also include performances by FUS choirs and the annual Mark Rosa Memorial Harpsichord Recital (and maybe a Valentines’ Gala!).

Successful All Music Sundays. This year’s Winter Choral Fest and Spring Choral Fest went very well. I am so grateful to all the performers and supporters who made these two services so successful.

New Piano. Long-time members Bill and Joyce Wartmann left their piano to FUS. This gift, a 7-foot Steinway model B built in 1911, means that FUS now owns three world-class and historic pianos! The “Wartmann piano” will live in the Atrium Auditorium. The piano is currently being restored by Farley’s House of Pianos and should be delivered in time for Water Communion.

Special Thanks. Special thank you to Linda Warren and Heather Thorpe for their great work this year. What a pleasure it is to have them as colleagues! And thank you to all the many volunteers who make our music program possible. Our fantastic music program at FUS could not happen without your contribution.

A FISCAL YEAR IN REVIEW

by Monica Nolan, Executive Director

Our fiscal year, which came to a close on June 30, 2019, was a bit out of the ordinary. However, like years past, many aspects of our financial landscape are cause for tremendous gratitude. Across all funds (operating, capital, and designated) we had a \$315k surplus. We renegotiated our insurance claim for the hail damage we experienced back in 2017, and more than doubled our total payout to over \$750k. The operating fund had a tiny deficit of \$1,500, and unpledged contributions in the operating fund were up \$60k over last year totaling about \$120k.

On the other hand, pledge payments continue to trend down as they have for the last eight years. This year's decline was more pronounced with \$68k less in pledge payments than last year. As we discussed at the Financial Forum last May, (if you didn't have a chance to attend, you may wish to watch the video on our website) there are a number of factors we theorize are at play. Whatever the diverse array of reasons for the decline, we understand that what we can control is our reaction to it. Having staff, lay leaders, and members that are firmly committed to strengthening our congregation by reimagining, reengaging, and reenergizing will help us continue to live into our mission in a way that could increase support for current community members and attract new ones. If you're feeling concerned about pledge numbers, I'd urge you to lean in and strive to embody the level of commitment you wish to see perpetuated.

Thank you all for the many ways in which you've each contributed to making FUS so plentiful! Together we successfully sustain a safe and nurturing environment where we, and those that proceed us, can explore the most pressing spiritual, ethical, and social issues of our times, and commit to being a force for good in our world.

Below is a high-level overview of the 2018-2019 financials.

Balance Sheet

Starting with the numbers contained in our "Statement of Financial Position" report, as of June 30, we had \$2.18 million in cash and cash equivalents, which is approximately \$195k more than last year at this time. Our fixed assets, such as our land, building, furniture, and equipment have an estimated value of \$10.26 million.

Capital

Our Building a Legacy—Capital Campaign has exceeded its income goals for the year and is looking at expenses that are well within budget. We've seen nearly \$968k in income this fiscal year, \$746k in expenses and transfers, resulting in \$221k in net income. We anticipate spending the remaining \$1.88 million in capital funds on the roof, solar, atrium enhancements, HVAC capital projects, and mortgage pay down over the next two fiscal years.

Designated & Restricted

In our Designated & Restricted Fund account, we began the year with nearly \$109k, have accepted \$24k in new donations, completed \$43k in parish-approved transfers to the operating fund, spent \$18k, and thus ended the quarter with approximately \$73k in these 11 funds.

Operating

In the Operating Fund, we anticipated \$1,910,000 in income and expenses, projecting a net gain of \$1. Ultimately, our actual income was approximately \$1,874,500 and our expenses were \$1,876,000, therefore ending the year with a \$1,500 deficit, which is about \$16k less than last year's relatively small deficit.

I hope you'll take a minute to review our Combined Statement of Financial Activities on the next page. As always, please don't hesitate to reach out to myself or the Finance Committee if you have questions about our financial state.

Please note these financials are preliminary and have yet to be fully vetted by the Finance Committee and Board of Trustees. Final financials reports will be available on our website on September 1, 2019.

Statement of Financial Activities for Fiscal Year 2018-2019

	18-19 Actuals	18-19 Budget	Variance	17-18 Actuals	18-19 vs 17-18
Operating Income					
Pledge Payments	1,109,591	1,195,000	-85,409	1,177,760	-68,169
Rental Income	254,581	240,204	14,377	224,323	30,258
Foundation Income	138,384	135,400	2,984	136,725	1,659
Collections & Gifts	185,297	145,537	39,760	126,542	58,755
Fundraising	35,345	38,225	-2,880	50,671	-15,326
Program Income	45,007	50,000	-4,993	44,752	255
Funds Transfers	99,952	99,573	379	141,863	-41,911
Other Income	6,340	6,102	238	8,382	-2,042
Total Operating Income	1,874,498	1,910,041	-35,543	1,911,018	-36,520
Operating Expenses					
Personnel Expenses	878,254	901,477	-23,223	912,273	-34,019
Personnel Benefits/Taxes	258,076	273,748	-15,672	263,668	-5,592
Mortgage	294,229	294,228	1	294,229	0
Building	219,216	196,948	22,268	202,688	16,528
Program	132,196	149,588	-17,392	139,130	-6,934
Administrative	73,120	64,101	9,019	81,810	-8,690
Communications	13,104	19,450	-6,346	15,120	-2,016
Fundraising/Membership	7,808	10,500	-2,692	19,149	-11,341
Other Expenses	0	0	0	585	-585
Total Operating Expenses	1,876,003	1,910,040	-34,037	1,928,652	-52,649
Net Operating Income	-1,506	1	-1,507	-17,634	16,128
Other Income					
Des/Res Income	37,165	16,484	20,681	79,914	-42,749
Capital Income	968,191	603,050	365,141	1,413,368	-445,177
Transfer to Cap from Des/Res	0	0	0	10,000	-10,000
Mortgage Principal Paydown	130,662	130,662	130,662	125,559	5,103
Total Other Income	1,136,018	750,196	516,484	1,628,841	-492,823
Other Expenses					
Expenses from Capital	701,852	2,035,465	-1,333,613	123,220	578,632
Expenses of Restr or Board Desg	17,997	21,898	-3,901	57,461	-39,464
Transfer from Cap Funds to Ops	56,500	56,500	-11,500	45,000	11,500
Transfer from Des/Res to Ops	43,452	43,073	379	75,826	-32,374
Transfer from Des/Res to Cap	0	0	0	10,000	-10,000
Total Other Expenses	819,801	2,156,936	-1,348,634	311,507	508,294
Net Other Income	316,217	-1,406,740	1,865,118	1,317,334	-1,001,117
Total Net Income	314,711	-1,406,739	1,863,611	1,299,700	-984,989

FUNDRAISING, EVENTS, & DATA

by Cheryll Mellenthin, Project Coordinator & Florence Jessup, Office Manager

Fundraising & Events

Fundraising and the related events supporting our efforts this year shared themes of community building and engagement across generations. In a year of transition, data points that communicate multi-year trends allowed the project planning team to identify strategies that transcended this interim period, bringing the message of *stewardship* as the constant for the year. The four major events provided joyful interactions with rewarding results as well as learning opportunities for future planning.

Stewardship Campaign: March 2019 a month of Stewardship

- Transparency and open conversation about money and funding FUS programs
- 35% of pledgers joined our new “Sustaining Steward” program
- More than 50% increased their pledge over last year
- Joyful messaging from members to members about giving
- Learning: Renaming the campaign confused some members

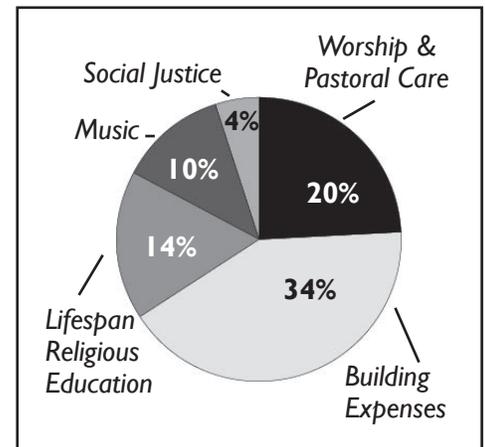
Because of You Volunteer and Donor Recognition Event

- Goal: to recognize TIME/TREASURE/TALENT in equal measures
- Family-friendly and joyful setting
- Learning: We need to redevelop messaging strategies

2019 Cabaret Game Night

- Family focused event, 180 attended including 25 kids, and many were first-time guests
- Online auction and the largest auction catalog in recent years
- Raffle items from local businesses and organizations with a vast range of categories
- Amazing energy from the talented volunteer team
- Learning: Saturday event makes for easier set up and planning

FUNDING @ FUS



Data & Database

2018–2019 marked our second full fiscal year using our new Church Management Software (ChMS), Ministry Platform!

Hopefully, for most of you, this change has been invisible. If you’ve signed up to register for a class via our www.fusmadison.org website, you will have used this platform. Our goal is to streamline the functionality from a member’s perspective and will continue to make improvements in the coming year. From a staff perspective, it has required us to develop new work processes to maximize benefits the new system offers. As we continue to build our knowledge with this system, we are dreaming big dreams about how we can leverage its capability to do great things for FUS.

As we look forward to the 2019–2020 program year, we’ll be asking you to help us keep our new Ministry Platform database updated with your current information. Thank you in advance for your assistance with keeping our data current.

COMMUNICATIONS

with Brittany Crawford, Communications Director

Communications enjoys a bird's eye view of life here at FUS. Collaboration across departments is essential to capturing our message both within and outside our walls. This year marked my first full year as your Communications Director. Below are some of our highlights from last year and goals for the upcoming year. It remains an honor to serve as your Communications Director, and I look forward to working with you and for you as we begin our new program year.



DATA COLLECTION

Throughout the year, we collected data from our social media accounts, mass email system, and website. As we move into the new program year, we'll utilize this data to improve our platforms and measure results year-over-year.

@FUSMADISON

All our social media accounts saw an increase in followers and likes. FUS has 2,388 likes on Facebook, 76 followers on Instagram, and 405 followers on Twitter. Are you following us? Check us out on all three social media sites @fusmadison.



WWW.FUSMADISON.ORG

Two website sessions were offered this year, and while attendance was underwhelming, it provided me with insights into the user experience. New navigation changes will roll out later this month to help alleviate some of the common concerns experienced by members. More information will be available in the *Red Floors*.

PUBLICATIONS

You can find your favorite FUS publications in printed formats, including *The Madison Unitarian*, *Red Floors*, stewardship campaign materials, posters, orders of service, and so much more. This year we collaborated across departments to bring you the renamed *Guide to the UUniverse* after a seven-year hiatus.



MINISTRY TEAM

We launched our Communications Ministry Team this year. This small, but mighty team has been an invaluable asset in providing editorial assistance, feedback, and recommendations for improvement. Many thanks to Dorit Bergen, Hannah Lee, Lari Fanlund, and Maureen Friend for their dedication. If you'd like to join us next year, please email me at brittanyc@fusmadison.org.

AUGUST



For more happenings, visit us online at www.fusmadison.org and click on “Event Calendar” under “Community.”

SUN MON TUE WED THURS FRI SAT

				1	2	3
4 Madison-area MOSES Meeting @ 2 pm	5 Shawl Ministry @ 10 am	6 Affordable Housing Potluck @ 6 pm	7	8	9 History Book Club @ 2 pm	10
11 Cello, Chimes, & Harps, Oh My! Concert @ 3 pm	12	13	14	15 Shawl Ministry @ 10 am	16	17
18 Annual Service Sunday @ FUS	19	20 Affordable Housing Potluck @ 6 pm	21 Board Meeting @ 6:30 pm	22	23	24
25	26	27 Affordable Housing Presentation @ 7 pm	28	29	30	31 Grief Support @ 10 am

Summer Service Schedule: Only one service will be offered during the weekend. Join us at 10 am on Sundays in the Atrium.

Tuesday, August 6, 13, 20, 27
Centering Prayer @ 4:45 pm

Thursday, August 1, 8, 15, 22, 29
Meditation @ 6 pm

Sunday, August 3, 10, 17, 24, 31
Insight Buddhist Meditation @ 6 pm

A MONTH OF SERVICES

Saturday services will resume September 7.

Summer Sunday services start at 10 am in the Atrium Auditorium

August 4 @ 10 am

“The Tortoise, the Hare, & Unitarian Universalism”

with Kelly J. Crocker,
Minister of Congregational Life

This weekend we contemplate the “point” of Unitarian Universalism. What is it that brings us together? What do we find here in this community? And what can be learned from that ancient Aesop’s Fable, “The Tortoise and the Hare,” that is illustrative for who we are and who we strive to be?

August 11 @ 10 am

“Location, Location, Location”

with Carin Bringelson, Intern Minister

If we want to weave our Unitarian Universalist beliefs into our lives and become a more effective congregation, then we need to engage with our spiritual practices in the following four locations: the cushion, the living room, the sanctuary, and the street. Today we will explore each of these locations and consider how embodying spiritual practices on a regular basis might enhance our lives both as individuals and as a community.

August 18 @ 10 am

“I Quit! Rev. Kenneth Patton and Race in America”

with Jim Jaeger, Affiliated Minister

In the past couple of months, the topic of race and racism has again boiled to the top of what passes for political discourse in our time. The controversy between the president and the four congresswomen is one recent example of the racial tension. Obviously, this is not a new topic. In his sermon on August 18, Rev. Jim Jaeger, a community minister affiliated with First Unitarian Society, looks back 50 years to a time when FUS gained some national attention, when Rev. Kenneth Patton announced that he was “resigning from the White Race.” In this sermon we will explore the implications of Rev. Patton’s actions for today’s circumstances.

August 25 @ 10 am

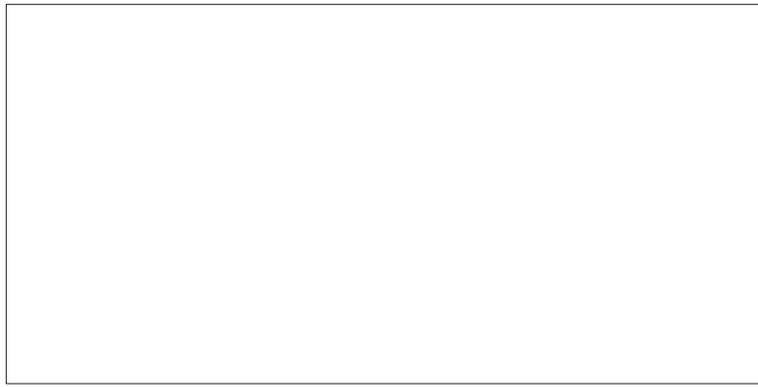
“Unitarian Universalist Touchstones”

with Douglas Wadkins,
Interim Senior Minister

Whether one is new to Unitarian Universalism or a lifelong UU, it is often helpful to focus on a few enduring components that help us find our center within a faith that encourages religious diversity. We can turn to our tradition as a legacy to understand more about some of the touchstones that help us know what have been important shaping values for our faith both communally and individually.



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OUR CONTINUING BOND OF UNION



We whose names are hereunto inscribed, desiring a religious organization in the spirit of Jesus of Nazareth, which shall make integrity of life its first aim and leave thought free, associate ourselves together as the First Unitarian Society of Madison and accept to its membership those of whatever theological opinion who wish to unite with us in the promotion of truth, righteousness, reverence and charity among all.