



## Annual Report 2015-16

*Respectfully Submitted by Becky Brooks, Secretary, LREDA Board*



Your Board is proud of these goals for next year, carefully articulated with focus on needs and capacity:

### **Align resources with mission**

Be sure that we are focusing our financial and human resources on priorities that advance the mission of LREDA and the Board. This may entail hard choices regarding where volunteer time and organizational funds are spent.

### **Strengthen relationships with LREDA chapters and between LREDA members.**

Increase and improve support for chapters and members, enabling them to understand themselves as part of a sustaining network of peer professionals.

### **Develop LREDA's identity as an accessible and comprehensive resource for professionals in UU Faith Development and Religious Education.**

Prioritize services to members, accessible and transparent communication, and moving toward a more comprehensive collection of resources (both curated and original).

### LREDA Snapshot

Your Liberal Religious Educators Association includes 578 members, 68 of whom are our honored Life Member elders.

This year we welcomed 200 members and friends to our annual Fall Conference in Morristown, NJ, and nearly 70 at our Professional Day in Columbus, OH. These annual events are treasured times for continuing education, enrichment, and most of all, to come together with colleagues. We will gather next in San Diego, CA for Fall Conference 2016, Oct. 20-24.

Our incredibly active year included staff transitions, a new website and logo, and a successful Endowment Campaign. Through it all many, *many* volunteers worked tirelessly on behalf of our LREDA community. Your Board extends our congratulations for a wonderful year and deep appreciation for the tremendous work and love shown by and to our members.

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# Highlights of the Board's work



PRESIDENT — CATHY SEGSEL (2014-17)

- Led the Board through transitions in staff and discernment about focus, mission, and communications
- Met regularly with UUA leaders and staff, worked with leaders in the UU Ministers Association and the UU Musicians Network, as well as other UU groups to continue to build strong relationships
- Represented LREDA at celebrations, conferences, advocacy groups, and other meetings, including work with the Excellence in Shared Ministry team, the Fahs Collaborative Guiding Team, and the Summit on the Economic Sustainability of Ministries
- Followed up on awarded grant from the UU Funding Panel to secure a larger amount for LREDA's work

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VICE PRESIDENT — ROBIN PUGH (2015-18)

- Oversaw a successful nationwide job search for LREDA administrator
- Worked with the Nominating Committee to clarify and expand their role to include responsibility for all vacancies on the five Committees of the Board. (Endowment, Diversity and Inclusion, 21st Century, Committee on Mentoring and Credentialing Scholarship)
- Served as a liaison with LREDA's Integrity Team, now the Diversity and Inclusion Team
- Represented LREDA on denominational committees and conferences in President's absence. eg. Commit 2Respond and Council for Cross Cultural Engagement



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SECRETARY — BECKY BROOKS (2013-16)

- Led the implementation of LREDA's new digital infrastructure and website
- Worked with the Board to design the new LREDA logo.
- Facilitated communications and technology portions of staff transition
- Managed software solution for internal communications for the LREDA Board and some volunteer groups
- Took and distributed minutes of monthly conference calls, in-person Board meetings, and membership meetings
- Produced LREDA's bi-annual newsletter



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## Highlights of the Board's work, cont.



### TREASURER — KAREN LOBRACCO (2014-17)

- Tracked and reported use of last year's \$10,600 grant from the Fund for Unitarian Universalism to update our digital infrastructure and outreach.
  - Served on a Board staff search subcommittee to draft a job description, assembled the compensation information, and helped interview applicants
  - Served LREDA in a Human Resources capacity as we transitioned from having our administrator as contractor to an employee with benefits.
  - Monitored the "Chapter Challenge," and tracked funds by chapter to ensure proper matching credit.
  - Set up a Brokerage Account to receive gifts of stock – an option appreciated by some donors for tax reasons.
  - Facilitated transition from a very part-time bookkeeper in the Hudson Valley area of NY to an accounting firm with our own CPA in Rochester, NY.
  - Participated in transition from one credit card processing firm to another, ensuring continuity
  - Reconciled accounts monthly and throughout transitions
  - Prepared Annual budget proposal for LREDA membership's consideration
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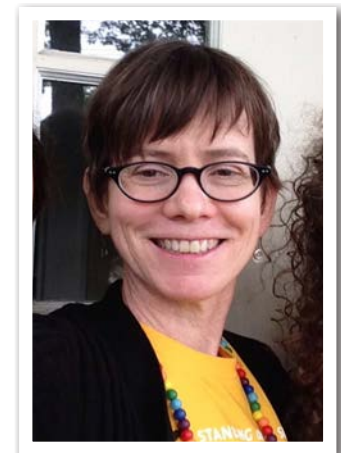


### CONTINENTAL EVENTS — DANA REGAN (2013-16)

- Coordinated successful Fall Conference program last October in New Jersey
  - Working collaboratively with the UUA Faith Development Office and Fall Con Team to present the next Fall Conference in San Diego
  - Planned and implemented the Professional Day program along with other members of the LREDA Board and Fahs Lecture Team. Also coordinated with Rev. Nate Walker as the Fahs Lecturer for this year.
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### PROFESSIONAL DEVELOPMENT — LEAH PURCELL (2015-18)

- Worked with LREDA Committee on Mentoring to streamline the configuration and roles of the committee members; looking at new ways to support mentors.
- Worked with UUA Renaissance Advisory Committee to update the manual for planning Ren Mods.
- Worked with the Shared Ministries Task Force on next steps – What else might be needed and how can we best create and offer new resources?



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## Highlights of the Board's work, cont.



### PROFESSIONAL SUPPORT — MEAGAN HENRY (2015-18)

- Trained and provided support good officers.
- Provided support to Chapters, primarily through communication with the Chapter Chairs, hosted online Zoom meetings for Chapter Chairs.
- Worked to update the LREDA code of professional practices.
- Served on hiring committee for new LREDA administrator.
- Met bi-monthly with congregational life staff director, Scott Tayler to discuss the challenges facing religious educators as a result of regionalization.

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## Staff

### ADMINISTRATOR — KARI KOPNICK

- Worked to begin to learn the job of LREDA Administrator, looking forward to getting through a year of "firsts"
- Took the class "Social Media Strategy" at the University of California, Irvine
- Delved deep into learning our new operating system/database/website through Memberclicks, and yes, Chris at the help desk does say "Oh hi, Kari, how are you today?" because that's how frequently I call!
- Biggest highlight of the year—ALL OF YOU! The members and leadership of LREDA are my favorite thing about the work, hands down! Thank you for being you!



### ADMINISTRATOR — CINDY LEITNER

- Cindy graciously extended her contract with LREDA for six additional months in order for us to hold an extensive search for a new Administrator
- Staffed Fall Conference
- Edited the newsletter and other documentation
- Assisted with the database transfer and website transition
- Met with new Administrator to ensure a smooth transition

*LREDA is deeply grateful to Cindy for her years of service.*

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# Nominating and Committees of the Board

## NOMINATING COMMITTEE

The Nominating Committee selected 3 candidates for the LREDA Board. Annie Scott, as President-Elect, Andrea James as Secretary, and Lily Rappaport, At-Large Continental Events Portfolio. Katy Carpman was selected as a candidate for the Nominating Committee replacing outgoing chair Sheri Philabaum. To further its goals of leadership development and diversity in nominations, the nominating Committee clarified its role, with Board approval, to include being responsible for nominating candidates for each vacancy on the 5 board committees. In an effort to make the nomination committee's work efficient and collaborative, an updated nomination committee work timeline is in place and will be advertised to the LREDA board and committees.

Many thanks to those who served: Kim Mason, Michelle Grove, Sheri Philabaum

## DIVERSITY AND INCLUSION TEAM

The Diversity and Inclusion team continues to support LREDA in honoring its commitment to diversity and inclusion by educating the LREDA Board and membership on issues pertaining to six areas of linked oppression. This year the Diversity and Inclusion Team changed its name from the Integrity Team to better reflect its mission. Additionally, the team shortened term limits to enable more LREDA members to have an opportunity to engage in this important work

Many thanks to those who served: Aisha Hauser (chair), Liz Jones, Michael Molk, Nathalie Fenimore, Samaya Oakley

## 21ST CENTURY COMMITTEE

The 21st Century Committee funds innovative faith development ideas using interest from the LREDA Endowment. This year the committee funded a Coming of Age model at Murray Grove and Phase 2 of Anne Principe's Divign Thinking.

Many thanks to those who served: Catherine Farmer Loya, Eleanor Van Deusen (chair), Joy Berry, Sara Lewis, Susan Freudenthal

## CREDENTIALING SCHOLARSHIP COMMITTEE

LREDA's Credentialing Scholarship Committee awards scholarships to those working toward receiving Religious Education Credentialing from the UUA's Religious Education Credentialing Committee. Its liaison to the LREDA Board in the portfolio of Professional Development.

Many thanks to those who served: Beth Irikura, Sonja Jensen (chair), Tracy Beck

## COMMITTEE ON MENTORING

The LREDA Committee on Mentoring selects and trains mentors in the UUA's Religious Education Credentialing Program and also finalizes the matches of mentors and candidates.

Many thanks to those who served: Beth Casebolt, Greta Porter, Layne Richard-Hammock (chair), Sheri Philabaum

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## Committees of the Board, cont.

### ENDOWMENT COMMITTEE

In the fall a very generous donor and longtime supporter of LREDA offered a Matching Chapter Challenge — they would match dollar for dollar all new donations to the Endowment Fund up to \$35,000. In addition, chapters who met specified goals related to their membership were eligible to receive bonuses that could total an additional \$9200.

Chapters across the continent rose to the occasion beautifully, raising \$36,186.24, earning the full bonus amount! Many thanks to LREDA members who contributed, our Director of Development, Laurel Amabile, and the Endowment and Planned Giving Committee, who want to invest in the future vitality of UU religious education. With over \$507,000 invested in the UU Common Endowment Fund, the interest earned funds innovative RE projects, scholarships for Fall Conferences, inspiring Fahs speakers, and other ways of leading into the future.

Many thanks to those who served: Emmie Scholobohm, Gabrielle Farrell, Jennifer McGlothin, John Cavallero, Karen LoBracco, Lisa Marie Steinberg, Pat Ellenwood, Patti Withers (chair), Susan Freudenthal. Staff support: Laurel Amabile



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## Working Groups

Groups which are not committees of the Board, but include a Board Liaison

Fall Conference Planning (liaison is Continental Events)

Many thanks to those who served: Betsy Lowry, Jessica Laike, Judy Tomlinson, Molly Nolan, and Sara Lewis

Sophia Lyon Fahs Lecture (liaison is Continental Events)

Many thanks to those who served: Ariel Hunt-Brondwin, Becky McAndrews, Lora Powell-Haney, Rebecca Keller Scholl

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## Interest Groups

Groups that are open to any member who has a specific interest in that group. Each group has a convener and a Board liaison.

LREDA LARGE (liaison is Professional Development) — Lauren Wyeth

LREDA Small (liaison is Professional Development) — Molly Nolan

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## Committees or Groups with LREDA Representation

Stewardship Sermon (liaison is Treasurer) -- Perry Montrose

LREDA rep on the RECC (liaison is Professional Development) -- Kathleen Carpenter

Renaissance Module Working Group (Representative: Professional Development portfolio holder)

UUA Program Staff Liaison (Representative: President)

Council on Cross-Cultural Engagement (Representatives: Vice President and Diversity and Inclusion Chair)

Commit 2 Respond: (Representative: Vice President)

Fahs Collaborative: (Representative: President)

UUA Board Observer: (President)

Excellence In Shared Ministry Steering Team: (Representative: President)

Two Who Defied The Nazis Planning Committee: (Representative: President)

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# Financial Report 2016

	A	B	C	D	E
1	<b>LREDA Statement of Accounts as of 5/31/2016</b>				
2					
3	<b>Liquid Assets</b>			<b>Temporarily Restricted Funds</b>	<b>5/31 Actual</b>
4	Bank Of America Checking Account	\$38,083.56		LREDA Large	\$6,531.06
5	Bank Of America Money Market	\$10,964.60		21st Century Funds allocated	\$10,603.00
6	Capital One Money Market	\$175,050.57		Fahs Lecture Fund	\$9,758.19
7	<b>TOTAL</b>	<b>\$224,098.73</b>		Credentialing Scholarships	\$33,362.00
8				Fall Conference Scholarships	\$14,337.00
9	<b>Permanently Restricted Funds</b>			Special Projects Fund	\$4,000.00
10	UUA Common Endowment Fund	\$507,435.62		Fall Conference Reserve Fund	\$24,820.00
11				Chapter Program Grant	\$1,700.00
12				UU Funding Panel Grant	\$2,086.10
13	<b>Unrestricted Liquid Assets</b>	<b>\$116,901.38</b>			
14				<b>TOTAL</b>	<b>\$107,197.35</b>
15					
16					

	A	B	C	D	E	F	G
1	<b>Budget Comparison Current Year vs. Proposed</b>						
2	<b>Category</b>	<b>2015-16 Budget</b>	<b>% of Total</b>	<b>YTD 5/31/16</b>	<b>2016-17 Budget</b>	<b>% of Total</b>	
3	<b>INCOME</b>						
4	Membership Dues	\$64,000	38	\$59,372	\$64,000	31	
5	Interest/Sales/Fees	\$1,600	1	\$1,554	\$1,550	1	
6	Fall Conf. Registration	\$70,000	42	\$93,500	\$85,000	41	
7	GA Prof. Day Registration	\$4,000	2	\$2,535	\$3,500	2	
8	Donations for Operations	\$4,100	2	\$3,349	\$4,350	2	
9	Transfers & Disbursements	\$23,500	14	\$20,429	\$25,400	12	
10	Draw on Savings	\$- 0	0		\$21,928	11	
11	<b>TOTAL</b>	<b>\$167,200</b>	<b>99</b>	<b>\$180,739</b>	<b>\$205,728</b>	<b>100</b>	
12							
13	<b>EXPENSES</b>						
14	Fall Conf. Expenses	\$70,000	42	\$106,844	\$85,000	41	
15	GA Programming	\$10,000	6	\$8,022	\$9,000	4	
16	Administrator	\$26,724	16	\$27,388	\$47,453	23	
17	Management & Administration	\$9,800	6	\$7,244	\$13,675	7	
18	Website & Communication	\$4,310	3	\$10,370	\$7,000	4	
19	Committee Support	\$17,300	10	\$10,356	\$14,800	7	
20	Scholarships/Grants/Denominati	\$17,600	11	\$16,160	\$17,800	9	
21	Board Expenses	\$11,000	7	\$7,594	\$11,000	5	
22	<b>TOTAL</b>	<b>\$166,734</b>	<b>101</b>	<b>\$193,978</b>	<b>\$205,728</b>	<b>100</b>	
23							