

"WE ARE REIMAGINING, REVITALIZING, AND RECREATING ... SOMETHING NEW... TOGETHER... IN THIS TIME IN THE STORY OF UUCUC."  
- REV. KAREN BUSH



UNITARIAN UNIVERSALIST CHURCH  
OF URBANA-CHAMPAIGN

**2021-2022**

CONGREGATIONAL MEETING PACKET  
JUNE 5, 2022

[www.uucuc.org](http://www.uucuc.org)





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# Table of Contents

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<b><u>Call Letter and Agenda .....</u></b>	<b><u>11</u></b>
Remarks by the Board Chair .....	13
Reflections From Our Lead Minister .....	15
Treasurer’s Report .....	17
In Memoriam .....	18
Highlights From the Church Year .....	21
Celebrating Reverend Florence.....	44
Approval of Minutes From the Annual Meeting on June 6, 2021 .....	47
FY23 Budget Overview and Highlights.....	49
Slate of Nominees .....	57
Affirmation of Settled Ministerial Search Team .....	63
Proposed Gift Policy Revisions.....	67
Use of Monies Held in the Anne Ehrlich Bequest Fund .....	71
Additional Proposed Bylaws Changes.....	73
<b><u>Appendix.....</u></b>	<b><u>77</u></b>
Appendix A. Minutes From the Annual Meeting on June 6, 2021.....	79

*Photos on cover (from top left and clockwise): Rev. Sally Fritsche during the Champaign-Urbana Pride fest parade in September 2021 (photo courtesy of Rev. Karen Bush); new member “pandemic” cohort from membership event in March 2022 (photo courtesy of Rev. Sally Fritsche); Interim Lead Minister, Rev. Karen Bush (photo courtesy of Rev. Karen Bush); UUCUC members and two of our resident gardeners, Karen and Michael Retzer (photo courtesy of Rev. Karen Bush); panoramic view of the Sanctuary during the Easter Sunday service in April 2022 (photo courtesy of Tim Voelker); several UUCUC members during Crop Walk 2021 (photo courtesy of Jim Hannum); BoT Chair, 2021-2022, Becky Densmore (photo courtesy of Rev. Karen Bush); RE&E team Adrienne Summerlot, Avalon Ruby, and Rose St. Clair (photo courtesy of Rev. Karen Bush).*



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# Mission Statement

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**Build community. Seek inspiration. Promote justice. Find peace.**

It is a reflection of who we are. The following words are not an official part of our mission, but help to explain the above eight words which were approved on December 4, 2005:

- **Build Community.** We come together to provide a caring community, to encourage and to support one another in our religious, spiritual and personal development - and to promote a more just and peaceful world.
- **Seek Inspiration.** We are moved by acts of kindness and love; we are awed by the beauty and wonder of the natural world; we are lifted up by the power of reason. Join us to find your inspiration.
- **Promote Justice.** We value deeds over creeds - its our actions that define us. Whether you're passionate about LGBTQIA issues, addressing immigration justice, or promoting sustainability , this community provides opportunities for better understanding... and collective action.
- **Find Peace.** We each have different concepts of what peace means to us, but without peace within ourselves, within our families and our congregation we will have difficulty bringing peace to our community and larger world.



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# Congregational Visions

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## **Culture**

Our members joyfully include, respect, and appreciate everyone who comes through our doors, embracing their racial, gender, sexual orientation, socioeconomic, and neuro-diversities. We are fully inclusive of a range of religious and theological understandings both within our congregation and as we reach out to other religious communities in CU. By our actions, we foster a sense of belonging, celebration, and joy to a community that cares and supports each of us. We extend that inclusion and welcome to the wider community and the world. We understand that we are all engaged in shared ministry together. We express our gratitude freely and give generously both within and beyond our UUCUC community.

## **Church Home**

Our church home is easily accessible to all people. It is physically and aesthetically designed to be comfortable, beautiful, and welcoming to all who enter. Our “green” physical facilities provide right-sized, flexible, multi-use spaces for our programs and for community use, as our congregation grows and changes.

## **Children and Youth**

Our children and youth are fully integrated into church life and contribute to services, music, classroom activities, play, and social action efforts. Children learn what it is to be a UU from many opportunities for interactions with adults. There is a wide understanding by adults of all ages that supporting and being in relationship with children and youth is central to our faith and congregation. Many volunteer to support the spiritual development and education of children and youth both within and beyond the classroom walls.

## **Growth**

Our congregation embraces growth in membership and programs as a consequence of the appeal of our message and actions as we continue to maintain and foster community. Our members and leaders welcome the challenges of adjusting to changing church size. We learn about the dynamics of growth on staffing, governance, ministry, worship, and other aspects of our congregational life. We develop new ways to achieve our mission and serve through shared leadership, shared ministry, and pastoral care by both staff and members. We discover new ways to maintain and foster community.

## **Leadership**

We have an institutional culture of fostering leadership. As spiritual leaders, our ministerial team and religious professionals provide direction and along with the staff, support for congregational growth. Programs to develop leadership skills empower interested church members to lead within our congregation and beyond. We provide ongoing learning opportunities for leaders internally and through attending UUA Leadership School and other training. Youth, young adults, those who have LGBTQ+ identities, and people of color are well represented in our leadership. We provide opportunities for the Minister(s) and staff to grow their skills, work toward our common goals, and learn what works best. The Minister, staff and members and friends of UUCUC work seamlessly to bring our vision to life.



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# Congregational Visions

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## **Social Justice/Action**

Our members join others to fight for justice, equity and compassion for all. We understand that working for racial justice to undo white supremacy culture, within and outside the congregation, is central to us as Unitarian Universalists. Our voices are recognized in the CU community for education, action, and collaboration to achieve justice and equity in racial, immigrant, economic, legal, gender, sexual orientation, and environmental issues. We are steadfast and generous partners with community groups.

## **Service to Others**

We show up and care for each other in life's joyful times and times of difficulty. Among our members, we respond quickly through Care Core requests and pastoral care to support others in need. Beyond our walls, we join in numerous community service projects. We show up with our hands, our hearts, and our resources for our neighbors in need.

## **Spirituality**

This congregation inspires us in many ways to actively search for, be guided by, and move towards what gives purpose to our lives. Our spirituality and inner exploration create a path to our 'why', our reason for being, a way to find peace, and hope for a better world. Our shared ministry together is creative, integrated, intellectually challenging, and spiritually renewing. There are alternative forms of worship and spiritual practices to meet our diverse needs. Spiritual education for our children and youth is fully supported by the congregation. Our music program offers many ways for members to connect with music, and a broad range of musical styles.

## **Learning**

Worship services, meditation, chalice circles, book and film discussions, classes, workshops, retreats, talks by invited speakers, and individual studies lead to deeper understanding of ourselves and our diverse world. Learning for all ages is valued, as is spiritual, ethical, and moral education for our children, and our youth program is fully supported by the congregation. Many members contribute to learning opportunities within the congregation and for the wider community.

*Approved June 14, 2020*



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## Congregational Statement

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We, the members of the Unitarian Universalist Church of Urbana-Champaign, strive to sustain a caring community that promotes the personal and spiritual well-being of our members and of the larger world in which we live. To this end,

We promise to participate actively in the life of our church, to contribute as we are able, and to express appreciation for others' contributions.

We promise to join in shaping congregational life through processes that are open, inclusive, and transparent, and to support the decisions made by our chosen leaders and the congregation as a whole.

We promise to celebrate the diversity of our collective experiences and backgrounds including race, class, gender, sexual orientation, age, physical ability and economic means even as we struggle to understand those differences.

We promise to express our differences openly and respectfully, speaking directly with those involved, listening closely, offering real solutions in ways that are constructive and not judgmental, and accepting conflict as an inevitable aspect of healthy relationships.

We promise to provide an atmosphere for the minister to challenge us to think critically and creatively about all issues, thus carrying our congregations' commitment to a free pulpit.

We promise to respect our children, to encourage their development as whole people, and to teach them the values of our religion, and other religions, as well.

We promise to welcome those who are new to our church and faith by learning about their journeys, by providing opportunities to learn more about us, and by explaining how they can become more involved in the church.

We promise to support each other through life's ups and downs by creating an environment in which people feel safe to share, and by responding to the needs of the members of our congregation.

We promise to encourage one another in our efforts to promote social justice and responsible stewardship in the larger community and the world.

*Approved 10/02/2005*



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## 2021-2022 Board of Trustees & Officers

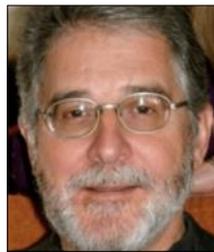
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**Gail Schiesser**  
*Moderator*



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## Moderator Welcome

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Greetings, Friends.

It's been a year that feels like we're stuck in a country and western dance - two steps forward and one step back. Sometimes it feels like Santa brought the pony we really wanted, instead of the socks that we thought we were supposed to say we wanted. Other times, it's felt like we've lost all sense of what it means to pull together as a community.

While we've been on the dance floor there has been some progress. Stately progress. ("Stately" seems more optimistic than "glacial," don't you think?)



We've been reshaped in the 27 months of the pandemic. And there's the sense that there is more reshaping yet to be done. So, we're hesitant to commit, to say we're "all in," to push everything we have into the center of the table, and place a bet on the unknown.

But together, we -- the Unitarian Universalist Church of Urbana Champaign -- are not the unknown. Together, we are the community we've been longing for, waiting for, wanting to return to. While we're not a sure thing (the pandemic has taught us that there are no sure things), together, we have a history. And a future.

And so, at noon on Sunday, June 5th we will gather for our annual meeting. You'll have the option of participating in person at the church or remotely via Zoom, in our annual ritual of community, decision-making, and future-building.

Like all rituals, there will be familiar parts: we'll pass a budget and elect officers. And there will be some new bits: the Board of Trustees is asking that the members of the Settled Minister search committee be affirmed, and that we consider proposed modifications to the bylaws. And maybe we'll have a little fun. You never know.

For the time it takes us to hold this meeting, we can join together, remember who we are, and imagine a future that doesn't include this three-step dance.

I'll see you there.

Bright blessings,

Gail Schiesser  
Moderator





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# Call Letter and Agenda

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May 25, 2022

Dear Church Member,

This letter constitutes a written call for the Annual Meeting of the Congregation of the Unitarian-Universalist Church of Urbana-Champaign under Article V of the church Constitution and Article II of the By-Laws.

**The Annual Meeting is scheduled from 12:00 to 1:30 pm on Sunday, June 5, 2022.**

In accordance with the Constitution and Bylaws, this meeting will take place both in person at UUCUC and virtually via Zoom. Votes made at this meeting will be binding. Additional details about how the meeting will be conducted are available from the website at: <http://uucuc.org/annualmeeting2022>. This meeting will be recorded.

The agenda will be:

- I. Call to order and verification of a quorum
- II. Finalization of the Agenda
- III. Remarks by the Board of Trustees Chair
- IV. Remarks by the Minister
- V. Approval of Minutes from the Annual Meeting on June 6, 2021
- VI. Presentation and vote on the 2022-2023 Annual Budget
- VII. Election of Officers, Members of the Nominating Committee, and Delegates to the General Assembly  
**NOTE:** For these positions, a proposed slate of nominees is attached. According to Article XI, Section 7, of the bylaws, "nominations for any office may be made from the floor at any congregational meeting. However, nominations will be accepted only for those who have given their consent either in person or in writing."
- VIII. Affirmation of Settled Ministerial Search Team
- IX. Proposed Gift Policy Revisions
  - A. Creation of Capital Fund
  - B. Creation of Unrestricted Bequests Fund
  - C. Proposed Constitutional Change: Revision to Article V, Section 3e: Acceptance of gifts over \$5000  
**NOTE:** Amendments to the Constitution require a  $\frac{3}{4}$  affirmative vote from the voting members present.
  - D. Proposed Bylaw Change: Revision to Bylaw Article XV: Unitarian Universalist Trust Fund  
**NOTE:** Amendments to the Bylaws require a  $\frac{2}{3}$  affirmative vote from the voting members present.

*(continued on page 12)*



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## Call Letter and Agenda

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*(continued from page 11)*

X. Use of monies held in the Anne Ehrlich Bequest Fund

XI. Additional Proposed Bylaws changes

**NOTE:** Amendments to the Bylaws require a  $\frac{2}{3}$  affirmative vote from the voting members present.

A. Revision to Bylaw XII: Dissolution of the Mediation Committee

B. Revision to Bylaw VII, Sections 1 and 2: Board of Trustees

C. Revision to Bylaw XI, Sections 1 and 4: Nominating Committee

XII. Adjourn

Sincerely,

Jody Hanger

Clerk, Board of Trustees

(Printed copies of the Annual Meeting packet are available; call the office if you would like one. There will also be printed copies of the packet available at the in-person meeting.)



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## Remarks by the Board Chair

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Dearest UUCUC,

There is a quote, written by Hunter S. Thompson, that never fails to bring a smile and reminds me to connect to all that life offers, while embracing a spirit of adventure. It reads:

*“Life is not a journey to the grave with the intention of arriving safely in a well-preserved body, but rather to skid in broadside, thoroughly used up, totally worn out, and loudly proclaiming, “Wow what a ride!”*

As I reflect on this past church year, I can think of no better way to encapsulate this time space continuum than with this insightful expression. What a ride indeed! It demonstrated the incredible commitment and resilience of our congregation as together we successfully navigated the hills and hollows, peaks and valleys, and the many check points along the way in our collective 21 – 22 church journey.

This past year, our church celebrated the ministry of Reverend Florence Caplow as we mutually released each other from our covenant and the call to serve as our settled lead minister and chief of staff. While this wasn't a decision of our choosing, we were, and are, entirely aware that changing life circumstances and impacts to health and wellbeing are the reflections of the rhythm of life and are thus beyond our sphere of influence.

While letting go, we were also leaning into the magic and ministry of our beloved Reverend Karen Bush, affectionately known as 'Rev. KB'. We invited her to step into the role to serve as our consulting minister this past fall. And we loved her so much, we decided to keep her, shifting her role to serve as our Interim Minister and Chief of Staff. We are eager to see all the wonderful things that unfold under Rev. KB's guiding hands and caring heart.

And while Rev. KB was gearing up, our treasured Reverend Sally Fritsche, Associate Minister for Congregational Life, wrapped us in hearts holding us, lovingly supporting us as we reached toward a transitional time. We are extremely fortunate to have the benefit of this incredibly wise and oh so talented minister leading, innovating, serving, and sharing her light with us. How very exciting for our congregation to be standing on the edge of a whole new church year knowing this talented ministerial team is preparing a carriage for the journey as we reach for tomorrow. Buckle up, it's going to be awesome!

Another tremendous highlight of our year was the initiation of the UUA's Settled Minister Search Process. The Board of Trustees assembled a Settled Search Team (SST) that represents your individual nominations, and collectively, we believe the whole of our congregation and congregational life. We are so pleased to present this slate of seven committed and dedicated members to you during our Annual Meeting.

I can go on and on with the many, many wonderful things that happened this year as a result of your collective efforts on behalf of our church – from reopening our building and learning how to be with each other in person, to the tremendous efforts of our award-winning, justice focused committees and their innovation and initiatives; and back again to ensuring justice-at-home – the bottom line is UUCUC showed up, you showed up, and yes, it's been a fantastic ride!

I sure hope you took pictures along the way because every good trip deserves images to connect you to the moment of yesterday. So please take this opportunity right now, to pause and reflect upon your own personal experience this past church year. Hold on to those things that made church, well church, and caused you to *(continued on page 14)*





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## Remarks by the Board Chair

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*(continued from page 13)*

connect to your own center of joy. From my perspective, what I will hold onto is that we create community like no other, so special and unique, where we invite and welcome everyone to be included, an integral part of it. Collectively, we navigated the whole of last year, and all signs indicate we are rising stronger as a result. And that's breathtaking.

I wish to express my heartfelt appreciation to each and every one of you who continue to make positive differences in your own life and those of your family, our church, our community, and beyond. You are being the change we desire to see in the world, with impacts yet to be known and how amazing is that.

Together we navigated some uncharted territory this past year, and in traditional UU style, we did it our way, the thoughtful way, the together way. And from my perspective, I couldn't be more grateful to have been a fellow traveler with you and our dynamic congregation.

Thank you fellow travelers for continuing to ride along with UUCUC and for entrusting the Board of Trustees to be the stewards of our map as together we continue to build community, seek inspiration, promote justice, and find peace. It is a privilege and an honor to serve you, our congregation, and our community.

Cheers to our continued journey!

Yours in service –

Becky Densmore  
Chair, 2021 – 22 Board of Trustees



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## Reflections From Our Interim Lead Minister

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As I reflect back over the past nine months since I arrived at UUCUC I stand amazed at both the accomplishments and the challenges we have navigated through... together. When the board approached me last September about taking on this role I was inspired to engage with a congregation I have always respected and admired.

Over these months I have come to truly love the open hearts and keen minds that make up this remarkable Church.

From day one I have been touched by your commitment to each other, to civility, to kindness, and to working together. I continue to be touched by your perseverance as we move out of two years of lock down and your determination as we work together to find our way forward.



Together we as a congregation have tackled a number of enormous post-lock down tasks this past year since the Fall:

- Reopening the church building to hybrid worship and a full array of activities
- Executing a successful Generosity Campaign
- Taking next steps to restructure our governance systems to better meet our present day needs
- Creating weekly dynamic and engaging hybrid worship services
- Formally welcoming the 41 new members who joined UUCUC in the past two years
- Beginning the next steps to implement the transitional process as well as begin to move forward in the search for the next settled lead minister
- Saying "Fare Thee Well" to Reverend Florence as she stepped back in the fall and tendered her resignation in early January 2022 in order to fully focus on her health and new possibilities for healing

I am so grateful to all of the staff and lay leaders and the many other congregants who played a key role in these impressive accomplishments.

Even though church has been through an exhausting set of challenges and changes over the last 2+ years, we are reimagining, revitalizing, and recreating something different... something new... something that belongs to all of us... Together... in This time in the story of UUCUC.

Submitted with deep love and respect,

Reverend Karen S. Bush  
Interim Lead Minister





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## Treasurer's Report

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This year has been another with unpredictable operational changes and adjustments, many of which had financial implications. We started the year anticipating a return to in-person worship and the additional expenses associated with re-opening. While the Omicron COVID-19 virus put a hold on that, we did incur the cost of medical leave for Rev. Florence and the hiring of Rev. KB as a consultant minister. Multiple changes in staffing and hours worked required additional modest adjustments in the budget. Due to the diligent work of the personnel and finance committees, our budget at the end of April 2022 remained fully balanced, adjusted upward only one percent from what was originally approved by the congregation in June of 2021.



During the COVID-19 epidemic, the Paycheck Protection Program loan allowed us to maintain staff and essential operations. In June of 2021 we received notice that the loan had been forgiven, which allowed us to enter the current fiscal year with the normal cashflow levels recommended by our bylaws.

A special giving opportunity during July through September, was met with \$17,100 in donations to pay down the balance on the mortgage of our church building. The net effect of this action is that we no longer have a balloon payment of \$20,236 due in May of 2023. Instead, our mortgage will be paid in full at that time.

In addition to our regularly budgeted operations, UUCUC made significant contributions to the outside community. Through April 30th, over \$24,000 had been distributed through special donations and our Shared Offering. Of that amount, \$2,974 went to the Cunningham Township Utilities Fund to help those facing utility shut-offs during the COVID crisis. An additional \$2,000 was contributed to our Partner Churches.

Thanks to the generosity of the congregation and the judicious control of expenses by staff and committees, we enter the final months of this fiscal year in a position to meet our budget expectations for FY 2021/2022. A copy of our most recent financial report is included for your review.

To be sure, the past two years have been financially challenging. Yet we have navigated this period as well or better than most churches of our size. With a growing vision and a desire to maintain an appropriate level of professional staffing commensurate with that vision, the Finance Committee, in conjunction with the Generosity Team, Personnel Committee and Board of Trustees, worked hard to develop a balanced budget that now will take us into the new year.

My thanks to the Board of Trustees, members of the Finance Committee, the Generosity Team, our Financial Secretary, and our Director of Congregational Administration for their on-going support and collaboration.

A copy of our most recent financial report is included for your review (<https://tinyurl.com/33bdu35w>). If at any time you have questions about our church finances, please feel free to contact me.

Respectfully submitted,

Lan R. Richart  
UUCUC Treasurer



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## In Memoriam

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**“Those We Love” by Anonymous**

Those we love don't go away;  
They walk beside us every day.

Unseen, unheard but always near.  
Still loved, still missed, and very dear.

Wishing us hope in the midst of sorrow,  
Offering comfort in the midst of pain, both today and tomorrow.



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## In Memoriam

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### **Jean Gillespie (September 29, 1926 - August 27, 2021)**

Jean grew up in Champaign-Urbana, and she and her husband Robert joined the church in 1965. Before her retirement, she worked as a licensed psychologist in the schools.

Jean and her late son Tom Gillespie attended and supported the church together for many years, and were famous for their magnificent annual auction event, "Beans, Bluegrass and Barbecue". When I interviewed her in 2018 for a service honoring 50+ year members of the church, she said, "What has kept me a member all these years are the people!"

She lived a life of adventure, independence, and spirit.



### **Joshua Bell (March 4, 1996 - November 4, 2021)**

Josh joined our congregation in 2019, and served as the beloved accompanist to our children's choir and our "Cruuners" singing group. He was a passionate and talented musician, pursuing his doctoral degree in jazz piano at the University of Illinois. In spring of 2020, Josh moved to Colorado to be closer to family, and returned to Champaign-Urbana this semester. He is survived by parents Mark Bell and Madonna Kukay, and brother Nick Bell.

While his time at UUCUC was brief, those who knew him will remember his creativity, his compassionate sensitivity, and that smile that could light up a room. Josh will be greatly missed.

### **Nancy Nichols (August 17, 1936 - January 1, 2022)**

Nancy received her bachelor of music education from Augustana College in Rock Island and spent many years sharing her deep love of piano with others. She worked with multiple children's choirs and sang in several adult choirs. Navigating the life of a minister's wife, she involved herself in the music programming of various churches across the state over the years.

Aside from music, Nancy's other big love was theater. She was involved in local community theater for many years, appearing in productions at Parkland Theater and The Station Theatre in Urbana. Believing whole-heartedly that "All the world's a stage," Nancy brought her passion for entertaining to everything she did.

Anyone who knew Nancy was touched by her kindness. She was involved in local social-justice causes and volunteered much of her time at The Empty Tomb and Presence Hospital Chaplain's Office. Nancy was a member of First United Methodist Church in Champaign and later became a member of Unitarian Universalist Church in Urbana. She was also a friend of Bill W. and beloved by her community.





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## In Memoriam

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### **Ali Newbold (January 17, 1941 - February 13, 2022)**

Ali was a committed friend, with a great curiosity and appreciation for the world. She loved ballroom dance, swimming, and being the life of whatever party she found herself in. Ali was happiest when she was part of a busy community, even saying that her paradise would be a crowded student laundry room bustling with the kind of communal energy and work she loved most. She never liked to meditate on her own, but found deep peace within group meditation together with her fellow UUCUC members.

She insisted on living life fully, and on her own terms, right up to the end. Despite COVID restrictions, Ali remained in close touch with her UUCUC community over these last years, with phone calls, visits, and lots of rides to and from medical appointments.

Blessedly, she was even able to attend our most recent in-person service, All Souls Sunday at Crystal Lake Park. Her friend Scott Rhode recalls that even on the day after being discharged from the hospital this summer, Ali insisted on showing up to their ballroom dancing class. She danced her heart out, sitting down now and then to catch her breath, grinning the whole time.



### **Laura Wetzel (September 24, 1936 - February 18, 2022)**

Laura was clever, warm, and thoughtful - she knew how to get past small talk and into deeper heartfelt connections with almost anyone. She was a lively host to countless U of I exchange students over the years, and loved the cross cultural experiences and friendship they brought. Laura cared deeply about the Earth, and about the people living on it. The flourishing garden surrounding her Urbana home was her pride and joy; anyone stopping by to visit, especially when the azaleas were blooming, could get a full tour of the rainbow of color she tended year in and year out.

What you might not know is that many of her azaleas first grew right here on the church grounds at Green Street! Laura's care and hard work did much to beautify and maintain our grounds here at UUCUC, and she even served as chair of our Property Committee for several years. When our grounds had to be dug up for drainage renovations, Laura and a handful of others rescued several azalea plants from being bulldozed, and transplanted those blooms to where they are today, still alive and flourishing. Laura had a resilient spirit and sharp mind, and her connections with friends at UUCUC remained strong, even as her body's illness took a toll in these final months. She will be terribly missed.



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# Highlights From the Church Year

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## **Accessibility Task Force**

*From Wendy Graves*

There were two significant projects related to accessibility approved during the last fiscal year. First we were required to replace one of the metal gates on the elevette in order to pass inspection and keep it functional. The repair was completed by Kone at a cost of \$11,430. The second project is currently in process, a comprehensive professional architectural assessment of our accessibility issues. We have employed Reifsteck Reid & Company Architects at a cost of \$9,100. The results and recommendations of this evaluation will allow our congregation to make informed decisions regarding our long-standing accessibility challenges which have limited our ability to accommodate people who struggle with mobility issues. We are grateful for the generosity and support of the congregation and BOT.

Task Force Participants: Wendy Graves (Chairperson), Jerry Carden, Jon Ellis, David Gross, Betsy Hunter, Tim Temple and Tim Voelker

## **Auction Committee** (a subcommittee of the Finance Committee)

*From Jared Lofrano and Katie Madigan, chairs*

The Service Auction Committee began planning for this year's auction in the late winter. We waited to decide if COVID would allow for more in-person celebrations. Thankfully it did and we came up with the theme "Saturday Night Live" to celebrate a return to some normalcy of an in-person auction. We returned to using the Auctria site as we had last year which allowed for a hybrid auction. This way folx who were less comfortable attending a party in person could still bid and contribute to this fundraiser. While we missed the excitement of an in-person auctioneer, we appreciated the ease that an online auction allows for the committee.

Once again, the congregation showed its creativity and generosity with the many items that were offered in the auction, as well as cash donations and, of course, spirited bidding the night of the auction. We were so grateful for the culinary stylings of Chef Anthony Brienza. His food was creative and tasty and we are so glad he joined our committee. We were also able to enjoy the musical talents of Jonny Beckett and his band. The committee was made up of some wonderful volunteers who helped make the night possible-Jody Hanger, Chris Hannauer, Cindy Loui, Anne Sharpe, Penne Beckett, Barb Childers, Bill Childers, and Anthony Brienza. We also had some great volunteers that helped with set-up and clean-up and of course providing desserts. Thanks to all of you who contributed.

This year's auction was able to raise just over \$25,000 for our church home. We look forward to having even more fun next year!

## **Building and Grounds Advisory Group (BAGAT)**

*From Jerry Carden (chair) and Tim Voelker (Facilities Manager)*

The team exists to provide archival and historical information about the building and grounds, also provides feedback and brainstorming with our Facilities Manager on current issues and projects. The group meets on a monthly basis.

Items of note for the year starting July 2021 - Ending June 2022:

- The elevette had failed inspection requiring a new gate installed and emergency phone repairs, leading to recertification

*(Continued on page 22)*



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## Highlights From the Church Year

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*(continued from page 21)*

- Energy efficient LED bulbs and new dimmer switches were installed in the sanctuary, requiring removal of pews and scaffolding to reach the lighting bars
- New cushioned seats were purchased, assembled, and installed in the rear sanctuary seating area, replacing ancient wood folding chairs
- Glass on one of the eastern playground doors was damaged and replaced
- The building's architect, Robert Kennedy, visited this past fall and shared his concerns about the condition of the building and advised repairing the southeast corner of the building where there is visible water damage. This is a long term issue needing to be addressed.
- Shornor Vineyard left his position after four years. The Custodian and Director of Facilities position has since been merged into a full-time Facilities Manager position with Tim Voelker taking the position.
- Coffee preparations for Sunday services are done by Tim Voelker.
- Dishwasher in the kitchen was leaking and has been repaired.
- Tim Voelker continues to manage vendors for landscaping and snow removal, future considerations are for Tim to absorb those responsibilities as a cost saving measure.
- Jennifer and Jon Ellis graciously donated new LGBTQIA Pride flags.
- Jerry Carden and Tim Temple also graciously donated new flagpoles.
- Tim Voelker has been working with and assisting the A/V team with improvements to the Hybrid services equipment.
- Long neglected storage closets have been cleaned up and reorganized by Tim Voelker.
- Floor drain in the North RE Maintenance closet was clogged and cleared by Quality Plumbing.
- Brian Franklin donated a picnic table on the South Lawn.
- Rental rates and policies reviewed and updated by Tim Voelker.
- Tim Voelker reduced janitorial costs with Cintas.
- Wendy Graves, Jon Ellis, Jerry Carden, Tim Temple & Tim Voelker also serve on the Accessibility Task Force. We are providing history and insight into the current problems and relevant solutions. See the ATF report for more detail.

BAGAT members: Jerry Carden, Jon Ellis, Wendy Graves, Anne Sharpe, Tim Temple, and Tim Voelker.

### **Care Core** (a subcommittee of the Membership Committee)

*From Joanne Vician and Cindy Loui, chairs*

Care Core has continued our mission to support & care for our church community. In particular we:

- Coordinated meals for 9 different households, covering approximately 50+ weeks.
- Coordinated 1 memorial service reception
- Coordinated over a dozen rides to medical appts.
- Regularly keep in touch with homebound members of our congregation & others who might benefit from support & care
- Coordinated Repair Core which has had a steady stream of requests, usually 1-2 a month. Herb Hiestand, Tom England & Ben Joselyn have helped out with these requests.
- Work with our ministers to support congregation members as requested

Members of Care Core committee are: Sally Babbitt, Chuck Cooper, Jennifer Greene, Sandy Hannum, Herb Hiestand, Cindy Loui (co-chair), Deedy Marble, Marilyn Ryan, Joanne Vician (co-chair), Rev. Sally Fritsche, Rev. KB



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## Highlights From the Church Year

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### **Committee on Shared Ministry**

*From Reverend Karen Bush*

We are grateful as a congregation and give our deep thanks for the good work of our COSM team who journeyed with Reverend Florence in the last year of her ministry with us. Jenny Hunt, Steve Herzog, Umeeta Sadarangani and Julie Laut served faithfully as confidants and advisors for Reverend Florence as she worked hard to navigate all the unknowns that came her way in 2021.

As per UUA guide lines that COSM teams do not transfer from minister to minister, therefore COSM did not continue with Rev Karen Bush (KB) and so this team's service discontinued upon Reverend Florence's resignation.

### **Covid-19 Advisory Task Force**

*From Brian McDermott*

The COVID-19 Task Force (CTF) actively tracked the ever-evolving recommendations from the Centers for Disease Control and Prevention (CDC), Illinois Department of Public Health (IDPH) and the Champaign Urbana Public Health District (CUPHD) since the beginning of the pandemic. We facilitated Listening sessions this past fall and helped modify our previous comprehensive guidelines into a simplified policy of following the guidance of the afore-mentioned health care professionals.

The authority to manage the reopening rules and plans for our congregation has been delegated into the capable hands of our senior staff members, as recommended by the CTF to the Board of Trustees. The members of the CTF will be available for consultation whenever either the senior staff or the Board request additional information or input related to COVID-19 or other pandemics; so the CTF has been officially designated as ad-hoc.

The Board wishes to express the sincere appreciation for all the help that the church has received from members of the CTF ( both staff and lay leaders) during the pandemic to date.

### **CUUUltivate Climate Action Team (Formerly Green UUs)** (a sub-team of the Social Action Council)

*From Nan Holda*

The CUUUltivate Climate Action Team has been very active this spring.

- March 26, 2022: Hosted a Popcorn Theology movie watch party and discussion of "Kiss the Ground." We had 21 people sign up, but due to an issue with the Zoom link, only a dozen people were able to join.
- April 9, 2022: Members of CUUUltivate participated in the 2022 Boneyard Creek Community Cleanup Day with folks from the Central IL Chapter of Citizen's Climate Lobby and the Garden Lane and Edgebrook Drive Neighborhood Association. Our team picked up: 42 bags of trash, 1 large mirror, 3 tires, 1 volleyball net, 1 large computer monitor, one soccer ball, silver insulation, and 1 disposable camera.
- April 24, 2022: With the Service Committee, CUUUltivate members organized a service on the Truth about Climate Change, which involved representatives from seven local climate action groups to discuss with congregants during Fellowship Hour.

CUUUltivate is also helping organize June 5 and July 10 Climate Change services (Courage and Solutions, respectively). In conjunction with these two services, we'll be launching various activities for congregants to describe the "World We Want 2030" and what actions they are willing to take to get to that world.



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## Highlights From the Church Year

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### Finance Committee

*From Chris Hannauer, chair*

The Finance Committee had a busy year.. We were fortunate to add Adelaide Aime and Paul Weston to our ranks, along with the critical addition of Dave Sharpe as liaison from the Personnel Committee. 75 percent of our church budget is spent on staff, so it has been incredibly valuable to have Dave's input as we help the Board make financial decisions. This year the committee also took formal responsibility for generating the draft budget for the Board of Trustees, a task that was the occasion of our first in-person (hybrid) meeting of the year. In recent years that task had fallen to an ad-hoc Budget Task Force that had to be reconstituted each year; we agreed with the Board that the process' natural home was within the Finance Committee.

Another major effort led by Mona Shannon has been to reconsider our policies surrounding various kinds of gifts. You will see the fruits of that labor in this year's meeting as we propose several changes to the rules that govern how the church accepts and disburses these gifts.

Although our church has fared better than most financially during the pandemic, COVID has had a definite effect on us, mostly in the form of reduced pledge income. The Finance Committee has worked hard to help the Board stay informed about these issues and to reassess priorities in light of them, both for the current fiscal year and FY23.

The following people served on the Finance Committee this year: Adelaide Aime, Chris Hannauer (Chair), Lan Richart (Treasurer), Mona Shannon, Dave Sharpe (Personnel Liaison), Steve Troyer, Kathy Vance (Financial Secretary), Paul Weston

### Generosity Team (a subcommittee of the Finance Committee)

*From Mona Shannon, as of 5/3/2023*

This year was marked by the continuing challenges of Covid and the departure of our beloved Minister, Rev. Florence Caplow. Some pledges were withdrawn or modified and giving during the first half of the year was less than anticipated. The congregation responded to this challenge with extraordinary generosity in the second half of the year, allowing us to continue to live our mission.

Our FY22-23 Generosity Campaign was a great success! Yet, some goals were still out of reach. Chair Becky Densmore shared this news in April, and you responded. 173 families have pledged for FY23, and 63 families submitted an extra pledge for the Associate Minister Set Aside Fund. In total, \$541,670 has been pledged in support of next year's operations. This combined total is 7% more than our FY21-22 budgeted pledge income. Thank you for your support and generosity!

Generosity is truly led by the entire congregation! We are grateful to the Music Committee (Coffee House Kickoff), our testimonial speakers (Janet Revell Barrett, Joe Omo-Osagie, and Celia Barbieri), the Membership Committee (thank you cards and Pledge Sunday), Finance Committee (budget and income monitoring), Board leadership, our inspirational Ministers and staff, **and YOU!**

With Gratitude, Mona Shannon, Tanja Hodges, and Jocelyn Karsk



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## Highlights From the Church Year

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### **Heretic House**

*From Reverend Sally Fritsche*

Rev. Sally is working with Emily McKown of the Channing Murray Foundation to fulfil the terms of our "Chalice Lighters" grant from the UUA and create experimental new young adult and campus ministries. The "Heretic House" writing group met four times in March and April 2022, and was intended as a space for people age 18-25 to write and share about religion, identity, sex, and sexuality. This group will be changing in the coming year as we figure out how to best connect and serve the actual needs of young adults in our community.

### **Hospitality Teams**

*From Peggy Patten*

This past year marked the seventh year with our Hospitality Team approach. Because of the pandemic, for most of the church year instead of bell ringing, welcoming, ushering, providing decorations and refreshments on Sunday mornings, each Team of 30-40 members offered opportunities for social connections (following safe COVID guidelines) and opportunities to support our UUCUC community.

When we resumed in-person hybrid services in March, the Teams adapted to the changes necessitated by the pandemic (e.g. confirming registrations, setting up fellowship hour outdoors, assisting with comfort lanyards). Because small numbers were attending in-person Sunday services, Team Leaders faced challenges recruiting Team volunteers to assist on Sunday mornings.

We are grateful for the patience and flexibility exhibited by this year's Team Leaders. They include: Pam Richart and Cathy Cunningham (Team A), Linda Collinworth and Emily Laugesen (Team B), Pat Feely and Wendy Graves (Team C), Anne Sharpe and Lynn Wiley (Team D), Sandy Finnerty and Julia Freeman (Team E), and Kelly Halcom and Lara Breeze-Troyer (Team F).

Peggy Patten, Karen Retzer and Cindy Loui met with Team Leaders during the year to share ideas for making the Hospitality Team process more effective and ideas for building connections. Peggy assumed responsibility for "managing the Teams" during the year (e.g. adding new members, assisting with the monthly Team transitions).

### **Planned Giving** (a subcommittee of the Finance Committee)

*From Mona Shannon*

The primary goal of planned giving is to promote long-term giving to enhance the fiscal health of the church and fulfill our mission. This fiscal year we helped several congregants plan gifts, and we would love to work with you. You may contact Terry England, Jerry Carden, Tim Temple, or me.

At this annual meeting, the congregation will be asked to vote on significant changes in our gift policy that are designed to improve communication, administration, and flexibility. We have been working with Financial Secretary Kathy Vance, the Finance Committee, the Board, and the congregation (via listening sessions) on this project.



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## Highlights From the Church Year

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### **Immigrant Justice Team** (a sub-team of the Social Action Council)

*From Pam Richart*

This past September, the Immigrant Justice Team was the recipient of the C-U Immigration Forum's Community Impact Award, as part of the 8th Annual Immigrant Welcome Awards ceremony. We were selected for our advocacy with local groups on immigrant rights and our hospitality project, which provides a safe space to migrants in need. Our team was honored, and accepted this award on behalf of our dear friend, Claire Szoke.

In March, we worked with The Refugee Center to provide hospitality to an Afghan family of nine. This family had to flee the Taliban after the United States pulled out of Afghanistan. We were able to provide for all needs, given the generosity of UUCUC with both donations and our prior year's budget, which allowed us to purchase cots, bedding, and other supplies for this purpose. We have continued our partnership with The Refugee Center, as they continue to settle Afghan nationals seeking refuge in Champaign County.

Our November church service unpacked the injustices of our current immigration system, and some of the reasons behind the mass exodus we have been seeing from countries around the world, including Haiti, Guatemala, and Honduras. It featured Juan Camacho; guests Pat Humphries and Sandy Opatow, Emma's Revolution; and our own UU Band. You can watch it here.

We continued our support for unaccompanied minors arriving from Mexico and Central America to Champaign-Urbana, by providing welcome kits in the form of backpacks filled with supplies, gift cards, and letters of welcome. These teens arrive with virtually nothing, and our support helps them integrate into their new lives in our community.

Members of our team regularly participate in the Community Alliance, formed to identify gaps in immigrant services in Champaign County; support the work of participating immigrant justice organizations; and discuss how to address problems facing unaccompanied minors and those who are unauthorized in our community, including harassment and exploitation.

The Immigrant Justice Team is a small, but mighty group! Members include: Sally Anderson, Penné Beckett, Karen Folk, Mike Folk, Lisa Hays, Pat Nolan, Lan Richart, Pam Richart, Marilyn Ryan, and Lisa Sechler. Contact Pam at [pamelarichart1@gmail.com](mailto:pamelarichart1@gmail.com) for more information and to get involved.

### **LGBTQ Welcome Team/Welcoming Congregation Renewal** (a sub-team of the Social Action Council)

*From Jerry Carden*

This group is organized under the Social Action Council.

The UUA requires annual application for this designation; this is our third renewal process. We will submit our 2022 renewal in June, following our educational offering on June 11.

We first became a Welcoming Congregation in 1999. The requirements for renewal are:

1. To hold at least two worship services related to an LGBTQ topic. We've had three:
  - a. June 13, 2021- '*Always Here, Always Queer*' by Rev. Sally Fritsche. Celebrating pride month.
  - b. November 21, 2021- '*God is Non-Binary*' by Rev. Fritsche. To educate about non-binary identity.

*(continued on page 27)*



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## Highlights From the Church Year

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*(continued from page 26)*

- c. November 20, 2021- 'Transgender Day of Remembrance' candlelight vigil
2. Recognize at least six LGBTQ related days of observance: Done through our eNews and website.
3. Donate to a local LGBTQ organization- our shared offering for June 2021 was the Greater Community AIDS Project, we donated \$1,787.50.
4. Educational Offering- To be held on June 11, 2022; At Spurlock Museum to coordinate with the 'Sewn In Memory AIDS Quilt Panel Exhibit' Presentation title to be: 'AIDS in East Central Illinois: The Response and Those Lost.' Event sponsored with Spurlock, UUCUC, Uniting Pride and Greater Community AIDS Project.

### **Membership Committee**

*From Anne Newman*

The UUCUC Membership Committee had an active church year.

We participated in PrideFest, helped organize some neighborhood get-togethers at local parks, reached out to members we haven't seen in a while, welcomed our new Membership Coordinator, agreed to sponsor an app for our church, and presented a tea time, with games, refreshments, and socializing, as part of the New Member Cohort Day. Rev. Sally Fritsche and Membership Coordinator Jessica Sempek have worked together to come up with new ideas for member activities and to help us form a strong committee.

### **Music Committee/CrUUners**

*From Tanja Hodges, CrUUners Coordinator and Music Committee Chair*

Your church musicians feel gratitude to finally be playing and singing together in person on a more regular basis. Covid restricted us again this year, but we found ways to be together when we could. We started the church year with practices in the park and in the parking lot at church. Winter brought back Virtual choir – which was still, really difficult....but we did our best and sang anyway. Finally, spring has brought an opened Building. We are still mostly masked, but we are making it work.

This year we've been fortunate to have Benjamin Hanson as our new Choir Director. He brings so much enthusiasm and knowledge to the processes of rehearsal and performance. His positive attitude makes it a pleasure to work with him. Benjamin kept us on course for outdoor rehearsals and performances, Christmas Eve carols in the parking lot, and now with live church performance returning we've had several performances in the sanctuary along with a full music service.

During this year the CrUUners performed twice, and the music committee sponsored a Virtual Coffeehouse for the Generosity Kick-off Event. At various points the singers participating as CrUUners, and/or Treble CrUUners were Sarah Wisseman, Peggy Patten, Katriena Knights, Tegan Stynoski, Joanne Vician, Jerry Carden, Sam Beshers, Tanja Hodges, Pamela Van Wyk, Holly Jordan, Janet Revell Barrett, Marsha Clinard, Amy Hassinger and Jody Hanger.

Again, a special shout out goes to Paul Weston whose technical skills make virtual choir work.

The UU Horn Band, coordinated by Jerry Carden and Jonny Beckett were also hampered by Covid restrictions but prepared a piece that was played for the music service on May 1. Plans are afoot for a regular rehearsal date at least once a month.



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## Highlights From the Church Year

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### **Nominating Committee**

*From Brian McDermott*

Members of the Nominating Committee (NomCom) for the 2021-2022 church year had a rewarding experience serving the congregation. With the support of our consulting Minister, Rev. Karen Bush, we have had interesting and enlightening conversations about leadership, diversity and support of our congregation.

We have been gratified with the optimism and enthusiasm of the people we asked to consider lay-leadership roles at UUCUC. And we are deeply grateful to all our current lay-leaders, all of whom committed to continuing in their positions in the 2022-2023 church year.

The Board of Trustees (BOT) asked the NomCom to recommend bylaws revisions, based on the lessons learned from this experimental year of reduced BOT size. The BOT is planning another experimental year - this time increasing from 6 to 7 at-large BOT members. This accomplishes some key objectives: this will increase the number of voices heard during the discussions and reduce the risk of having split decisions that might occur if there is an even number of Board members. In addition, having 7 at-large, as well as the clerk and Treasurer as Board members, allows the Board quorum size to be reduced to a simple majority: 5 members present will be a quorum. (Please see the proposed Bylaws revisions elsewhere in this packet for congregational consideration.)

Since 3 BOT members terms are expiring this spring, this means a total of 4 new at-large candidates are presented in this packet for congregational approval. Two candidates will have 2-year BOT terms; the other two will have three year terms.

The BOT is planning that this 9 member Board size (7 at-large, Clerk and Treasurer) will be considered as another experiment during the 2022-2023 church year. As the Board addresses further ideas of governance modification in the coming year, this might well influence the thoughts about an optimum size for the Board of Trustees.

### **Personnel Committee**

*From Dave Sharpe, chair*

We developed the Personnel Committee Covenant Statement to guide our efforts on behalf of UUCUC.

We work with the Budget Committee to develop the annual Staff Budget. This year, we focused on developing a budget that will help us bounce back from the Pandemic and explore new avenues for growth. Committee members served on six successful search committees: for Director of Congregational Affair, Choir Director, the Accompanist, Director of Facilities, and the Religious Education Professional. In addition to our work to assure a talented staff, we review position descriptions for staff positions as needed.

Recognizing our congregation's commitment to diversity, we continue to explore unconventional methods to increase and maintain staff diversity. In this time of pandemic, this included assuring that all staff can be retained.

The Personnel Committee recommends to BOT policies concerning staff matters. This year, we proposed that staff have leave with pay in order to vote in Presidential elections.

Members of the Personnel Committee served on two long-range planning efforts. One related to Religious Education (IREAG, REEF); the other to the Church's strategic planning (Strategic Vision Team). These two merged to form The Dream Team, which successfully brought a strategic plan to the congregation.



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## Highlights From the Church Year

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### **Racial Justice Team** (a sub-team of the Social Action Council)

*From Jim Hannum*

Following our mission to promote racial justice, we accomplished the following in 2021-22:

1. Sponsored a webinar panel discussion on Critical Race Theory and the need to teach truthful racial history in our schools
2. Showed the James Baldwin movie, "I Am Not Your Negro" with a moderated discussion afterwards
3. Wrote a series of e-news articles on Critical Race Theory
4. Wrote a series of e-news articles highlighting African-American residents of Champaign County and their contributions to our communities
5. Supported the adoption of the UU 8th Principle
6. Supported several book discussion groups on social/racial justice themes.
7. Wrote a letter of concern to the Champaign City Council on their hiring process for the Police Chief vacancy and the need to pay attention to colorblind bias in police recruits.
8. Organized volunteers to work in the Randolph Street Community Gardens
9. Provided financial assistance to community organizations: NAACP, Ubuntu Project, First Followers, CU Trauma and Resilience Initiative, the Urbana Neighborhood Connections Center, and the Champaign County African American Heritage Trail.
10. We also are in contact with representatives of a local "Progressive Coalition" and the state-wide UUANI network

People who contributed to our programs: Millie Davis, Terri Fredrick, Jim Hannum, Sandy Hannum, Jocelyn Karsk, Priscilla Kron, Matt Mooney, Joe Omo-Osagie, Karla Peterson, Kathleen Robbins, Pamela Van Wyk

### **Religious Exploration and Engagement Council**

*From Jenny Hunt (chair) and Rose St. Clair (Coordinator of Religious Education and Exploration)*

Just like for everything else in the world, this year has been a wild ride for Religious Exploration and Engagement. In August we welcomed our new Coordinator of Religious Exploration and Engagement, Rose St Clair, and our Consulting Director of Religious Exploration and Engagement, Adrienne Summerlot. We were all ready to jump into what we had thought would be in-person programming, only to have yet another spike in COVID hit with the church being shut down yet again. Shift to Plan B. This year's theme was Reconnection and Resilience.

Children's programming proceeded with primarily outdoor, multiage learning and connecting activities, with interaction with our Navigator's troop. We also continued with Popcorn Theology movie nights, many for all ages, but also a couple geared more toward youth and adults.

YRUU continued to meet with outdoor activities and connections, service projects, and beginning to reclaim the YRUU room which had not been habituated by the group for almost two years. They also continued to connect over zoom. We were able to once again hold an OWL class for our 8th and 9th graders. Because our youngest kiddos could not be vaccinated the beginning of the year, the decision was made to wait on the K-1 class until the coming year (fingers crossed).

Adult Religious Exploration and Engagement continued actively meeting on zoom with a variety of classes in the areas of racial/social justice, indigenous peoples, UU identity and spirituality/theology. The racial justice book discussion class continues to be a popular connector for us with in depth discussions of the issues.

*(continued on page 30)*



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## Highlights From the Church Year

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*(continued from page 29)*

The new 'council model' seems to be working well as we move forward. This model has allowed people to engage in smaller connections that match their passion and interests without always a large time commitment. This encourages more people and more different activities.

As we close out the 2021/2022 year we thank all of the wonderful volunteers who have offered their time and passion to keep things going during this crazy time. Now we look forward to next year with excitement and anticipation for what doing Religious Exploration and Engagement will look like for all ages and how this will be woven into how we will now be doing "church".

It has been an honor to serve as Chair of the Religious Exploration and Engagement Council for the last two years.

### **Renewal Committee**

*From Reverend Sally Fritsche*

This group meets monthly with Rev. Sally to provide guidance, feedback, and a sounding board for her ministry with UUCUC. They also write a formal evaluation of Rev. Sally's development in seven broad categories of competence, and submit it to the UUA's Ministerial Fellowship Committee as part of Rev. Sally's application for renewal of Preliminary Fellowship with the UUA. Last year's evaluation resulted in a successful renewal, and the next evaluation will be submitted no later than July 1, 2022. The members of this committee are: Kathleen Robbins, Joe Omo-Osagie, Celia Barbiari, Sam Beshers, and Theresa Benson.

### **Reproductive Justice Team** (a sub-team of the Social Action Council)

*From Mike Sabacinski*

The Reproductive Justice Team met for the first time on February 22, 2022. Five people attended the inaugural meeting.

In March, we participated in **Planned Parenthood Illinois Lobby Month** actions online.

We established contact with Rev. Rob Keithan, Minister of Social Justice at All Souls Unitarian in Washington, DC, and Rev. Daniel Kanter, Senior Minister at First Unitarian in Dallas, TX. Rev. Kanter coordinates the transit of Texas patients to an abortion clinic in New Mexico. Rev. Keithan is reinitiating a **Clergy Consultation Service for Abortion (CCS)** nationally for getting patients to clinics in a post-Roe v. Wade world.

We contacted nine local groups, including student organizations, to invite members of their groups to join our team. One law student joined our team listserv.

In April, we had an online conference with Rev. Keithan in DC, Rev. Kanter in Dallas, and Rev. Terry Williams, a UCC minister working with Faith Choice Ohio. Through Rev. Keithan, we also established email communications with Rev. Wayne Gnatuk, a Presbyterian minister in Kentucky, and Rabbi Danya Ruttenberg of the National Council of Jewish Women. All of these individuals are participants in developing the new CCS.

Two days in April, we set up a table on the U. of I. Quad. Three students signed up for invitations to our April online meeting. None of them attended, but another student did attend.

*(continued on page 31)*



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## Highlights From the Church Year

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*(continued from page 30)*

Leah Coplon, Director of Clinical Operations at **Abortion On Demand**, was the featured guest speaker at our April team meeting.

We contacted **Midwest Access Coalition** to inquire about joining their work in facilitating patients' access to reproductive healthcare. We have begun distributing informational flyers on the impending widespread loss of reproductive rights and abortion access.

An online presentation by **If/When/How** (lawyers for reproductive justice) is scheduled for May 11. Gail Cohen signed up for storytelling training with **Grandmothers for Reproductive Rights**.

### **Social Action Council**

*From Pam Richart*

This was the year that a new model for social action at UCC was created and implemented! With input from members and friends, it was agreed we would follow a model similar to that in place for Religious Education and Exploration. Forming a core leadership team consisting of team leaders in immigrant justice, racial justice; climate justice, reproductive justice, GLBT QIA+ justice, and UUCUC's shared offering ensures collaboration among, and support for, each team. This process also will prove beneficial when implementing UUCUC's strategic plan, since there are synergies among all teams that can help move goals and objectives forward.

And here is the best part. Each team has created working groups that allow members and friends to engage without having to attend committee meetings. This allows any one of us to choose a project or space to engage that has a defined purpose and time frame. And moving between teams is easy, too! You can learn about these opportunities and how to join them by visiting the webpages created for each team. The Social Action Council is eager to engage everyone in the important work taking place at our church.

The Council consists of Rev. Karen Bush, Consulting Minister; Rose St. Clair, Coordinator, Religious Exploration and Engagement; Lan Richart, Board Liaison; Caren Heath, Organizer; Pam Richart, Convener and Immigration Justice; Nan Holda, CUUUcultivate Climate Justice; Jim Hannum and Karla Peterson, Racial Justice; Mike Sabacinski, Reproductive Justice; Pat McClard, Shared Offering; and Jerry Carden, GLBT Welcoming Team. Questions about the model can be directed to Pam at [pamelarichart1@gmail.com](mailto:pamelarichart1@gmail.com) or 773.556.3418.

### **Strategic Plan Evaluation Taskforce**

*From Karen Folk*

The Strategic Plan Evaluation Taskforce's (SPTF) charge from the Board is to review progress on the goals of the 2021-2025 Strategic plan. SPTF members created a subset of the full strategic plan action items to serve as primary focuses by Board, ministers, staff, and volunteer leaders for this and the next fiscal year. Given COVID restrictions, it is amazing how much has been accomplished under the Strategic Plan goals. Actions completed or in progress under the five-year (2021-2025) plan during 2021-2022 include:

*(continued on page 32)*



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## Highlights From the Church Year

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*(continued from page 31)*

**Goal 1: Build an innovative, broad, and inclusive program structure that recruits and involves all ages in lifelong spiritual learning and service activities both in age-appropriate groups and intergenerational activities.**

- Held all ages activities within constraints of COVID – Pridefest, Neighborhood gatherings in parks, outdoor services.
- Reopening of our building accomplished as a congregation.
- Added Time for All Ages to Sunday worship. Continued to experiment with new RE&E formats – e.g. Popcorn Theology movies, outdoor activities for families and Spirit Play curriculum
- Held OWL class for ninth graders; organizing to expand OWL format for more ages
- Working with Channing Murray on Young Adult ministry options
- Filled Membership Coordinator position

**Goal 2: Experiment and expand our theological diversity through worship services, rituals, celebrations, and music that will nourish us spiritually in a variety of ways while deeply respecting each other’s journeys, with one or more regular alternative services.**

- Every worship service planned by ministers, the worship committee, or other members have taken this theological diversity goal in mind.
- Music staff and choir managed a few in-person performances; hosted virtual coffeehouse; joyfully held annual music celebration service May 1st.
- Worship team developed lay-led Wellspring 2021 Summer Service series featuring interspiritual interfaith UU, pagan UU, Atheist and Humanist UU, Christian UU, and lifelong UU perspectives
- Invited other voices into the pulpit regularly
- Held Pagan-centered Winter Solstice service

**Goal 3: Expand and deepen our commitment to inclusion, anti-racism, and multiculturalism through regular training within the congregation, strengthening relationships with diverse communities and congregations in the area, and ongoing discernment about barriers to creating a more intentionally multicultural congregation.**

- Worship – sponsored social/racial/immigrant/environmental/LGBTQ/reproductive justice- oriented services in collaboration with those groups in the congregation
- Used diversity-focused and nontraditional recruiting strategies in personnel searches
- Racial justice education – adult book groups ; film; critical race theory panel discussions; Enews articles on Critical Race Theory /local African-American residents.
- Separate Worship services over the year introduced themes of ableism/accessibility, the validity and holiness of nonbinary identities, critical race theory, and abortion stigma/reproductive rights

**Goal 4: Be a force for change within our congregation, larger community and the world through effective social, racial, and environmental justice work and mission-based budgeting, in partnership with frontline communities and organizations.**

- RJP organized volunteer workdays at Randolph St. Gardens, provided financial assistance to six community racial justice organizations, involved with local “Progressive Coalition” and the state-wide UUANI network
- RJP wrote a letter of concern to the Champaign City Council regarding hiring for the Police Chief and police recruits.
- Immigration justice deepened relationship with Channing Murray, hosted an Afghan refugee family of 9 in collaboration with Refugee Center (formerly ECIRMAC), provided backpacks and supplies to undocumented minors entering Urbana schools; contacted legislators asking for repeal of Title 42 policies at the US border.
- Revitalized environmental justice (Green UUs) into CUUUltivate
- Formed new Reproductive Justice group
- Collaborated with Channing Murray to meet local food needs during COVID

*(continued on page 33)*



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## Highlights From the Church Year

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*(continued from page 32)*

**Goal 5: Complete and present options for a congregational vote for a plan to accommodate growth, increase environmental friendliness, renew Green Congregation status, and attain full accessibility in our current building or another location.**

- Board of Trustees assessed the church's management and decision-making structure to foster continued growth with David Pyle, Midwest Regional Staff consultant.
- Continued commitment to hybrid service format to improve virtual accessibility for all – expanded AV Tech hours; \$15K contributed for AV equipment; added announcement slides before and after service; progressed from mainly recorded to live streaming of services, and virtual Fellowship hours
- Generosity and Finance considered limitations of existing bylaws on receipt of bequests and directed gifts. Proposed bylaw changes and creating Capital Fund to increase flexibility as church grows.
- Board created Church Facilities Taskforce to begin broader exploration of options to achieve full accessibility in current church building or another location. Board funded a professional Accessibility Study
- Finance and Board funded elevator repair so building could be re-opened.

Full 2021-2025 Strategic Plan on UUCUC website: <https://tinyurl.com/cd7vrebz>

Strategic Plan Task Force members: Rev. Karen Bush, Interim Lead Minister; Rev. Sally Fritsche, Associate Minister; Rose St. Clair, Coordinator, RE&E; Adrienne Summerlot, Consulting Director, RE&E; Brian Franklin, Director of Administration; Becky Densmore, Board Chair; Mona Shannon; Terry Fredrick; Kathleen Holden; and Karen Folk.

### **Soul Matters Small Group Ministry**

*From Reverend Sally Fritsche*

Many of our Soul Matters small groups have continued their COVID-era pattern of meeting more frequently than they did pre-pandemic, some as often as weekly. Some of our groups continued from last year with the same members, some welcomed newcomers. One group dissolved due to unforeseen circumstances affecting the facilitator's availability. Another group was an experimental twist on the traditional Soul Matters format, and dissolved when the new format was found not to be working as hoped. A "Starting Point" group specifically for newcomers to UUCUC was started in February 2022, with enthusiastic uptake. The eleven facilitators currently leading Soul Matters groups meet monthly for peer and staff support, planning, and problem solving:

- Cindy Loui & Anne Newman
- Claudia Gross
- Theresa Benson
- Mick McEnroe & Priscilla Kron
- Sam Beshers & Lynn Wiley
- Sandy Finnerty
- Scott Godlew & Rev. Sally Fritsche

These groups have been a significant source of support through difficult life transitions during this pandemic year, and interest in joining and expanding this ministry remains high. Rev. Sally plans to recruit potential new facilitators over the summer, and will intentionally reach out to invite newcomers to join in August and September 2022.



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## Highlights From the Church Year

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### **Trust Fund Trustees**

*From Terry England, Michael Retzer, and Debbie Rugg*

The Trust Fund Trustees met with Kathy Vance and Karen Folk on February 22, 2022, to determine transfers to the church and to the Victor A. Hoersch Elderly Services grant fund.

The Trustees also discussed investment returns and their implications, investment expense ratios, cash balances, reinvesting dividends, interest, and capital gains, and the investment allocations. Given current cash balances and anticipated need, it was agreed to reinvest dividends, interest, and capital gains and to maintain 7% of fund balances (approximately 18 months' anticipated liquidity needs) in cash. (Additional cash would be invested in short- and medium-term bonds.) It was agreed not to change investment allocations given the minimal variances from target percentages.

The 2017 congregational ESG (environmental, social, and governance) resolution and current investment options were discussed. It was agreed to meet with Russ Rybicki shortly after the start of FY23 to review ESG investments and to discuss trust fund investment allocation.

Generous contributions to the Trust Fund from Nan Ehrlich (\$150,000) and Jim Heins (\$20,000) were recognized.

It was announced that Michael Retzer will be retiring as Trustee in June 2022.

The Trustees are grateful to Kathy Vance (Financial Secretary) and Karen Folk for their continued assistance.

### **UU Companion Ministry**

*From Reverend Sally Fritsche*

During its second year, this program (formerly called "Pastoral Care Associates") consists of four members and one facilitator, and continues to offer emotional support and confidential care to UUCUC members in need of a listening ear during times of hardship and loss. Leadership of this group moved from Rev. Sally to lay-leader Theresa Benson in August 2021. After holding several events for congregational COVID-grief, this group chose to stop running regular grief groups, due to low attendance. They regularly reach out to those who share joys and sorrows during Sunday services, offering connection and support.

We are currently considering how best to serve the needs of the congregation as we find our way into a post-pandemic world.



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## Highlights From the Church Year

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### **Worship Committee**

*From Janet Revell Barrett, chair*

The Worship Committee enriches the spiritual life of the church by contributing to services throughout the church year and organizing summer services. During the summer of 2021, services were livestreamed from the sanctuary with some pre-recorded elements. The committee planned a Wellspring series featuring other religious traditions and their connections to UU faith traditions, inviting members and others to speak to the ways that these spiritual traditions give resonance to their perspectives as UUs. Among the traditions and practices, we heard from those with roots in Christianity, Judaism, Humanism, Atheism, and Religious Naturalism.

The Wellspring series continued throughout the fall featuring services on Interspiritual/Interfaith and Pagan traditions. The Committee also organized services on Immigration Justice; a New Year's Day service on awe and reverence; "How We Gather In," inviting a broader sense of community; and the first in a three-part series, "All That We Save," that included participation from individuals committed to climate activism. We also support our ministerial staff, particularly as services transitioned to a hybrid format in spring 2022.

The Worship Committee is committed to principles outlined in UUCUC's strategic plan as we seek to foster intergenerational involvement in worship, expand theological diversity, strive to create inclusive and welcoming services, and support the mission of the church in arenas of social, racial, and environmental justice.

Worship Committee 2021-2022: Janet Revell Barrett (chair), Celia Barbieri, Penné Beckett, Theresa Benson, Sam Beshers, Kiri Fagen-Ulmschneider, Jennifer Greene, Reverend Karen Bush, Reverend Sally Fritsche



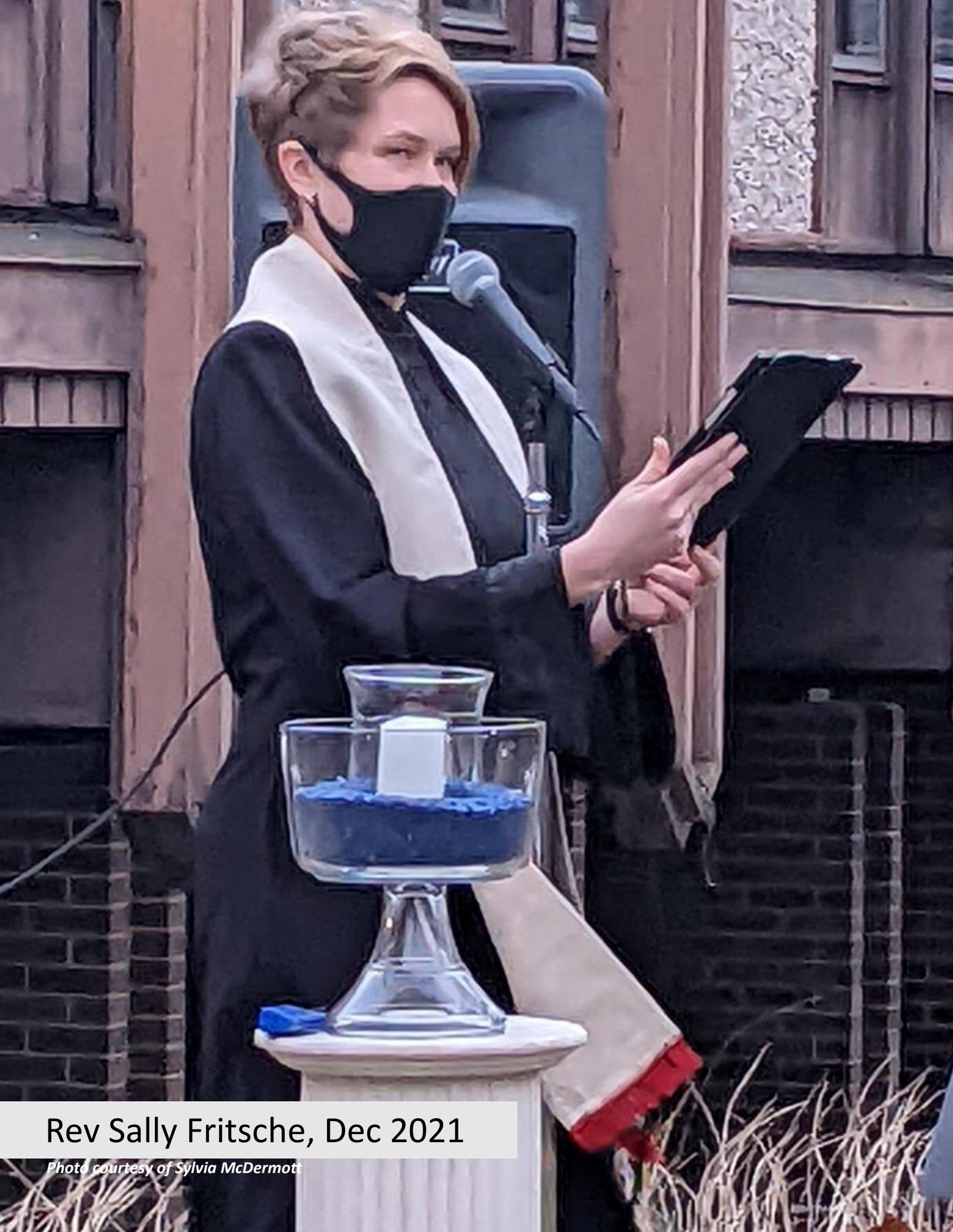
## Pride Parade, Sept 2021

Photos courtesy of Rev Sally Fritsche and Rev. Karen Bush



Rev Bill and Glenda Breeden, October 2021

*Photo courtesy of Rev. Karen Bush*



Rev Sally Fritsche, Dec 2021

*Photo courtesy of Sylvia McDermott*



Rev Karen Bush, March 2022

*Photo courtesy of Rev. Karen Bush*



New Member Event, March 2022

*Photo courtesy of Rev Sally Fritsche*



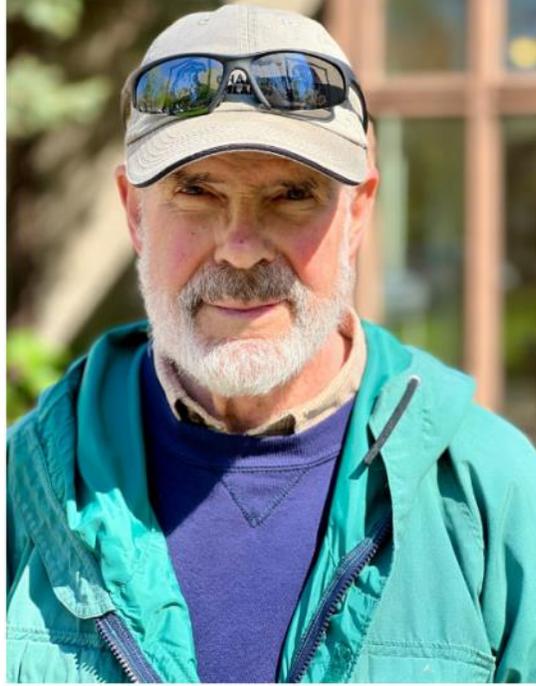
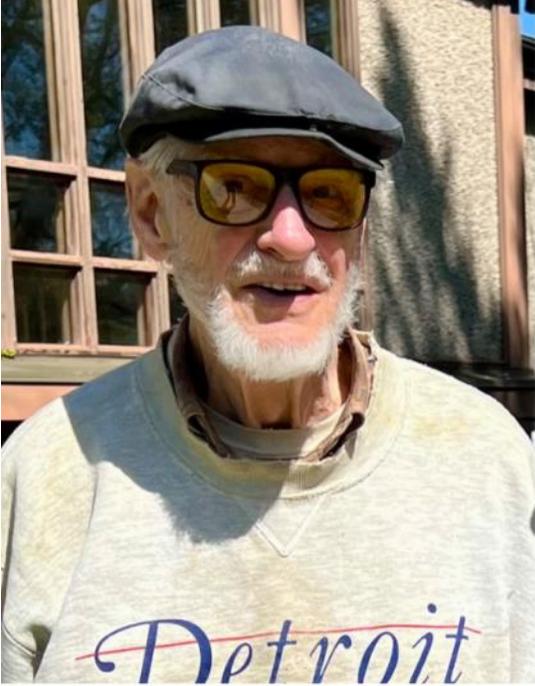
Easter service, April 2022

*Photo courtesy of Tim Voelker*



Anthony Brienza chef for the auction dinner, April 2022

*Photo courtesy of Chris Hannauer*



Volunteer Gardeners, May 2022

*Photos courtesy of Rev Karen Bush*



## Celebrating Reverend Florence Caplow

On Easter Sunday, many congregants gathered to wish Rev. Florence Caplow *'Fare Thee Well'*. It was a beautiful, heartwarming, and healing ceremony. It included A Litany of Gratitude, providing the opportunity to name the many accomplishments that, together, we've accomplished.

At its conclusion, Rev. Florence offered the congregation a gift – a certificate to Country Arbors to help expand our butterfly gardens! Likewise, our congregation surprised Rev. Florence with the presentation of a custom-made stole that symbolically tells the story of our mission. After the ceremony, Rev. Florence expressed it was the “most beautiful farewell ceremony” and that “the stole is beyond beautiful.” Well done UUCUC!

This is the script that was used to present Rev. Florence's stole which was custom designed to tell UUCUC's mission. The names listed are the congregants who were a part of our gift presentation during our Fare Thee Well service.

Becky Densmore: Our mission at UUCUC is one that is deeply embedded into our congregational life. Under Rev. Florence's leadership, we saw this vision come to life. As a result, UUCUC has had a stole designed to ensure Rev. Florence can take that which is a large part of our congregation with her.

Chris Hannauer: Build Community. Here at UUCUC, our Rose window in the sanctuary is much appreciated for its beauty and artistry and it truly represents the heart of our church. We've recreated it and included it on Rev. Florence's stole to carry with her on her journey. May she always be reminded of the great appreciation this congregation has for setting our church on a path of growth.

Karen Folk: Seek Inspiration. On the fold of the stole, draping around the neck is a rainbow-colored Lotus flower. In Buddhist symbolism, the sacred lotus flower represents spiritual growth. Multiple colors of fabric recreate the lotus as a symbol of the diverse people who are a part of UUCUC and our commitment to inclusion. May she always be reminded of the deep gratitude this congregation has for her teachings which placed many on the path to enlightenment and spiritual growth.

Jerry Carden: Promote Justice. Cascading down the front of the stole, we symbolically added shards of glass. During Rev. Florence's time with UUCUC, she stood with us shoulder-to-shoulder on many occasions, leading the way in our ongoing fight for social justice. The shards of glass represent the many broken pieces of our society where focused efforts are still needed to bring about a world *(continued on page 45)*





## Celebrating Reverend Florence Caplow

*(continued from page 44)* that is just and loving for all. May she always remember the true appreciation our congregation feels for her leadership to give voice to those who have been voiceless and create a beloved community.

Jenny Hunt: Find Peace. Finally, we specifically chose "white" as the color of her stole. Undyed white cloth can represent peace, completeness, and clarity. Rev. Florence empowered and encouraged our church members to embrace mindfulness and meditation. She facilitated our inner work so that we could do the outer work in the community. May she always remember the incredible gratitude this congregation has for the many gifts she brought to us, including the invitation to know ourselves more fully.

Becky Densmore: It is with the deepest respect and greatest of appreciation, that we offer this stole to Rev. Florence. May she always remember the indelible impact she has had at UUCUC and know that we are entirely grateful for her and her ministry. Please accept this stole as a token of our appreciation and may it be a lasting symbol of how you moved and mobilized this congregation to build community, seek inspiration, promote justice, and find peace.

*Photos courtesy of Rev Karen Bush and Brian Franklin*



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## Minutes From the 2021 Annual Meeting

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To review the full minutes, please refer to Appendix A: [Minutes from the Annual Meeting on June 6, 2021](#).

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## FY23 Budget Overview and Highlights

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As the Finance and Personnel committees worked with the Board to create the FY23 proposed budget, we found ourselves in a situation that we'd never faced before: how to budget for a community that is only now coming physically together after two years of separation. Things like parking rental and hospitality expenses, zeroed out during the pandemic, reappeared on our fiscal map. Similarly, the expense of keeping the inside of the church presentable has grown along with our usage of the building. On the income side, will our coming together again translate into higher pledge and donation income? All in all it was one of the most uncertain budgeting processes any of us had been through.

The results of those discussions are in the following pages. It is a budget that makes investments in areas that we hope will lead to broader participation in our church community, particularly by investing in the staff that make it possible for the church to serve its members, friends, and community. We continue to employ 1.5 Full Time Equivalent ministers - .75 FTE for both Rev. Sally and Rev. KB.

- The search for our next settled minister is budgeted at \$10,000, to be paid for by unused sabbatical funds
- We have combined the Facilities Manager and Custodian roles into a single full-time position
- We have added hours to the A/V Technician position to reflect the needs created by our increasingly sophisticated hybrid worship experience
- Anticipating the joyful return of children to the building, this budget re-instates the Childcare Coordinator position and also funds regular paid childcare workers so that childcare can be offered at Sunday services as well as at other church functions
- All staff will receive a 3% cost-of-living adjustment. Thank you to all the people who upped their pledges in response to our special appeal and made this needed increase possible

All in all, staff account for 75% of the FY23 budget. These investments in our staff are vital for keeping us on the path of growth, but they come at the expense of some other priorities. Spending on Social Action Teams, in particular, is reduced by more than 50% in this budget. Our staff and leaders have committed to continuing our outreach despite this challenge. Some staff positions will go unfilled (Youth Coordinator), while another has had its hours reduced (Membership Coordinator). We also do not fund the Property, Benefits, or Sabbatical set asides.

This is a solid budget for FY23, but it is also one that relies on some sources of income that we can't necessarily rely on in the future.

- We are using \$10,000 of the Carolyn McMahan fund to provide for the budget categories that the fund was designed for
- We have \$9,000 in "left over" FY22 funds in the Associate Minister Setaside (AMSA) fund that have been applied to the Associate Minister line in this year's budget. In addition, we received \$46,000 in pledges directed to the AMSA for FY23; these are in addition to people's regular pledges and cannot be assumed to continue indefinitely into the future
- We received a one-time \$7,000 abatement in our UUA assessment this year, reducing our total expenses by that much.

Looking ahead to FY24 and beyond, we likely will have increased expenses (in the form of benefits for our new settled minister and the resumption of the normal UUA assessment) as well as the unavailability of FY23's one-time income sources; the combination of these factors means that, absent an increase in income from other sources we will be facing a structural deficit on the order of \$30,000 or more each year.

So as we move into FY23, we can be confident in our financial strength for the year, but the challenges that we have been facing since COVID came will not go away and will need to be addressed forthrightly so that we can stay on an upward path. *(continued on page 50)*



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## FY23 Budget Overview and Highlights

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*(continued from page 49)*

A note on the format of the budget as presented here: Adelaide Aime joined the Finance Committee this year bringing with her many years of experience running a non-profit organization along with Jedi-level spreadsheet skills. You will see those skills reflected in this proposal, particularly in its conciseness. This presentation presents staff compensation in single lines that include all the relevant components of their compensation (salary, retirement contribution, benefits, FICA, etc.). In past years each element of each employee's compensation was broken out, making for a very difficult read. We hope you find this new format agreeable.

Chris Hannauer  
Chair, Finance Committee



## FY23 Budget Overview and Highlights

<b>REVENUE</b>				
<b>Operations Income</b>	<b>Proposed FY23</b>	<b>FY22 Budget</b>	<b>\$ Change</b>	<b>% Change</b>
Estimated Pledge Receipts in FY23	487,502	505,000	(17,498)	-3%
Donations not incl plate	12,500	12,500	0	0%
Plate Collections	8,500	8,500	0	0%
Service Auction (spring)	21,098	26,000	(4,902)	-19%
CC Fees Offset	500	800	(300)	-38%
Rentals	2,000	0	2,000	-
Miscellaneous Income	500	0	500	-
Savings Interest	0	0	0	-
Non-Operating Savings Interest	0	0	0	-
Designated Income	0	0	0	-
<b>Supplemental Income</b>				
UU General Trust	19,430	18,598	832	4%
England Endowment (Any use)	2,625	1,250	1,375	110%
England Addt'l Music (Worship Comm)	875		875	-
Chalice Lighters Grant	0	10,000	(10,000)	-100%
Assoc Min Set Aside (AMSA) New Pledges	46,179	32,000	14,179	44%
AMSA from previous year	9,000	0	9,000	-
<b>One-Time Dollars to Fund Ministerial Settle-</b>				
Sabbatical setaside	10,000	0	10,000	-
<b>Targeted Dollars funding Additional Lines (Donor intent/meant to enhance annual funding rather than replace it)</b>				
McMahon: General Use (this year only)	10,000	0	10,000	-
McMahon: Care Core	0	0	0	-
McMahon: Music	0	0	0	-
McMahon: Worship	0	0	0	-
McMahon: Leadership Trng	0	2,147	(2,147)	-100%
<b>TOTAL Revenue</b>	<b>630,708</b>	<b>616,795</b>	<b>13,913</b>	<b>2%</b>



# FY23 Budget Overview and Highlights

<b>EXPENSES</b>				
<b>NON-PERSONNEL</b>	<b>Proposed FY23</b>	<b>FY22 Budget</b>	<b>\$ Change</b>	<b>% Change</b>
<b>Congregational/Denominational Expenses</b>				
Trustees Contingency	800	534	266	50%
Leadership Training	0	1,000	(1,000)	-100%
UUA Annual Program Fund	21,135	25,618	(4,483)	-17%
<b>Fundraising Expenses</b>				
Stewardship	3,100	3,100	0	0%
Service Auction Expenses	500	500	0	0%
Credit Card Processing Fees	2,000	2,667	(667)	-25%
<b>Committee Prog Expenses</b>				
Accessibility Task Force	0	0		
Membership Committee	1,410	1,410	0	0%
Membership Coordination	500	500	0	0%
Care Core	282	282	0	0%
Personnel Committee	188	188	0	0%
Finance Committee	0	0	0	-
Social Action Council	3,300	2,820	480	17%
Partner Church Project	176	235	(59)	-25%
Green UUs	709	945	(236)	-25%
Welcoming Congregation	100	0	100	-
Racial Justice Initiative	2,645	7,050	(4,405)	-62%
Immigration Justice Initiative	2,645	7,050	(4,405)	-62%
<b>Misc Congregational Expenses</b>				
Hospitality	1,000	500	500	100%



# FY23 Budget Overview and Highlights

<b>EXPENSES</b>				
<b>Office Expenses: Contractual or Determined</b>				
Bookkeeping Service	11,000	8,400	2,600	31%
Payroll Service	1,750	1,750	0	0%
Telephone	2,200	2,200	0	0%
Copier Maintenance	2,400	2,000	400	20%
IT Support	400	400	0	0%
IT Services & Subscriptions	8,000	8,000	0	0%
Internet Service	400	400	0	0%
<b>Office Expenses:Determined by Us</b>				
Postage	600	600	0	0%
Printing	500	500	0	0%
Office Supplies	2,500	1,600	900	56%
Computer Hardware	750	750	0	0%
<b>Worship Expenses</b>				
Instrument Maintenance	1,000	1,000	0	0%
Music Supplies	1,200	1,140	60	5%
Musicians	500	500	0	0%
Worship Supplies	350	350	0	0%
Worship: AV Support	0	500	(500)	-100%
Worship: Hybrid A/V Equip	0	0	0	-
Speakers	1,500	1,200	300	25%
Summer Services	700	350	350	100%
England Addt'l Music (Worship Comm)	875	312	563	180%
<b>Religious Education &amp; Engagement</b>				
RE Supplies & Materials	4,000	4,000	0	0%
RE Staff Development	0	0	0	-
RE Background Checks	700	300	400	133%
Young Adult Community	200	200	0	0%
Programs	4,000	4,000	0	0%
Youth	2,000	1,000	1,000	100%
OWL	3,000	2,000	1,000	50%
Adult	1,000	1,000	0	0%
Coming of Age	0	1,000	(1,000)	-100%



# FY23 Budget Overview and Highlights

<b>EXPENSES</b>				
<b>Property Expenses: Contractual or Deter-</b>				
Grounds Maintenance	1,200	1,600	(400)	-25%
Parking Space Rental TJ Salon	1,400	0	1,400	-
Natural Gas	5,000	3,750	1,250	33%
Electricity	4,000	3,750	250	7%
Property Insurance	8,755	8,755	0	0%
Mortgage Payment	16,148	17,200	(1,052)	-6%
Church Maintenance	10,000	10,000	0	0%
High St. (taxes)	1,824	1,824	0	0%
Snow Removal	1,500	1,500	0	0%
Trash Hauling	1,000	900	100	11%
Water/Sewer	2,700	2,400	300	13%
Alarm Monitoring	900	600	300	50%
<b>Property Expenses: Determined by Us</b>				
Janitor Supplies	1,000	750	250	33%
Equipment & Furniture	2,000	3,452	(1,452)	-42%
Transfer to Property Setaside	0	0	0	



## FY23 Budget Overview and Highlights

<b>EXPENSES</b>				
	<b>NOTE: All taxes/ benefits included in each staff line</b>			
<b>PERSONNEL</b>				
<b>Ministerial Salary, Benefits</b>				
Consltg Minister: Salary & Bnfts	77,299	94,138	(16,839)	-18%
Assoc Minister: Salary & Bnfts	80,005	72,744	7,261	10%
Temp Minister: Salary & Bnfts	0	16,614	(16,614)	-100%
<b>Ministerial Additional Expenses</b>				
Consulting Minstr Expenses	7,153	5,354	1,799	34%
Assoc Minstr Expenses	5,956	5,462	494	9%
Guest Ministers & Recorded	2,100	2,100	0	0%
Minister Sabbatical Setaside	0	0	0	-
<b>Membership, Child Care &amp; Youth Staff</b>				
Membership Coor: Wages & Bnfts	10,676	8,394	2,282	27%
Coor/Child Care: Wages & Bnfts	3,709	0	3,709	-
Workers/Child Care:Wages & Bnfts	3,371	3,900	(529)	-14%
Youth Coor: Wages & Bnfts	0	6,980	(6,980)	-100%
<b>Office Staff</b>				
Office Admin: Wages & Bnfts	78,577	69,112	9,465	14%
Office Assnt: Wages & Bnfts	13,890	11,199	2,691	24%
<b>Property Staff</b>				
Facility Manager: Wages & Bnfts	63,023	15,406	47,617	309%
Custodian: Wages &Bnfts	0	16,937	(16,937)	-100%
<b>Religious Education &amp; Exploration (REE) Staff</b>				
Coor of REE: Wages & Bnfts	62,249	53,329	8,920	17%
Consulting DREE: Wages&Bnfts	0	15,445	(15,445)	-100%
REE Assistant: Wages & Bnfts	13,076	11,642	1,434	12%



# FY23 Budget Overview and Highlights

<b>EXPENSES</b>				
<b>PERSONNEL</b>	<b>NOTE: All taxes/ benefits included in each staff line</b>			
<b>Worship Staff</b>				
Music Director: Wages & Bnfts	12,630	11,688	942	8%
Accompanist: Wages & Bnfts	15,610	14,026	1,584	11%
Assistant for Services: Wages & Bnfts	0	0	0	-
A/V Tech: Wages & Bnfts	18,912	7,342	11,570	158%
<b>Staff Payroll Expenses</b>				
Worker's Comp: All eligible staff	0	1,869	(1,869)	-
FICA: Employer Amount/All Staff	0	15,402	(15,402)	-
<b>Staff Misc</b>				
Staff Develmt (non-ministers)	100	3,000	(2,900)	-97%
Staff Recognition	100	0	100	-
Asst. Music Dir Personal Days	200	200	0	0%
Coor REE Prof Expenses	2,302	0	2,302	-
Workers Comp non-scalable Fee	326	0	326	-
<b>Ministerial Settlement One-Time Expenses</b>				
Ministerial Search Expenses	10,000	0	10,000	-
<b>TOTAL EXPENSES</b>	<b>630,708</b>	<b>618,615</b>	<b>12,093</b>	<b>2%</b>



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## Slate of Nominees

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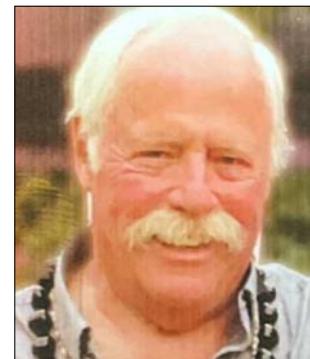
### **Board of Trustees - 4 members to be elected**

As stated in the Nominating Committee report, the Board of Trustees will be operating another experimental year with respect to size: 7 at-large members, the Treasurer, and the Clerk. 4 new members of the Board of Trustees are to be elected for the 2022-2023 church year: two new at-large members with 2 year terms and two new members with 3 year terms. (Terms shall begin at the beginning of the Board Organizational meeting of the year elected.) The Board has general charge of the administration and business of the church, as is explicitly charged in the bylaws.

#### **Joe Finnerty**

I was born in New York City 76 years ago. My mother was a German Lutheran and my father was an Irish Catholic. I attended P.S. 45, Xavier High School (a Jesuit Military School in Greenwich Village), the University of Norte Dame (B.S. Physics and commissioned a 2nd Lt.) and the University of Michigan (MBA and PHD in Finance).

My wife of 52 years, Sandy and I moved to Champaign in 1984 with our two sons, Matt and Dan. We immediately joined the UU Church and became active members. Matt and Dan were brought up in this church. I worked on Membership, Finance and R.E. I retired from the U of I and became Professor Emeritus and also retired from the U.S. Army Reserve as a LTC. Matt lives in Michigan and Dan lives in California and each have three children.



I am currently a volunteer with the Tuesday Crew of the Daily Bread Soup Kitchen along with three members of the UU Church. I am involved with OLLI, recently participating on the Curriculum Committee and the Nominating Committee. Sandy and I are Master Naturalists and members of Grand Prairie Friends.

Serving on the UU Board will be a great honor.



#### **Karen Folk**

Karen moved here in 1988 for graduate school and joined the church. During that time, she has been involved with the Feminist Book Group, various Women's spirituality and Meditation groups, Stewardship/Generosity, Finance, the Trust funds, and as an RE teacher. She co-led the Dream Team and served as Board Trustee from 2019-2021

Karen's vision for the church is that we will use our Strategic Plan mission and visions to guide us to Beloved Community as we successfully manage the transition to a larger congregation organizational structure and transform the RE&E program to benefit all ages.

Since retiring from her fee-only financial planning business in 2016, Karen volunteers as a Master Naturalist and spends as much time as she can with her husband of 34 years, Mike, children and grandchildren. She loves hiking, backpacking, and camping, especially in the mountains.

*(continued on page 58)*



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## Slate of Nominees

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*(continued from page 57)*

### **Jenny Hunt**

I was born in Homestead, Florida but have spent most of my life in different areas of the Midwest; Indiana, Wisconsin, North Dakota, Michigan and Illinois. I have made the rounds of many Protestant churches: Congregational, Presbyterian, Methodist, before deciding that “church” just wasn’t for me. I spent 15 years traveling with and learning from Native American elders, that re-awakened in me the awareness and connection that much of my spirituality is rooted in nature. I found UUCUC in 2013 and dabbled here until Kristi and I joined in 2015 before getting married here.



The Principles struck a chord with me and I could continue believing what was right for me while also continuing to expand my spiritual horizons. The bulk of my career life was spent as a counseling therapist specializing in childhood trauma, grief and loss, and addictions recovery. I am looking forward to serving this congregation on the board, once again, during this time of major transition.

### **At-large candidate #4 (for a 2 year term)**

(Board recommends that no nominations from the floor be volunteered - this position will be filled in the coming year with the assistance of the Nominating Committee)

### **Treasurer – To be elected to a two-year term**

The Treasurer shall be elected for a two-year plus approximately 3-month term in the even-numbered years and shall begin that term with the beginning of the Board Organizational Meeting of the year elected. Term is concluded after submission of the year-end accounting for the Annual Report for the last year of the term. The position must be held by a member of the church. The Treasurer is a voting member of the Board of Trustees. Additional duties can be found in the church bylaws under Article VI.



### **Adelaide Aime**

What joy and friendship membership in UUCUC has brought to me and my family over the past two decades. My husband and I, and our two elementary schoolers, started attending services on the first Sunday of January 2000; our lives since then have been greatly enhanced spiritually, intellectually, and socially.

Before retiring in 2020 after a 35-year career in social services, I served as Executive Director of two local social service agencies. Through that work I became familiar with all aspects of non-profit fiscal management for small organizations. If elected Treasurer, I see myself as a technician. Along with keeping the staff paid and the bills up-to-date, it will be my job to communicate the financial consequences of each proposed idea, activity or option to the decision-makers. I’m also eager to work with church leaders and the congregation to create a multi-year fiscal sustainability plan, insuring a solid financial foundation for the future.

*(continued on page 59)*



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## Slate of Nominees

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*(continued from page 58)*

When not pouring over spreadsheets I'm enjoying retirement by spending more time with friends and family, attending book discussion group, renovating a 150-year-old farmhouse, taking horseback riding lessons, and visiting our kids who both live in California.

### **Moderator — To be elected to a two-year term**

The Moderator shall be elected for a two-year term in even-numbered years and shall begin that term at the adjournment of the meeting of the election. The Moderator presides at all congregational meetings of the Church, convenes the first meeting of the Nominating Committee, and convenes the first meeting of the Trustees of the Unitarian Universalist Trust Fund. The Moderator is a non-voting member of the Board of Trustees. Our candidate for Moderator has previously served in this position for the last two years.

#### **Gail Schiesser**

Gail Schiesser is a lawyer, mediator, and trainer of conflict resolution-, leadership-, and communication-skills. Along with her wife, Virginia Brubaker, she's been a member of UUCUC since 2010. Gail has served as UUCUC Treasurer and chair of the membership committee. A card-carrying member of the "If It's Not Fun, It's Not Worth Doing" Club, Gail also makes a mean cannoli. Just in case it's a deal-breaker – Gail is a Cubs fan.



### **Nominating Committee – Three members to be elected for a 1-year term.**

The Nominating Committee consists of the three regular Board members entering their last year of service and three members elected at each Annual Meeting. They select and recruit nominees for officers, including members of the Board of Trustees and Trust Fund Trustees.



#### **Peggy Patten**

My husband, Todd Kinney, and I have been members of UUCUC for 34 years. Our three adult children, Devin, Hannah and Maura, grew up in this church and are compassionate, thoughtful, and politically active individuals as a result of their experiences here. In my years at UUCUC I've been a member of the Board of Trustees and the adult choir, and active in the Religious Education, Social Action and Membership Committees. I currently coordinate the Hospitality Teams that support our Sunday morning worship and fellowship.

*(continued on page 60)*



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## Slate of Nominees

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*(continued from page 60)*



### **Tim Temple**

My husband Jerry Carden, and I started attending the Unitarian Universalist Church here in Urbana in 1995. We signed the membership book, believe in the UU mission and vision, and are currently pledging members of this congregation. We know there is a strong and loyal membership group that will continue to lead UUCUC into the future.

I had been a local interior designer for 30 yrs primarily associated with the Carter's on Prospect Furniture Store, but now happily retired.

At UUCUC I have been involved in the Caregiver's Chalice Circle as the group leader for years. I am currently serving on the Building & Grounds (property) committee, garden volunteer with the "adopt a plot", consulting on informal church decorating, and served as a previous member of the BOT, and as well as nominating committees and different task forces.

### **Third candidate for Nominating Committee**

Open

### **Trust Fund Trustee —there are three Trust Fund Trustees**

They administer, invest, and report on the church trust funds. One position is being filled this year.

### **Steve Troyer**

I've been a member of UUCUC since 2011, and have been involved in the choir, finance, generosity and property committees, and the AV team. In my non-church life, I'm an electrical engineer, enjoy running, hiking, climbing, making music, and working with my hands.



*(continued on page 61)*



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## Slate of Nominees

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*(continued from page 60)*

### **Delegates to the General Assembly of the Unitarian Universalist Association**

Delegates to the General Assembly of the Unitarian Universalist Association: Seven candidates who are voting members, including young adults:

- Open

### **Mediation Committee** (Board recommends that no nominations from the floor be volunteered)

- Open
- Open
- Open
- Open
- Open

*At the time the annual meeting packet was printed, there were available positions without nominees. Please refer to the electronic version of the packet at the time of the annual meeting, which may have more up-to-date information about nominees.*

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# Affirmation of Settled Ministerial Search Team

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## Settled Minister Search Background and Team Introduction

*From Becky Densmore, Board of Trustees Chair*

During the March 2022 business meeting, the Board of Trustees initiated the Settled Minister Search process as administered by the UUA. This decision was weighed carefully as the Board sought broad congregational input to inform this decision. Board members coordinated and facilitated a series of [listening sessions](#) in January and February, as well as implemented an electronic mechanism to [collect formal feedback](#) for those who were unable to attend the sessions. The Board was mindful that the lingering pandemic was still a very real concern to our church community and sought different communication pathways in an attempt to be inclusive and engage our larger congregation. All this to say, based upon a majority of congregation feedback as well as ministerial guidance for gauging the readiness of our church to pursue a new direction; the Board developed an action plan to identify individuals to serve on the Settled Search Team (SST). This action plan included intentional strategies to cultivate congregation voice in the SST membership selection process.

Given the narrow window for this critical work, the Board leveraged [an electronic means](#) to gather recommendations for service on the SST and created a communication plan to help get the word out. As a result, announcements were included in Community Matters from the pulpit, pre-service slide decks, and nomination forms were offered along with the Order of Service as individuals went into the Sanctuary. Additional efforts included eNews announcements and one-on-one direct communications. These efforts yielded a nearly 20 percent response rate (19.5%) with 98 individual congregants nominated from our congregation - nearly one-third of our congregation!

Using the data set developed by the Board's data manager, Director of Congregational Administration (DCA), Brian Franklin, the Board took a deep dive into both the quantitative and qualitative data to inform their decision making. At the request of the Board, the DCA scrubbed all data to remove the names of members who made the nominations. As the Board considered candidates as all were richly deserving of this opportunity, trustees took into consideration the importance of ensuring we have a representative sample of our entire congregation representing our rich, dynamic, and active congregational life. The Board identified a preliminary slate of candidates and each trustee was assigned to follow up with specific nominees to extend invitations for SST service. To this end, it is with great pleasure and our distinct honor, the Board of Trustees presents the following slate of candidates to serve as members of the Settled Search Team on behalf of UUCUC.

- Wendy Graves
- Chris Hannauer
- Tanja Hodges
- Pat McClard
- Janet Revell Barrett
- Dave Sharpe
- Angela Urban

On behalf of the Board of Trustees, we extend our deep appreciation and heartfelt gratitude to these individuals for their commitment to serve on this mission critical team representing our church community. *(continued on page 64)*



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## Affirmation of Settled Ministerial Search Team

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### Wendy Graves

I became a UU and member of our church 10 years ago. I have served as a member of the Board of Trustees. I was the liaison to the Personnel Committee for the 3 years I was on the BOT. I have taught in the RE program. I have a passion for accessibility and have chaired the Accessibility Committee and Accessibility Task Force. I have been a member of the Building and Grounds Committee. I have served as a co-leader for Hospitality Team C.



### Chris Hannauer

Along with my wife Jody Hanger I have been a member of UUCUC for about 25 years. Having grown up in an areligious home, no one was more surprised than I was to find myself becoming so involved in a church! Over these 25 years UUCUC has been a wonderful anchor for our lives, providing joy and community not just for us, but for our two grown children as well. I have enjoyed my involvement here, which has included being on the Finance and Worship Committees, as well as a stint on the Board of Trustees. I've been on the Auction team for 20 years and most recently have taken great joy in being involved in the growth of our church's A/V capabilities. UUCUC has given me so much and I am pleased to be able to have a role in finding our next settled minister.

### Tanja Hodges

I came to UUCUC fourteen years ago as a graduate student seeking an opportunity to sing. I knew I had found my tribe and I have since served on music, finance, personnel, and stewardship committees along with taking a term on the BOT. In real life, by day I am a human resources professional working for a local social services agency that provides support to persons with mental and intellectual disabilities. By night, I am a musically inclined, narrative writing, floral designing, ballroom dancer seeking outlets for so much creative energy. I wanted to give you three characteristics that describe me, so I took a poll of about twenty of my closest people and the most repeated terms to describe me were Compassionate, Collaborative, and Diligent. I'm excited to be asked to be a part of this search, and I'm looking forward to working with these fantastic people.



### Pat McClard

I have been a member of the church since 2019 and have been an active member of the social action team and am currently leading the shared offering team. I've been an account manager in the business world for over 25 years and have developed skills for organization, resource planning, forecasting and budgeting, among others. I love UUCUC for the community engagement, support of those who cannot support themselves, and the open and accepting environment we have built together. But most of all for the people I have met, friendships made and to be made and to feel belonging in a larger positive community. I am honored and humbled by the board's selection and commit to doing the best I can to help choose our next minister.



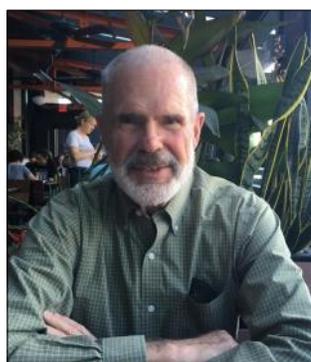
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## Affirmation of Settled Ministerial Search Team

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### **Janet Revell Barrett**

Janet Revell Barrett joined UUCUC in 2017 and enjoys participating in congregational life, having served as the chair of the Worship Committee and member of the COVID-19 Task Force. She is Marilyn Pflederer Zimmerman Chair of Music Education Emerita at the University of Illinois and editor of a music education research journal. After moving from Evanston, IL in 2013, Janet was thrilled when her son Alex and daughter Paige also moved their families to Champaign. Her role as Nana to four lively grandchildren is one of her greatest joys.



### **Dave Sharpe**

Anne and I became UUs in Oak Ridge, TN in 1971 while I was on assignment from SIUC. We joined a congregation recovering from a fire, and jumped into the work of restoration. Returning to Carbondale in 1973, (we had left as Methodists) we joined the Carbondale Unitarian Fellowship. In 1999, CUF held its first ministerial search. This gave the congregation the confidence to undertake a capital campaign and build a beautiful new church in 2004. We moved to Champaign in 2007 and picked up in our new UU congregation – Stewardship, Finance, Building, BOT, strategic planning, Personnel, now the Minister Search Team.

### **Angela Urban**

Angie was born and raised in the south and joined the military right out of high school. As an adult, she has lived and traveled all over the world to include tropical islands, various deserts, coastal areas, the Arctic, and finally established roots in the Midwest. Angie is a life-long learner and holds three degrees, the most recent from UIUC, a Master's in Urban Planning with a Minor in Global Studies. Angie is a prolific public speaker and an active listener, and she has worked with all ages and education levels from grade-school through professional. At UUCUC, Angie has taught several RE classes since 2015 to include Neighboring Faiths and Coming-of-Age. She is an active volunteer and mentor. Angie is married to Dan Urban and they have two teenage sons. She enjoys many hobbies, including beekeeping



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# Proposed Gift Policy Revisions

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## **Motion: Creation of the Capital Fund**

The Congregation hereby creates the Capital Fund, a specific fund of the Unitarian Universalist Trust Fund. The Capital Fund will supplement capital campaigns approved by the congregation. Prior to approval by the congregation, the Board of Trustees may use these funds to evaluate and plan campaigns under review. Monies from this fund can be spent outside of the customary operating budget.

Background: The congregation is committed to reviewing options and voting on a plan to meet our building requirements (Goal #5 of the Strategic Plan). The review process will require professional services and the adopted plan will require a Capital Campaign. The BOT may use monies from this fund to evaluate and plan this capital campaign. In addition, this Fund will be ongoing and congregants can make gifts and bequests to this fund.

## **Motion: Creation of the Unrestricted Bequests Fund**

The Congregation hereby creates the Unrestricted Bequests Fund, a specific fund of the Unitarian Universalist Trust Fund. This fund temporarily holds monies from unrestricted, undirected bequests to the church while the congregation or the Board consider the best use of these gifts. The Board may direct that monies in this fund be distributed per the current default policy for Unrestricted Bequests. Alternatively, the congregation may select any distribution at a duly called meeting. Unrestricted, undirected bequests to the church include all gifts left to the **church** by a deceased person where that person did not impose restrictions or specify that the gift be added to a specific fund or used for a specific purpose.

Background: Currently our Bylaws say that unrestricted bequests to the **UU Trust Fund** will be deposited in the General Trust but they do not say how unrestricted bequests to the **church** will be used. In the past, those bequests were also deposited in the General Trust, thereby restricting the use of these gifts. The income from the General Trust provides ongoing support of our budget, but it does not permit any other use of the monies deposited. The Finance Committee recommends creation of the Unrestricted Bequests Fund. This Fund will allow the congregation to use bequests for top long-term priorities.

## **Motion: Amendment of Article V of the Constitution**

The congregation amends Article V of the Constitution by striking subsection 3e.

**Article V. Section 3e states:** *The following matters are specifically reserved for decision by the voting membership. .... e. Acceptance and disposition of non-recurring gifts or restricted bequests having a value greater than \$5,000.00.*

Background: The Finance Committee recommends striking Section 3e because it is confusing and therefore applied inconsistently; it discourages giving, and it is hard to administer and inflexible. The purpose of this rule is to make sure that the congregation only accepts appropriate gifts and to ensure that the congregation retains authority to decide how funds are used. We believe that these goals are better achieved by amending Bylaw XV.

*(Continued on page 68)*



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## Proposed Gift Policy Revisions

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*(continued from page 67)*

### **Motion: Amendment of Article XV of the Bylaws and Adoption of the Unrestricted Bequests Fund Policy**

The congregation amends Article XV of the Bylaws by striking all the text and replacing it with the proposed text. In addition, the congregation adopts the Unrestricted Bequests Fund Policy as proposed.

#### **Bylaw XV as proposed** (new policy and clarifications **highlighted in blue**)

##### ARTICLE XV: UNITARIAN UNIVERSALIST TRUST FUND

Section 1: The Unitarian Universalist Trust Fund shall be administered by three trust fund Trustees elected as described in Article VIII. **The Trust Fund shall include all funds created under this Article.** All such funds shall be held by the Trustees for management and safekeeping.

Section 2: The promotion of long-term giving to the Church shall be the responsibility of the Board of Trustees of the Church.

Section 3: Specific funds of the Unitarian Universalist Trust Fund may be created by the Board of Trustees **at a business meeting or by the congregation at a duly called meeting. The rules of distribution from these funds will be specified. Only the congregation may create funds that allow monies to be distributed outside of the normal budget process. All other distributions will be made via the customary budget process.** Specific funds are created to serve a specific purpose. Specific funds may be terminated by the Board when the objective is achieved, the project is completed, or the fund is no longer viable. Any monies remaining in a terminated fund will be transferred to the General Trust Fund.

Section 4: **The Board of Trustees may accept or reject any gift or bequest, subject only to the limits of these Bylaws and the Constitution. Gifts and bequests shall only be accepted if: they support the church's mission and goals; they do not create an undue administrative burden; and the donor's intentions can be honored. Gift monies will be deposited, used, and administered in an appropriate fund per that fund's rules.**

Section 5: In so far as possible, **church leaders** shall follow the intent of the donor. If questions of intent arise, the Board of Trustees of the Church shall make the final decision.

Section 6: The Trust Fund Trustees have full power to manage, rent, invest, sell, keep, or reinvest all or any part of the trust assets. All investments shall be made in accordance with the prudent person rule and with consideration of the impact that the investments will have on social good. The Trust Fund Trustees shall adopt and make available to the members of the congregation, socially responsible investment guidelines that the Trustees shall use in making their investment decisions.

Section 7: The General Trust Fund is a specific fund that provides an endowment to supplement the church's annual operating budget. Annual distributions to the Operating Fund of the Church **will be made at the start of each fiscal year.** The amount distributed shall not exceed 4.5% of the average General Trust Fund balance for the previous three years as of December 31st.

Section 8: Bequests to the Unitarian Universalist Trust Fund will be deposited into the General Trust Fund. **Unrestricted, undirected bequests to the church will be deposited in the Unrestricted Bequests Fund and distributed in accordance with policy.**

#### ***Background-Amendment of Article XV***

Our goals are to increase giving in support of our mission while maintaining the congregational form of Governance; improve communication with donors and gift administration; and create a flexible structure that can adapt to changing needs. New policies and clarifications are highlighted. Changes include delegating most gift acceptance to the Board of Trustees (BOT) but retaining the authority of the congregation by only permitting the Board to spend funds within the budget process or when the congregation creates a fund that permits expenditures outside of the budget process. Also gift acceptance criteria is established. All church leaders (and not just the Trustees of the Trust *(continued on page 69)*)



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## Proposed Gift Policy Revisions

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(continued from page 68) Fund) will try to follow the donor's intentions. Unrestricted, undirected bequests to the church will be deposited in the Unrestricted Bequests Fund and distributed in accordance with policy to be adopted by the congregation. Currently, the Bylaws do not state how these bequests will be handled. See the proposed policy below.

### **Proposed Unrestricted Bequests Fund Policy**

#### **Background: Article XV, Section 8 of the Bylaws**

Bequests to the Unitarian Universalist Trust Fund will be deposited into the General Trust Fund. Unrestricted, undirected bequests to the church will be deposited in the Unrestricted Bequests Fund and distributed in accordance with policy.

#### **Unrestricted Bequests Fund** (A specific fund of the Unitarian Universalist Trust Fund)

This fund temporarily holds monies from unrestricted, undirected bequests to the church while the congregation or the Board consider the best use of these gifts. The Board may direct that monies in this fund be distributed per the current default policy for Unrestricted Bequests. Alternatively, the congregation may select any distribution at a duly called meeting. Unrestricted, undirected bequests to the church include all gifts left to the church by a deceased person where that person did not impose restrictions or specify that the gift be added to a specific fund or used for a specific purpose.

#### **Unrestricted Bequests Policy**

The congregation will endeavor to use unrestricted, undirected bequests to the church for long-term priorities. To distribute such bequests easily and appropriately, the congregation will periodically specify a routine default procedure for how future bequests will be distributed among specific funds. The congregation recognizes that a default procedure may not always align with the congregation's current top long-term priorities. In that case, the congregation retains the authority to modify the default procedure or select a different distribution for specific bequests at a duly called congregational meeting.

#### **Unrestricted Bequests Procedures**

Unrestricted, undirected bequests to the church will be deposited into the Unrestricted Bequests Fund and the Financial Secretary, or delegate, will notify the Board Chair of their receipt. The Board will take either of these actions: A) Direct that the monies be distributed per the default procedure or B) Seek feedback from congregational leaders and/or the congregation. After receiving feedback, the Board may decide to distribute the monies per the existing default distribution procedures or address this issue at a duly called congregational meeting. At such a meeting, the congregation can vote on any distribution or vote to leave the monies in the Unrestricted Bequests Fund. The Board may add additional procedures to this policy providing that they do not conflict with the above. For example, the Board could decide that all applicable bequests under \$XX will be automatically distributed per the default procedure.

#### **Default Distribution as of June 5, 2022**

New unrestricted, undirected bequests to the church will be divided evenly between the General Trust Fund and the Capital Fund, unless the Board or the congregation act as described above.

#### **Background Unrestricted Bequests Fund Policy**

Under the proposed changes to Article XV of the Bylaws, Section 8 states, "Bequests to the Unitarian Universalist Trust Fund will be deposited into the General Trust Fund. Unrestricted, undirected bequests to the church will be deposited in the Unrestricted Bequests Fund and distributed in accordance with policy." This policy explains how all unrestricted, undirected bequests to the church will be handled. The new rules allow the congregation to (continued on page 70)



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## Proposed Gift Policy Revisions

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*(continued from page 69)* respond to changing needs while creating a default procedure that permits easy administration when flexibility is not needed. The policy allows the Board to bring these matters to the congregation as needed, while retaining the congregation's authority to decide on the use of these bequest monies. The policy tells benefactors that priorities may change in the future.



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## Use of Monies Held in the Anne Ehrlich Bequest Fund

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### **Motion: Use of monies held in the Anne Ehrlich Bequest Fund**

The congregation directs that the monies held in the Anne Ehrlich Bequest Fund be distributed as follows: 1/3 be distributed to the General Trust, 1/3 be distributed to the Capital Fund, and 1/3 to be retained. The use of the retained monies will be determined by the congregation at a duly called congregational meeting.

Background - Use of monies held in the Anne Ehrlich Bequest Fund

### **Ehrlich Bequest - \$150,000 to the Church**

In December 2021 the church received a \$150,000 unrestricted bequest from Anne (Nan) Ehrlich. The Board created a fund to hold the monies until the congregation decides how to distribute it. At that time, the Finance Committee, Planned Giving Team, and Financial Secretary were already working on new gift and bequest policies in support of our Strategic Plan. In Jan. 2022, the Finance Committee (FC), recommended that the congregation be asked to divide the monies evenly between the General Trust and the new Capital Fund. In April, the FC revised their recommendation. The FC's new recommendation is to deposit 1/3 in the General Trust, deposit 1/3 in the Capital Fund, and to reserve 1/3. The Finance Committee believes that Bequests should be used for our top long-term needs which include increasing our General Trust Fund to create ongoing income for the church and starting a Capital Fund in support of Goal #5 of the Strategic Plan. The Finance Committee recommends reserving 1/3 of the money due to current budget challenges and uncertainties. If this plan is adopted, the congregation will decide on the use of these funds later. Also, a 3-way split recognizes that there is not a consensus among UUCUC members to use the monies for a single purpose.

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# Additional Proposed Bylaws Changes

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## **Introduction to Proposed Bylaws Revisions**

### **Adjusting the size of the Board for an experiment this year (Bylaws Article VII)**

The Board of Trustees has been operating with a reduced size for the past year, and promised an update to the congregation regarding the experiment.

The smaller size has affected Board decision-making operations: having fewer members means having fewer liaison positions distributed to groups amongst the operations of the church, and some Board members volunteering for multiple mission-critical liaison positions. In reviewing the past year, there has been expressed by Board members the desire to increase Board size by one additional member to serve dual purposes: increase the number of viewpoints expressed during discussions and to give the Board an odd number of members (to minimize the change of split decisions during votes).

The Board will assess whether we can accomplish our mission at this slightly larger size, and report back to Nominating Committee and the congregation as to our effectiveness in continuing to do our job. We will also recommend adjusting the bylaws again at next year's Annual Meeting, if warranted.

### **Clarification of Nominating Committee Responsibilities (Bylaws Article XI)**

As the Nominating Committee reviewed the Board size in bylaws Article VII, the members saw that the Bylaws with respect to Nominating Committee needed updating to reduce vagueness and to align itself with the proposed changes in the Board of Trustees revisions. Nominating committee proposed changes to the Board, who approved the changed wording and has included it in the and has included this for congregational vote at this annual meeting.

This year's proposed Bylaws changes to article VI and Article XI are recommended by the Board and created with the help of the Nomination Committee.

### **Elimination of the Mediation Committee article from the Bylaws (Article XII)**

As promised last year by the Board of Trustees, the role of the Mediation Committee was discussed this church year. The Mediation Committee is part of the Bylaws approved previously by the congregation, but has not been actively recruited by the Nominating Committee for several years, based in part on recommendations of our Lead Minister at the time, Rev. Florence Caplow. The Mediation Committee was not asked to intervene in any recent UUCUC-related interpersonal conflicts.

The Board asked for guidance from the Committee on Ministry about the role of the Mediation Committee, and also received feedback from several lay-leaders of our church who are well-respected for the mediation skills. The Board concurred with the recommendation that: the Mediation Committee and its appointees is not needed as part of the Bylaws, but should be more appropriately handled through church policy and established relationships with the UUA, Mid-America region, or other outside (non-church member) mediation consultants. The Board recommends that the congregation approves the deletion of the Mediation Committee article from the church bylaws. In addition, the Board wishes to thank all those past lay-leaders who served on the Mediation Committee - their agreeing to do this duty was an example of their selfless willingness to support our church home with their presence in these roles.

*(Continued on page 74)*



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## Additional Proposed Bylaws Changes

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*(continued from page 73)*

If you missed the chance to attend the Board's information meeting regarding these proposed changes, but still have questions about this proposed revision and plan, please feel free to contact me before the Annual meeting - I will be glad to discuss details with you.

You are also welcome to contact any member of the Board with your questions.

Respectfully,

Brian McDermott

On behalf of the Board of Trustees



# Additional Proposed Bylaws Changes

Proposed changes are in blue and red strikethrough are deletions. (Blue - additions; ~~red-strikethrough~~ - deletions)

## ARTICLE VII THE BOARD OF TRUSTEES

Section 1: The Board of Trustees shall include **seven (7)** ~~six (6)~~ elected members and the Clerk and Treasurer for a total of **nine (9)** ~~eight (8)~~ voting members. **Five (5)** ~~Six~~ of these **nine** ~~eight~~ Trustees shall constitute a quorum.

Section 2: The members of the Board of Trustees shall be elected for three-year terms. Terms shall begin and end with the beginning of the Board Organizational Meeting for the relevant years. **Trustees will be elected in a rotational cycle: Three shall be elected in year A, and two in year B and 2 in year C.**

## Clarification of Nominating Committee Responsibilities (Bylaws Article XI)

### ARTICLE XI: NOMINATING COMMITTEE

Section 1: The Nominating Committee shall consist of **the two or three** ~~the three~~ regular Board members entering their last year of service and three members to be elected at the Annual Meeting. **If there are less than 2 Board members who are able to serve on the committee, the Board will select additional Board members to the Nominating Committee. Term of office shall be one year, starting from the time of the annual Meeting.**

Section 4: The Nominating Committee shall select nominees for ~~officers, including~~ members of the Board of Trustees, **Financial Secretary, Clerk, Moderator, Treasurer, at-large members of the Nominating Committee**, and Trust Fund Trustees as provided for in these Bylaws.

### ARTICLE XII: **This Article is intentionally left blank** ~~MEDIATION COMMITTEE~~

~~Section 1: The Mediation Committee shall consist of five (5) members elected by the congregation.~~

~~Section 2: All members of the Mediation Committee must have been voting members of the church for at least five (5) years.~~

~~Section 3: Following the adoption of the Article, the next regular or special meeting of the congregation shall elect two members to a one-year term, to expire at the annual meeting occurring in their final year, two members to two-year terms, to expire at the annual meeting occurring in their final year, and one member to a three-year term, to expire at the annual meeting occurring in their final year. Thereafter members shall be elected to three-year terms at the annual meeting.~~

~~Section 4: No person shall serve more than two consecutive three-year terms on the Mediation Committee.~~

~~Section 5: An effort should be made to have the membership of the Mediation Committee representative of the diversity of the congregation.~~

~~Section 6: The Mediation Committee shall select its chair.~~

~~Section 7: Each member of the Mediation Committee will receive mediation training.~~

~~Section 8: The Mediation Committee shall determine who may attend its meetings.~~

~~Section 9: The Mediation Committee shall submit an annual report to the congregation.~~

~~Section 10: If a member of the Mediation Committee is close to any person involved in a matter brought before the committee or otherwise feels that she or he cannot be impartial, the committee member must excuse him—or herself from consideration of that matter. If a member of the committee feels s/he can be impartial when considering a matter, but the majority of the committee believes there is a conflict, the committee may vote to have that person excused from the case.~~

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# **APPENDIX**

Appendix A. Minutes from the Annual Meeting on June 6, 2021 .....79

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## Appendix A: Minutes from the Annual Meeting on June 6, 2021

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May 26, 2021

Dear Church Member,

This letter constitutes a written call for the Annual Meeting of the Congregation of the Unitarian-Universalist Church of Urbana-Champaign under Article V of the church Constitution and Article II of the By-Laws.

**The Annual Meeting is scheduled from 1:00 to 3:00 pm on Sunday, June 6, 2021.**

In accordance with the Constitution and Bylaws, this meeting will take place virtually via Zoom and votes made at this meeting will be binding. Additional details about how the meeting will be conducted are available from the website at: <http://uucuc.org/annualmeeting>. This meeting will be recorded.

The agenda will be:

- I. Call to order and verification of a quorum
- II. Finalization of the Agenda
- III. Remarks by the Board of Trustees Chair
- IV. Remarks by the Minister
- V. In Memoriam
- VI. Remarks by Michele Grove, Interim DRE
- VII. Honoring Michele Grove for her Service to the Congregation as Interim DRE
- VIII. Approval of Minutes from the Annual Meeting on June 14, 2020
- IX. Approval of Minutes from the Special Meeting of the Congregation on December 20, 2020
- X. Presentation and vote on the 2021-2022 Annual Budget
- XI. Proposed Bylaws change
- XII. Election of Officers, members of Nominating Committee and delegates to the General Assembly.
- XIII. For these positions, a proposed slate of nominees is attached. According to article XI, Section 7, of the bylaws, "nominations for any office may be made from the floor at any congregational meeting. However, nominations will be accepted only for those who have given their consent either in person or in writing."
- XIV. Congregation vote on Becoming an 8th Principle Congregation
- XV. Congregational Vote on Acceptance of restricted gift from Clifford Singer and Brigitte Pieke.
- XVI. Adjourn

Sincerely,

Jenna Zeidler  
Clerk, Board of Trustees

(Printed copies of the Annual Meeting packet are available; call the office if you would like one.)



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## Appendix A: Minutes from the Annual Meeting on June 6, 2021

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UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN  
Slate of Nominees for Congregational Vote  
Annual Meeting June 6, 2021

### Board of Trustees

1 Member to be elected for a 2-year term. As stated in the Nominating Committee report, the Board of Trustees will be operating on a reduced level, to include seven members, a Treasurer, and a Clerk. The Board has primary responsibility for conducting business matters of the church.

1. David Gross

### Clerk

To be elected to a two-year term

1. Jody Hanger

### Financial Secretary

To be elected to a two-year term

1. Kathy Vance

### Nominating Committee

Three to be elected for a one-year term

1. Jennifer Greene
2. Kelly Halcom
3. Cloydia Larimore

### Delegates to the General Assembly of the Unitarian Universalist Association

Delegates to the General Assembly of the Unitarian Universalist Association: Seven candidates who are voting members, including young adults:

1. David Gross
2. Jenny Hunt
3. Cindy Ingold
4. Emily McKown
5. Open
6. Open
7. Open

### Mediation Committee

(Board recommends that no nominations from the floor be volunteered)

1. Open
2. Open
3. Open
4. Open



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## Appendix A: Minutes from the Annual Meeting on June 6, 2021

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Annual Meeting  
Unitarian Universalist Church of Urbana Champaign  
June 6, 2021

### **Call to Order and Verification of a Quorum**

Gail Schiesser, Moderator, called the meeting to order at 1:41p.m. when it was established that there was a quorum with 91 voting members in attendance.

### **Finalization of the Agenda**

Approval of Annual reports was added to the Adenda

**MOTION:** Jenny Hunt moved that the agenda be finalized as amended; Sandy Finnerty seconded. The motion was approved by Zoom vote, 90 in favor, 0 opposed.

### **Remarks by the Board of Trustees Chair, Brian T. McDermott**

Brian McDermott thanked everyone for their support this past year and expressed appreciation for the opportunity to serve as board chair.

### **Remarks by Lead Minister, Rev. Florence Caplow**

Reverend Caplow reminded us that everything we do as a church, even a business meeting, is not sacred work. She thanked the outgoing board members: Adam Davis and Daniel urban and Karen folk who also lead our strategic visioning process, Jenna Zeidler, and outgoing board chair Brian McDermott, there are a number of items today that are really important.

She highlighted a historic vote if we choose to affirm the eighth principle and reminded us all that we have been through a time of unprecedented difficulty and suffering on a global level, and that that has touched each and every one of us.

### **In Memoriam**

Olive Clark  
Anne (Nan) Ehrlich  
Cheryl (Sherry) Gilles  
Kari Alice Lynn  
Claire Szoke

### **Remarks by Michele Grove, Interim DRE**

Michele Grove, our interim director of religious education, said what a pleasure it has been to serve this congregation.

She lifted up Karen folk for leading the charge on the strategic visioning, which was very related to the interim religious education process, and the amazing team of people of the interim religious educators advisory group (REEF).

### **Honoring Michele Grove for her Service to the Congregation as Interim DRE**

Rev. Sally Fritsche commended Michele Grove for her amazing work finding the parts of a church system that need most to be healed through experimentation, trying new things and finding the edges of our collective comfort. Michele played midwife to an incredible five year strategic plan and helped us understand ourselves better and articulate a shared vision for our future. We were lucky to have her and we know that this next



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## Appendix A: Minutes from the Annual Meeting on June 6, 2021

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chapter will be filled with blessings for Michele and for everyone you encounter when you leave us. Michele was presented with a framed photo of our beautiful beloved rose window.

### **Approval of Minutes from the Annual Meeting on June 14, 2020**

**MOTION:** Barbara Hudgings moved to accept the minutes as presented; Chris Hannauer seconded the motion; the motion was approved by Zoom vote, 80 in favor, 1 opposed.

### **Approval of Minutes from the Special Meeting of the Congregation on December 20, 2020**

Doug Jones asked the purpose of the special meeting. Brian McDermott responded that it was the Affirmation of the Dream Team-generated Strategic Plan.

**MOTION:** Virginia Brubaker moved to accept the minutes as presented; Kelly Halcomb seconded the motion; the motion was approved by Zoom vote, 83 in favor, 0 opposed.

### **Acceptance of Annual Reports**

**MOTION:** Steve Troyer moved to accept the annual reports as presented; Priscilla Kron seconded the motion; the motion was approved by Zoom vote, 72 in favor, 1 opposed

### **Presentation and Vote on the 2021-2022 Annual Budget**

Brian McDermott thanked the congregation for the pledge forecast of \$505,000 and briefly presented some highlights including the Lead minister moving to  $\frac{3}{4}$  time, the Associate minister moving up to  $\frac{3}{4}$  time, staff funding at a level for reopening, and the return of the RE Coordinator position.

**MOTION:** Brian McDermott moved to accept the budget as presented; Jerry Frye seconded the motion; the motion was approved by Zoom vote, 84 in favor, 0 opposed.

### **Proposed By-laws Change**

Brian McDermott gave a brief introduction to the proposed change. As part of an experimental year, the board is evaluating whether a smaller board of trustees would work as effectively without having such a large amount of volunteer leadership. This was recommended by the nominating committee.

**MOTION:** Brian McDermott moved to accept the motion as presented; Jenny Hunt seconded the motion.

Discussion regarding the motion:

Doug Jones mentioned that the change would leave the Board with an even number, which presents the possibility of a tie on votes. He also asked what the term was for the Clerk and Treasurer.

Brian McDermott explained that it will be an even number, requiring more consensus and clarified the terms for Clerk and Treasurer.

Chris Hannauer asked why the language in section two was stricken.

Doug Jones asked about the number for a quorum. Currently it is 6 out of 11 members, the proposed would keep the required number at 6 but out of 8 members.

Doug Jones offered a friendly amendment to change the required number of members for a quorum to 5, Brian



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## Appendix A: Minutes from the Annual Meeting on June 6, 2021

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McDermott accepted the amendment.

**MOTION:** Brian McDermott moved to accept the motion as amended; Chris Hannauer seconded the amended motion.

Discussion on the amended motion:

Sandy Finnerty said she prefers the quorum to remain at 6 members.

Steve Troyer asked if this was an issue that is likely to come up (not making quorum).

Brian McDermott said we have had good Board attendance and that has not been an issue.

Penne Beckett agreed with staying with 6 members.

Steve Troyer said 5 people seems like a small number.

Mick Macenroe agreed with Sandy that if only 5 people are present to make a quorum, and two vote "for" while two vote "against" that this seems like a small number of people to make a decision for the entire congregation.

Jenny Hunt asked if we need to vote on the friendly amendment

Joe Finnerty mentioned that more thought should be put into this.

**MOTION:** Joe Finnerty moved to table the motion, Barbara Hudgings seconded the motion; the motion did not pass via Zoom vote, 18 in favor, 58 opposed.

Further Discussion on the motion:

Doug Jones withdrew the amendment. Brian accepted and moved the motion as originally presented.

Randy Locke wondered if allowing a variance during this test year was an option.

Brian McDermott explained the Board considered that but changing the by-laws was seen as the cleanest way.

Emily Laugeson spoke in favor of this proposal by our Board as an experiment.

Kiri Fagen-Ulmschneider asked why we are making a permanent change to the by-laws for an experiment.

Gail Schiesser explained that there is no provision for a variance in the by-laws without voting in a change.

Sandy Finnerty wondered if adding a section three explaining the Board will evaluate this experiment.

Brian McDermott explained that in the Board documents, we do have that commitment to evaluate and report on how this works.

Penne Beckett explained as a Board member that there are good reasons and the Board had put great thought into this motion.



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## Appendix A: Minutes from the Annual Meeting on June 6, 2021

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Jennifer and Jon Ellis stated that our by-laws are a living breathing document. It is not meant to be a fixed forever document. We change, as do our by-laws to adapt to those changes.

Jenny Hunt called the question, Tanya Hodges seconded.

**MOTION:** Brian McDermott moved to accept the motion as presented; Jenny Hunt seconded the motion; the motion passed by Zoom vote, 84 in favor, 5 against.

### **Election of Officers, Members of Nominating Committee, and Delegates to the General Assembly**

**MOTION:** Kelly Halcom moved to accept the slate of candidates as presented; Jerry Carden seconded the motion; the motion was approved by Zoom vote, 84 in favor, 0 opposed.

Discussion regarding the motion:

Doug Jones asked about provisions for the additional 3 GA delegates and with three weeks until GA, how will we fill those vacancies.

Brian McDermott explained we ask for volunteers from the floor and if none volunteer, the Board can appoint delegates.

Doug Jones called the question.

### **Congregation vote on Becoming an 8th Principle Congregation**

Jim Hannum gave brief comments on our Congregation's commitment to Racial Justice.

**MOTION:** Jim Hannum moved to accept the motion as presented; Jerry Frye seconded the motion; the motion was approved by Zoom vote, 80 in favor, 1 opposed.

Discussion regarding the motion:

Priscilla Kron stated she supports RJP and the passage of this motion without waiting for the UUA to adopt an 8th principle.

### **Congregational Vote on Acceptance of restricted gift from Clifford Singer and Brigitte Pieke.**

**MOTION:** Chris Hannauer moved to accept the motion as presented; Priscilla Kron seconded the motion; the motion was approved by Zoom vote, 81 in favor, 0 opposed.

Discussion regarding the motion:

Chris Hannauer brought attention to a sentence describing a blanket acceptance of all gifts of this type.

Gail clarified that that was an endorsement from the Finance committee but is not included in the motion as that would require a by-law change.

### **New Business**

Jerry Frye thanked Rev. Caplow, Rev. Fritsche, all the Staff of UUCUC, and Brian McDermott, Chair of the Board of Trustees for weathering the difficult past year.



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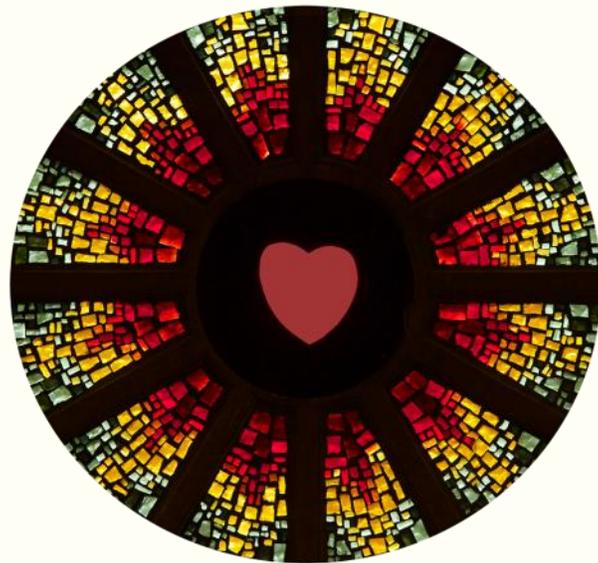
## Appendix A: Minutes from the Annual Meeting on June 6, 2021

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Sandy Hannum thanked Gail Schiesser for a great job running the meeting.

### Adjourn

**MOTION:** Chriss Hannauer moved to adjourn; Jim Hannum seconded the motion; vote was 57 in favor, 0 opposed, the meeting was adjourned at 3:33p.m.



**Unitarian Universalist Church of Urbana-Champaign**

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**Urbana, Illinois 61801**

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