



Unitarian Universalist Church  
of Urbana-Champaign  
*“A Welcoming Congregation”*

309 West Green Street • Urbana, IL 61801

(217) 384-8862 • [www.uucuc.org](http://www.uucuc.org)

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

*2017 - 2018 Annual Report - Revised*

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# PRINCIPLES, MISSION AND VISION

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## Our Unitarian Universalist Principles

### **We affirm and promote:**

- The inherent worth and dignity of every person;
- Justice, equity, and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregation;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large;
- The goal of world community with peace, liberty and justice for all;
- Respect for the interdependent web of all existence of which we are a part.

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## Mission Statement

### **At UUCUC, our mission is simple:**

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

**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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## Vision Statement

We dedicate ourselves to:

- Expanding religious, educational, and social activities that serve our congregation and the larger community.
- Acting on our individual and collective commitment to promote social justice.
- Enhancing the diversity of our liberal religious community.
- Improving the accessibility and functionality of our facilities and ensuring that they are an asset to our community.

*Approved December 4, 2005*

## Congregational Covenant

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 October 2, 2005*

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## 2017-2018 CONGREGATIONAL GOALS

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***CONGREGATIONAL GOAL #1***

“Become a more inclusive, compassionate, diverse and justice-oriented congregation”

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***CONGREGATIONAL GOAL #2***

“Support and grow a vibrant Religious Education Program for children and adults”

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***CONGREGATIONAL GOAL #3***

“Create a congregational culture that fosters involvement, participation, and leadership”

*As voted by UUCUC Board of Trustees November 2017*

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# BOARD OF TRUSTEES AND OFFICERS

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## **Officers of the Congregation:**

CHAIR: Julie Laut

VICE-CHAIR: Jenny Hunt

CLERK: Jennifer Livingston

TREASURER: Gail Schiesser

FINANCIAL SECRETARY: Amy Robison

MODERATOR: Brian McDermott

## **Board of Trustees:**

Julie Laut, CHAIR

Jenny Hunt, VICE-CHAIR AND LEADERSHIP INITIATIVE

Jennifer Livingston, CLERK

Gail Schiesser, TREASURER AND FINANCE COMMITTEE LIAISON

Wendy Graves, PERSONNEL COMMITTEE LIAISON AND ACCESSIBILITY TASK FORCE

Marcy Joncich, MEMBERSHIP COMMITTEE AND STEWARDSHIP COMMITTEE LIAISON

Ben Joselyn, SOCIAL ACTION COMMITTEE AND RACIAL JUSTICE INITIATIVE LIAISON

Randy Locke, GOVERNANCE ASSESSMENT

Johnny Robinson, PROPERTY COMMITTEE LIAISON AND HIGH ST. HOUSE TASK FORCE

Clifford Singer, HIGH ST. HOUSE TASK FORCE

Carol Veit, RELIGIOUS EDUCATION LIAISON



### **Staff at UUCUC 2017-2018**

**The Reverend Florence Caplow**, Minister

**Dr. Cindy Wakeland**, Director of Religious Education (2017 - Feb 2018)

**Jody Hanger**, Assistant for Religious Education (Feb 2018 - present)

**Matt Sheppard**, Music Director

**Sherry Bohlen**, Membership Coordinator

**Rosalyn Maziarka**, Office Administrator

**Matthew Gladden**, Accompanist

**Beth Cobb**, Assistant for Services

**Aaron Hlavatovich**, Custodian (June 2017 - September 2017)

**Shornor Vineyard**, Custodian (September 2017 - Present)

**Mary Foltz**, Childcare Coordinator

**Stephanie Cobb**, Sunday Kitchen Helper

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## CALL TO ANNUAL MEETING & AGENDA

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April 25, 2018

Dear UUCUC Voting Member,

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

The Congregational Meeting is scheduled for 11:45 a.m., Sunday, May 6, 2018.

The agenda will be:

- I. Call to order and verification of a quorum.
- II. Finalization of the Agenda.
- III. In Memoriam.
- IV. Approval of Minutes from the Annual Meeting on May 7, 2017.
- V. Acceptance of Annual Reports\*.
- VI. Remarks by the Board of Trustees Chair.
- VII. Consideration of and vote on proposed mortgage extension.
- VIII. Consideration of and vote on the 2018-2019 Annual Budget.
- IX. Election of Officers, members of Nominating Committee and delegates to the General Assembly.

For those positions, a proposed slate of nominations 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."

- X. Consideration of and vote on proposal to repurpose the budget set-aside of \$15,000 for demolition of the High Street House, to a set-aside for use toward renovation or demolition of the High Street House.
- XI. Consideration of and vote on proposed amendment to the Bylaws Article XIV, Section 3. (Socially Responsible Initiative. See attached proposal.)
- XII. Consideration of and vote on resolution proposing the installation of the Black Lives Matter banner.
- XIII. Consideration of and vote on proposals for Two-Year Social Action Initiative.

Sincerely,

*Jennifer A. Livingston*

Clerk, Board of Trustees

\*Copies are available in the office; call if you would like a paper copy.

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## SUPPLEMENTS TO AGENDA

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### **Proposed Amendment to the UUCUC Bylaws Article XIV, Section 3., Unitarian Universalist Trust Fund**

Article XIV, Section 3 of the bylaws, currently reads:

“In so far as possible, the Trustees shall follow the intent of the donor as to the use of the monies entrusted to it. However, if questions of intent arise, the Board of Trustees of the Church shall make the final decision. 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.**” [bold added for emphasis]

We, the Socially Responsible Investment Task Force, propose that the final sentence be amended to the following:

“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.”

### **Proposed Resolution to install Black Lives Matter Banner**

Unitarian Universalist Church of Urbana-Champaign

Support the Black Lives Matter Movement

**Whereas**, the 2015 General Assembly of the Unitarian-Universalist Association called member congregations to support the Black Lives Matter movement;

**Whereas**, the congregation of UUCUC has been actively engaged in a two-year racial justice initiative, seeking to educate ourselves about racial injustice, explore our implicit racial attitudes and biases, and examine white supremacy within our community, congregation and denomination;

**Whereas**, the congregation of UUCUC desires to support the Black Lives Matter movement and Black-led racial justice organizations such as Black Lives of Unitarian Universalism;

**Therefore, Be It Resolved** that UUCUC will publicly display a Black Lives Matter banner to express our support for the Black Lives Matter Movement and the activist campaign to end violence and systemic racism against black people.

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# NOMINATING COMMITTEE AND SLATE OF CANDIDATES

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The Nominating Committee consists of the three regular Board members entering their last year of service (\*) and three members elected at the May 2017 Annual Meeting. The Committee was Chaired by Julie Laut. The Nominating Committee provides a slate of nominees for officers, including members of the Board of Trustees and Trust Fund Trustees as provided for in the Bylaws (Article XI Bylaws). The nominating committee is pleased to present this year's slate of candidates.

Respectfully submitted,

## 2017-2018 Nominating Committee

Julie Laut\*  
Wendy Graves\*  
Marcy Joncich\*  
Bill Childers  
Barbara Hudgings  
Mona Shannon

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## Nominating Committee's Slate of Candidates 2018-2019

### BOARD OF TRUSTEES

*Three to be elected for a 3-year term*

Adam Davis  
Karen Folk  
Randy Locke

*One to be elected for a 2-year term*

Carol Veit

*One to be elected for 1-year term*

Note: Replacing Randy Locke, who filled 1-year of a remaining 2-year term.

Brian McDermott

### TREASURER

*One to be elected for a 2-year term*

Gail Schiesser

### GENERAL TRUST FUND TRUSTEE

*One to be elected for 4-year term*

Tim Livingston

### MODERATOR

*One to be elected for 2-year term*

Chris Hannauer

### MEDIATION COMMITTEE

*Two to be elected for a 3-year term*

AJ Herzog

Pamela Van Wyk

### NOMINATING COMMITTEE

*Three to be elected for a 1-year term*

*Nominations by the members of the congregation*

1. Deanna Hence
2. Marilyn Ryan
3. Mona Shannon

### DELEGATES TO THE 2018 GENERAL ASSEMBLY OF THE UNITARIAN UNIVERSALIST ASSOCIATION

*Six candidates who are voting members,  
including young adults*

David Gross  
Jenny Hunt  
Pamela Van Wyk  
Kathleen Robbins  
Ben Joselyn  
Amanda Owings

## PROPOSED BUDGET FISCAL YEAR 2018-2019 - Summary

The UUCUC Board of Trustees approved a 2018-19 balance budget of \$618,671.00 budget that all members will be invited to study and vote on at the May 6th annual meeting. We are very excited about this budget, which truly reflects both the great generosity of members and friends of the church this year, and our church mission to "Build community. Seek inspiration. Promote justice. Find peace."

	2018-2019	Calculated % Increase from 2017-2018	Calculated Change From 2017-2018
<b>INCOME</b>			
Pledges	425,000.00	14%	\$52,857.00
Donations	17,840.00	37%	\$4,840.00
Plate Collections	14,050.00	101%	\$7,050.00
UU General Trust	16,568.00	4%	\$668.00
Service Auction	32,000.00	60%	\$12,000.00
Facility Use Fees	23,640.00	9%	\$21,500.00
Transfer From Excess Reserves	88,583.00	121%	\$48,583.00
<b>TOTAL INCOME</b>	<b>617,681.00</b>	<b>26%</b>	<b>\$128,123.00</b>
<b>EXPENSE</b>			
<b>Congregation</b>			
Trustees Contingency	3,733.37	1%	\$33
Leadership Training	2,012.00	101%	\$1,012
Social Action (Two-Year) Initiative	1,500.00	200%	\$1,000
Denominational Expenses			
Mid-America Region	7,425.00	21%	\$1,300
UUA Annual Program Fund	17,820.00	21%	\$3,120
Congregational / Community support	200.00		\$200
<b>Congregational Exps -- Sub-Total</b>	<b>32,690.37</b>	<b>26%</b>	<b>\$6,665</b>
<b>Fundraising Exps -- Sub-Total</b>	<b>4,100.00</b>	<b>32%</b>	<b>\$1,000</b>
Committee Program Expenses			
Membership Committee	1,500.00	0%	\$0
Membership Coordination	2,145.00	0%	\$0
Personnel	200.00	0%	\$0
Social Action	14,000.00	2700%	\$13,500
Green UUs		-100%	-\$100
Care Core	200.00	0%	\$0
Racial Justice Initiative	7,500.00		\$7,500
Partner Church Project	150.00	0%	\$0
<b>Committee Program Expenses</b>	<b>25,695.00</b>	<b>436%</b>	<b>\$20,900</b>
<b>Misc Congregational Expenses</b>	<b>26,000.00</b>	<b>5%</b>	<b>\$1,150</b>
<b>Office Expenses</b>	<b>20,880.00</b>	<b>15%</b>	<b>\$2,700</b>
<b>Worship Expenses</b>	<b>11,550.00</b>	<b>-50%</b>	<b>-\$11,720</b>
<b>Religious Education Expenses</b>	<b>19,352.00</b>	<b>240%</b>	<b>\$13,652</b>
<b>Property Expenses</b>	<b>103,599.00</b>	<b>26%</b>	<b>\$21,674</b>
<b>Minister -- Salary &amp; Benefits</b>	<b>116,672.00</b>	<b>-7%</b>	<b>-\$9,120</b>
<b>Staff -- -- Salary &amp; Benefits</b>	<b>246,275.63</b>		
<b>Service Fees</b>	<b>175.00</b>	<b>39%</b>	<b>\$49</b>
<b>TOTAL</b>	<b>617,681.00</b>	<b>26%</b>	<b>\$128,123</b>

**UU Church of Urbana-Champaign**  
**Detailed Draft Budget 2018-2019**

Income	2017-2018	2018-2019	Calculated % increase from 2017-2018	Calculated Change from 2017-2018
<b>Pledges: 17-18 receipts</b>	\$372,143	425,000.00	14%	\$52,857.00
Donations	\$13,000	17,840.00	37%	\$4,840.00
Plate Collections	\$7,000	14,050.00	101%	\$7,050.00
UU General Trust	\$15,900	16,568.00	4%	\$668.00
Fundraising				
Service Auction	\$20,000	32,000.00	60%	\$12,000.00
Facility Use Fees				
ECIRMAC	\$7,500	7,500.00	0%	\$0.00
Other rentals	\$3,500	3,640.00	4%	\$140.00
Special Services	\$2,000	4,000.00	100%	\$2,000.00
High St. House	\$8,500	8,500.00	0%	\$0.00
Savings Interest	\$15	0.00	-100%	-\$15.00
Transfer From Excess Reserves	\$40,000	88,583.00	121%	\$48,583.00
<b>TOTAL INCOME</b>	<b>\$489,558</b>	<b>617,681.00</b>	<b>26%</b>	<b>\$128,123.00</b>

Expense	2017-2018	2018-2019	Calculated % increase from 2017-2018	Calculated Change from 2017-2018
<b>Congregation</b>				
Congregational Expenses				
* Trustees Contingency	<b>\$3,700</b>	3,733.37	1%	\$33
* Leadership Training	\$1,000	2,012.00	101%	\$1,012
Social Action (Two-Year) Initiative	\$500	1,500.00	200%	\$1,000
Denominational Expenses				
Mid-America Region	\$6,125	7,425.00	21%	\$1,300
UUA Annual Program Fund	\$14,700	17,820.00	21%	\$3,120
Congregational / Community support		200.00		\$200
<b>Congregational Exps -- Sub-Total</b>	<b>\$26,025</b>	<b>32,690.37</b>	<b>26%</b>	<b>\$6,665</b>
Fundraising Expenses				
* Stewardship	\$1,600	1,600.00	0%	\$0
Reverse Offering-Stewardship		1,000.00		\$1,000
Service Auction	\$1,500	1,500.00	0%	\$0
<b>Fundraising Exps -- Sub-Total</b>	<b>\$3,100</b>	<b>4,100.00</b>	<b>32%</b>	<b>\$1,000</b>
Committee Program Expenses				
Membership Committee	<b>\$1,500</b>	1,500.00	0%	\$0
Membership Coordination	<b>\$2,145</b>	2,145.00	0%	\$0
Personnel	\$200	200.00	0%	\$0
Social Action	\$500	14,000.00	2700%	\$13,500
Green UUs	\$100		-100%	-\$100
Care Core	\$200	200.00	0%	\$0
Repair Core				\$0
Racial Justice Initiative		7,500.00		\$7,500
Partner Church Project	\$150	150.00	0%	\$0
<b>Committee Program Exps -- Sub-Total</b>	<b>\$4,795</b>	<b>25,695.00</b>	<b>436%</b>	<b>\$20,900</b>
Settled Minister Installation	\$4,000	4,000.00	0%	\$0
Chalice Lighters	\$100	1,000.00	900%	\$900
Hospitality	\$750	1,000.00	33%	\$250
Health Insurance Premium Pool	<b>\$12,000</b>	12,000.00	0%	\$0
Short-term Disability Set Aside	\$8,000	8,000.00	0%	\$0
<b>Misc Congregational Exps -- Sub-Total</b>	<b>\$24,850</b>	<b>26,000.00</b>	<b>5%</b>	<b>\$1,150</b>

**UU Church of Urbana Champaign  
Detailed Draft Budget 2018-2019**

Office	2017-2018	2018-2019	Calculated % increase from 2017-2018	Calculated Change from 2017-2018
Office Expenses				
Treasurer Expenses	\$200	200.00	0%	\$0
Payroll Service	\$1,500	1,530.00	2%	\$30
Postage	\$1,500	1,500.00	0%	\$0
Printing	\$2,000	2,040.00	2%	\$40
Office Supplies	\$1,700	2,250.00	32%	\$550
Telephone	\$3,600	4,310.00	20%	\$710
Copier Servicing Agreement / Lease	\$1,200	1,200.00	0%	\$0
IT Support	\$1,000	3,000.00	200%	\$2,000
IT Services & Subscriptions	\$3,280	3,900.00	19%	\$620
Computer expenses	\$2,000	750.00	-63%	-\$1,250
Internet Service	\$200	200.00	0%	\$0
<b>Office Exps -- Sub-Total</b>	<b>\$18,180</b>	<b>20,880.00</b>	<b>15%</b>	<b>\$2,700</b>

Worship	2017-2018	2018-2019	Calculated % increase from 2017-2018	Calculated Change from 2017-2018
Worship Expenses				
Instrument Maintenance	\$16,000	800.00	-95%	-\$15,200
Music Supplies	\$660	700.00	6%	\$40
Musicians	\$4,400	6,000.00	36%	\$1,600
Worship Supplies	\$350	350.00	0%	\$0
Worship Misc.	\$500	500.00	0%	\$0
Speakers	\$800	2,000.00	150%	\$1,200
Worship Leaders / "Soul Matters" materials	\$560	300.00	-46%	-\$260
Summer services	\$560	900.00	61%	\$340
<b>Worship Exps -- Sub-Total</b>	<b>\$23,270</b>	<b>11,550.00</b>	<b>-50%</b>	<b>-\$11,720</b>

Religious Education	2017-2018	2018-2019	Calculated % increase from 2017-2018	Calculated Change from 2017-2018
RE Expenses				
RE Supplies and Materials	\$3,800	3,952.00	4%	\$152
RE Staff development	\$1,000	1,500.00	50%	\$500
Background Checks	\$300	300.00	0%	\$0
Youth Outreach	\$600	600.00	0%	\$0
Young Adult Community		500.00		\$500
Programs		5,000.00		\$5,000
* Youth (Cons, Unistar)		3,500.00		\$3,500
* Coming of Age		3,500.00		\$3,500
Diversity materials		500.00		\$500
<b>RE Exps -- Sub-Total</b>	<b>\$5,700</b>	<b>19,352.00</b>	<b>240%</b>	<b>\$13,652</b>

**UU Church of Urbana Champaign  
Detailed Draft Budget 2018-2019**

<b>Property</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>Calculated % increase from 2017-2018</b>	<b>Calculated Change from 2017-2018</b>
Property Expenses				
Grounds Maintenance	\$1,650	1,700.00	3%	\$50
Natural Gas	\$5,000	5,000.00	0%	\$0
Electricity	\$6,000	6,000.00	0%	\$0
Property Insurance	\$9,275	8,499.00	-8%	-\$776
Janitor Supplies	\$2,000	2,500.00	25%	\$500
*     Mortgage	\$16,800	17,400.00	4%	\$600
Property Contingency	\$4,100	5,100.00	24%	\$1,000
Routine Property Maintenance				
Church Maintenance	\$6,000	8,000.00	33%	\$2,000
Church and/or High St House M:	\$8,500	8,500.00	0%	\$0
Snow Removal	\$1,000	1,500.00	50%	\$500
Trash Hauling	\$2,500	2,500.00	0%	\$0
*     Water/Sewer	\$2,600	2,600.00	0%	\$0
Equipment/Furniture	\$6,500	3,000.00	-54%	-\$3,500
Maintenance Setaside	\$9,000	0.00	-100%	-\$9,000
Alarm monitoring	\$600	600.00	0%	\$0
Kitchen Keepers	\$400	700.00	75%	\$300
Accessibility		30,000.00		\$30,000
<b>Property Exps -- Sub-Total</b>	<b>\$81,925</b>	<b>103,599.00</b>	<b>26%</b>	<b>\$21,674</b>

<b>Minister</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>Calculated % increase from 2017-2018</b>	<b>Calculated Change from 2017-2018</b>
Minister Expenses	\$16,400	8,500.00	-48%	-\$7,900
Minister Health Insurance	\$11,500	10,881.00	-5%	-\$619
Minister Pension	\$8,200	8,190.00	0%	-\$10
Minister Life & ADD	\$435	0.00	-100%	-\$435
Minister Long Term Disability	\$984	936.00	-5%	-\$48
Minister Salary	\$82,000	53,900.00	-34%	-\$28,100
Minister Housing Allowance	\$0	28,000.00		\$28,000
Minister FICA Allowance	\$6,273	6,265.00	0%	-\$8
<b>Minister -- Sub-Total</b>	<b>\$125,792</b>	<b>116,672.00</b>	<b>-7%</b>	<b>-\$9,120</b>

<b>Staff</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>Calculated % increase from 2017-2018</b>	<b>Calculated Change from 2017-2018</b>
Congregational Staff				
Membership Coordinator Salary	\$16,120	29,438.00	83%	\$13,318
Membership Coordinator Life/ADD	\$132	226.00	72%	\$94
Membership Coordinator LTD	\$193	294.00	52%	\$101
Membership Coordinator Pension	\$806	2,944.00	265%	\$2,138
Membership Coord. Professional Deve	\$500	2,950.00	490%	\$2,450
Kitchen assistant	\$1,306	1,548.00	19%	\$242
Child Care Coordinator	\$1,576	2,135.00	36%	\$559
Child Care Workers	\$1,634	2,206.00	35%	\$572
Bookkeeper	\$6,723	6,725.00	0%	\$2
<b>Congregational Staff -- Sub-Total</b>	<b>\$28,990</b>	<b>48,466.00</b>	<b>67%</b>	<b>\$19,476</b>
Event / Rental Coordinator salary		5,300.00		\$5,300
<b>Event Co-Ord -- Sub-Total</b>		<b>5,300.00</b>		<b>\$5,300</b>



**UU Church of Urbana Champaign  
Detailed Draft Budget 2018-2019**

<i>Staff continued</i>	<i>2017-2018</i>	<i>2018-2019</i>	<b>Calculated % increase from 2017-2018</b>	<b>Calculated Change from 2017-2018</b>
Office Administrator				
Office Administrator salary	\$25,160	36,700.00	46%	\$11,540
Office Administrator Life & ADD	\$205	281.86	37%	\$77
Office Admin Long Term Disability	\$302	367.00	22%	\$65
Office Administrator pension	\$2,516	3,670.00	46%	\$1,154
Office Admin Prof. Development	\$500	3,500.00	600%	\$3,000
<b>Office Admin -- Sub-Total</b>	<b>\$28,683</b>	<b>44,518.86</b>	<b>55%</b>	<b>\$15,836</b>
Property Staff				
Custodian / Weekday Sexton	\$15,304	15,465.00	1%	\$161
Custodian / Weekday Sexton L&ADD	\$125	118.77	-5%	-\$6
Custodian / Weekday Sexton Long Te	\$184	155.00	-16%	-\$29
Custodian pension		1,546.00		\$1,546
Custodian Prof Development		500.00		\$500
Sunday Sexton	\$3,266		-100%	-\$3,266
<b>Property Staff -- Sub-Total</b>	<b>\$18,878</b>	<b>17,784.77</b>	<b>-6%</b>	<b>-\$1,093</b>
RE Staff				
Interim DRE Moving		3,500.00		\$3,500
DRE Prof Dev expenses	\$2,500	6,310.00	152%	\$3,810
Interim DRE salary	\$50,377	63,100.00	25%	\$12,723
DRE health insurance		4,655.00		\$4,655
Interim DRE life and ADD	\$411	485.00	18%	\$74
Interim DRE long term disability	\$605	631.00	4%	\$26
Interim DRE pension	\$5,038	6,310.00	25%	\$1,272
<b>RE Staff -- Sub-Total</b>	<b>\$58,930</b>	<b>84,991.00</b>	<b>44%</b>	<b>\$26,061</b>
Worship Staff				
Choir Director/Music Admin	\$11,508	14,385.00	25%	\$2,877
Organist	\$7,334	9,168.00	25%	\$1,834
Accompanist-Children's Choir		1,560.00		\$1,560
Accompanist - Crooners		1,560.00		\$1,560
Youth Choir Director	\$3,500	2,550.00	-27%	-\$950
Asst for special services	\$4,755	0.00	-100%	-\$4,755
<b>Worship Staff -- Sub-Total</b>	<b>\$27,097</b>	<b>29,223.00</b>	<b>8%</b>	<b>\$2,126</b>
Staff Benefits				
Workers Comp	\$2,488	2,908.00	17%	\$420
FICA-Employer Contribution	\$10,730	13,084.00	22%	\$2,354
<b>Staff Benefits -- Sub-Total</b>	<b>\$13,218</b>	<b>15,992.00</b>	<b>21%</b>	<b>\$2,774</b>
Service Fees	\$126	175.00	39%	\$49
<b>Fees -- Sub-Total</b>	<b>\$126</b>	<b>175.00</b>	<b>39%</b>	<b>\$49</b>
<b>TOTAL</b>	<b>\$489,558</b>	<b>617,681.00</b>	<b>26%</b>	<b>\$128,123</b>

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**2017-2018 YEAR IN REVIEW**

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## UUCUC ATTENDANCE & MEMBERSHIP GROWTH

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	<u>2017- To-Date 2018</u>	<u>July 2016 - June 2017</u>
<b>Average Weekly Worship Attendance</b> (Not including Summer Services)	<b>161</b>	<b>131</b>
<b>Average Weekly Religious Education Attendance</b> (Children & Youth; Not including Summer Services)	<b>55</b>	<b>26</b>
<hr/>		
<b>Total Voting Members</b>	<b>307</b>	<b>258</b>
<b>Total Friends of Congregation</b>	<b>180</b>	<b>154</b>
<b>Total New Voting Members</b> "Signed the Membership Book"	<b>38</b>	<b>40</b>

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## STATEMENT OF SHARED OFFERING 2017-2018

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Unitarian Universalist Church of Urbana-Champaign extends its gratitude to you for your continuous support in our Shared Offering efforts to support our local and national organizations. Half of the plate cash and all designated checks are given to these organizations, chosen each year by the Social Action Committee.

<b>Month</b>	<b>Organization</b>	<b>Amount</b>
July 2017	Daily Bread Soup Kitchen	\$1,764.47
August 2017	UC Books 2 Prisoners	\$1,320.18
September 2017	Uniting Pride (UP) Center	\$2,198.12
October 2017	Urbana Neighborhood Connections Center	\$2,261.47
November 2017	Family Services of Champaign County	\$1,996.86
December 2017	Partner Churches	\$2,204.01
January 2018	Black Lives of UU	\$5,115.55
February 2018	ECIRMAC	\$2,105.38
March 2018	Partner for People and Place	\$2,195.28
April 2018	RACES	TBD
May 2018	First Followers	TBD
June 2018	Doctors without Borders	TBD

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## BOARD OF TRUSTEES CHAIR

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The members of our congregation elect the Board, which has general charge of the administration and business of the church, including hiring staff (other than the settled minister). Guided by the church constitution and by-laws, the Board sets policies that define church operation. The Board helps clarify the duties of committees, task forces, and staff. The Board typically meets twice per month to hold one business meeting and one study session.

*2017-18 Board of Trustees Goals.* The Board also envisions broader goals based on UUCUC's mission and vision. In November 2017, the BOT set the following three goals with the intent of encompassing work already in progress and the hope that they would guide new initiatives emerging from the congregation, lay leadership, staff, and minister throughout the year:

- Become a more inclusive, compassionate, diverse, and justice-oriented congregation.
- Support and grow a vibrant Religious Education Program for children and adults.
- Create a congregational culture that fosters involvement, participation, and leadership.

These goals emerged out of a series of meetings over six months, including a half-day board retreat in June 2017; regular bi-monthly meetings; intensive work with Rev. Caplow to identify the most important issues facing our congregation; meetings Vice Chair Jenny Hunt, along with the minister and fellow board member Randy Locke, held with leaders from every committee to assess our leadership and organizational needs; and a weekend spent with UUA MidAmerica representative Lisa Presley as she guided us through Start Up exercises designed to strengthen our working relationship with our new minister.

*Carolyn McMahon Memorial Fund.* The Board of Trustees approved four requests for grants: a Worship Committee request to pay the Reverend Matthew Tittle an honorarium of \$250 for his participation in a summer 2017 service; a request from the Board of Trustees for \$1,500 to send a small UUCUC team to the Mosaic Maker Conference in San Diego, October 27-30, 2017; and a request from Religious Education for two \$1,500 grants to send two youth to a LGBTQ Leadership Camp.

### Task Forces

The Board of Trustees appointed the following task

forces to address specific needs within the congregation:

*Piano Task Force* – appointed to investigate, fund-raise, purchase, and install a rebuilt Steinway baby grand piano in the sanctuary. This work began in June 2017, and was completed when the new piano was dedicated during a special recital on December 10, 2017.

*Welcoming Congregation Task Force* – appointed to guide the congregation through the UUA Welcoming Congregation Renewal Program throughout the church year with the intention of officially renewing our Welcoming Congregation status with the UUA in 2018.

*Socially Responsible Investments (SRI) Task Force* - appointed to explore UUCUC's current investments, research best SRI practices, educate the BOT and congregation about these issues, and make recommendations regarding how to ensure UUCUC's investments are socially responsible in the future.

\* \* \* \* \*

*Social Justice Webinars.* In January 2018, the Board voted to move the date of their regular business meetings in order to host monthly viewings of the [UUA MidAmerican Region social justice webinars](#). These webinars, created in collaboration with the Minnesota UU Social Justice Alliance, feature Executive Director Rev. Ashley Horan and Statewide Organizer Pastor Danny Givens who help UU congregations prepare themselves better for social justice work.

*Respectfully Submitted,*

**Julie Laut, Chair**

There were two changes to the board after the 2017 Annual Meeting – Carol Veit was appointed to fill the board position vacated by Kelly Halcom, and Gail Schiesser was appointed to fill the remaining year left in the Treasurer's term vacated by Andrew Pritchard.

### Members:

**Julie Laut**  
**Jenny Hunt**  
**Jennifer Livingston**  
**Gail Schiesser**  
**Wendy Graves**  
**Marcy Joncich**  
**Johnny Robinson**  
**Ben Joselyn**

**Cliff Singer**  
**Randy Locke**  
**Carol Veit**

### Ex-Officio Member:

**The Rev. Florence Caplow**

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## REV. FLORENCE CAPLOW, MINISTER

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It has been a joy to serve as your new settled minister this year. Thank you for calling me to your church, and for your support in this first year. We are in this together, in shared ministry, and it takes all of us to create and sustain the goodness that is here.

So much has happened in the last year that there is no way to even summarize it all here. It has been an exciting time. Here you will find a few highlights and expressions of gratitude.

In November, the board developed three goals for the congregation and for itself for the 2017/18 church year, and then together we developed my goals for the year. In italics you can read about my progress toward each of these goals.

### **Congregational Goal #1: “Become a more inclusive, compassionate, diverse and justice-oriented congregation”**

Minister goals:

a) Begin interfaith and interracial personal outreach.

*I have developed strong interfaith and interracial connections through the “Sisters in Faith Leadership” group. One of the “Sisters”, Dawn Blackman, performed as a storyteller for our Martin Luther King service in January. There have been publicized opportunities for members of the congregation to attend events at churches led by some of the other “Sisters in Faith Leadership.” As well as a community-wide “Declaration Against Hate, Violence and Intolerance”*

b) Provide support and training to staff and committees on intercultural competency and serving a more diverse congregation.

*Members of the worship committee and worship associates will be traveling to Ann Arbor in April to experience their “Decentering Whiteness in Worship” service style, and to meet with Dr. Glen Thomas Rideout.*

c) Work with membership coordinator and Care Core to create support groups for members with special needs: divorced, widowed, etc.

*We have two new groups: one for people experiencing divorce and another for those who have survived the loss of a life partner. I organize both groups.*

### **Congregational Goal #2: “Support and grow a vibrant Religious Education Program for children and adults”**

Minister goals:

a) Facilitate the creation of an RE visioning process and team in 2018, in conjunction with the DRE, lay leaders, teachers, parents, and other interested members.

*When our DRE, Dr. Cindy Wakeland, decided to resign, I formed an 8-member RE Advisory Group which is led the hiring of a two-year Interim DRE, Michele Townsend Grove, who will lead us through visioning as part of the interim process. We anticipate that much of the 2018/19 church year will be focused on this re-visioning.*

b) Plan a comprehensive adult RE program to begin in 2018/19.

*Because of the resignation of our DRE, I am now planning to develop a preliminary design for adult education for 2018/19 but assume that it may change as we become clearer about our priorities for learning for all age.*

*This year I have taught two four-week classes in meditation at Channing-Murray, three classes in public speaking and writing homilies, and one in “Surviving the Holidays,” as well as offering a special presentation on “The Hidden Lamp” to the feminist book group. I led a weekly Thursday meditation at Channing-Murray all year, with 20-70 in attendance.*

### **Congregational Goal #3: “Create a congregational culture that fosters involvement, participation, and leadership”**

Minister goals:

a) Work with membership coordinator to renew small group ministry, especially for new members.

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## REV. FLORENCE CAPLOW CONTINUED

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*The membership coordinator and I planned a “New Member Covenant Group” as a pilot project in the spring of 2018 and look forward to creating a full covenant group program for the whole congregation in 2018/19.*

The highlights of the year for me have included Sunday services, working with the excellent staff, and working closely with committee chairs and leaders.

*Sunday Services.* The enthusiasm and energy around Sunday services, in terms of the attendance, the involvement of lay speakers and musicians, and the outstanding integration of music by our music staff, has made for a very exciting year. We have been averaging more than 160 in the sanctuary each Sunday, and sometimes have more than 200. As your new minister, I am grateful for your willingness to experiment and change with a new voice in the pulpit.

I am so grateful to the many worship associates who have stepped forward to be part of services. This is an opportunity open to anyone in the congregation, so I hope to see more new faces in the pulpit next year. The worship committee has been a valuable partner and has been reinvigorated this year as well.

*Staff.* We have been blessed by a strong staff team this year, although we have also had some transitions. Rosalyn Maziarka has found her stride as our Office Administrator, and I feel very lucky to be working closely with her. Sherry Bohlen, our Membership Coordinator, continues to do an excellent job bringing in and supporting new members, as well as providing opportunities for involvement for ongoing members. Our Music Director, Matt Sheppard, and our primary Accompanist Matthew Gladden, have worked closely with me all year, and have stretched to create gorgeous musical offerings on Sunday, along with accompanists Pierre Tang and Simon Tiffin, as well as the CrUUners and the choirs. Stephanie Cobb as dishwasher and Mary Foltz as childcare coordinator have been steady and reliable. Thank you to all.

After our former sexton resigned in the Spring of 2017, Aaron Hlavatovich filled in over the summer. Shornor Vineyard was hired in September to help us take care of our building and has been a friendly and helpful presence on Sundays, as well as during the

week. Cindy Wakeland, our Director of Religious Education, wanted to return to her Presbyterian roots and resigned in February. We were able to give her a wholehearted going away celebration, in gratitude for her years of service here, and now we are preparing for a two-year Interim Director of Religious Education, Michele Townsend Grove, to begin in the summer of 2018. Meanwhile, Jody Hangar is helping with some of the logistics of the RE program until the new Interim DRE is on board. Beth Cobb will be retiring as Assistant for Services at the end of June, and we are hoping to hire someone for a new Events Coordinator position.

*Committees and Leadership.* Jenny Hunt, Vice-Chair of the Board, set up interviews in the fall of 2017 with all the Committee Chairs in the congregation. I was part of those interviews, which gave me a thorough overview of the leadership and the issues faced by each committee. In general, I am impressed by the depth of leadership here, and see ways we can increase support of leaders, as well as bring in new leaders from our many new members of the last two years. Thank you to all who give so much time and effort to committee leadership and involvement. That’s what makes the UUCUC world go ‘round!

One of the most exciting parts of my year was watching the Board take on mission-based budgeting, and the response of the members to this year’s stewardship campaign. Our upcoming budget is nothing short of visionary, and I think it will transform how we are and our impact in the larger community.

*Rites of Passage.* Ministers are privileged to perform rites of passage as part of their vocation. I officiated at two very sweet, small weddings for members this year: Matt and Gail Tittle and Andrew McDermott and Qing Lu. I also officiated at memorials for Anne Brenner and Carl Deal.

Thank you all for an extraordinary first year!

*Respectfully submitted,*  
**Rev. Florence Caplow**



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## **OFFICERS REPORTS**

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## TREASURER'S REPORT

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Our Bylaws split financial duties between two people: the Financial Secretary, who handles income, and the Treasurer, who handles expenses. I came on board as Treasurer in October after Andrew Pritchard, who had been elected last church year, determined that he was unable to complete his term because of family obligations. I appreciate the opportunity to serve the Church by filling the remainder of Andrew's term.

I am grateful for the assistance of Todd Kinney, who has been working in the role of bookkeeper. Todd's expertise and guidance have been an enormous help in getting me up to speed and helping to correct my errors. I am also grateful for the continued assistance of Rosalyn Maziarka, our extraordinarily helpful and able Office Administrator. Rosalyn has helped keep things from falling through the cracks while I continue to learn the job. My thanks go to both of them.

This year we have made more expenses – primarily utilities – automatic payments. While it may seem like a small thing, automating expenses not only simplifies the task of paying the bills, but also insures timely payment, keeping us in good standing with our vendors. The experience of paying the bills and seeing specifically where our monies are spent has been an asset to me as we prepared the budget for the next fiscal year.

We have taken initial steps to move the start of the budgeting process to the autumn. This way, when the Stewardship Committee begins their planning of the annual stewardship drive they will have a clearer understanding of the Church's finances and financial plans for the upcoming fiscal year. I look forward to reporting on the progress of this change next year.

This year we saw another substantial increase in pledges and donations as our membership grew and became more active within the Church and in the causes that energize us. This continued support of our Church has allowed the Board to help expand our attention to the issues that the membership indicated (during the search for our settled minister) were of greatest importance to the Church: social justice and a renewed and meaningful Religious Education program that serves the needs of our children and youth.

I am hopeful that the upcoming church year will show continued growth and financial strength as we move forward in our mission.

*Respectfully submitted,*

**Gail Schiesser**

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## FINANCIAL SECRETARY

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The Financial Secretary collects, records, and deposits all money that comes to the church throughout the year. This is an elected, volunteer position. In addition, the Financial Secretary and other Trust Fund Trustees oversee the five trust funds and sub-funds, detailed below. Our thanks to Karen Folk of Bluestem Financial Advisors who continues to provide us with financial advice and brokerage services.

The Financial Secretary also maintains the list of voting members and verifies a quorum at official church meetings. The Office Administrator helps maintain the contributions record keeping system and is able to answer questions about pledges and payments made.

The Financial Secretary maintains the webpage through VANCO Payment Solutions to allow members to make electronic transfers (EFT) from their bank accounts to the church account.

*Respectfully submitted,*

**Amy Robison**

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# TRUST FUND TRUSTEE'S REPORT

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## General Trust Fund

The General UU Church Trust fund provides ongoing income to the church. 4.5% of the average of the prior three year's year-end (12/31) fair market value is transferred in July to the operating fund of the church. Currently, the trust is invested 50% in bonds and 50% in stocks, using primarily Vanguard index funds, and is rebalanced once a year. During 2016-2017, we transferred funds from American Funds EuroPacific Growth Fund to Vanguard VEU All World ETF to take advantage of a lower expense ratio.

Year-end Balance	2015	\$ 341,336.51
Year-end Balance	2016	\$ 368,185.82
Year-end Balance	2017	\$ 395,015.85
<b>Available for transfer to Operating Fund in July 2018</b>		<b>\$ 16,568.00</b>

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## General Trust Fund - Final Report - Fiscal Year 2016-2017

Starting Balance, July 1, 2016			\$351,207.20
Memorial Contributions	(in)	\$ 2,745.00	
Claire Huck Estate	(in)	\$ 19,561.39	
Interest and Dividends	(in)	\$ 6,578.55	
Fiscal 16/17 Transfer	(out)	\$ 15,900.00	
Ending Balance June 30, 2017			\$389,535.12

## Distribution of the General Trust Funds - As of June 30, 2017

### Cash /Money Market

Bank of Rantoul Super NOW	\$ 26,067.84
TD Money Market	\$ 31,342.26

### Bonds

Vanguard Short Term Bond Index	\$ 72,089.65
Vanguard Total Bond Index	\$ 70,954.15

### Equities (Stocks)

Vanguard Total Stock Market	\$ 154,110.25
Vanguard VEU All World ETF	\$ 34,970.97

<b>General Trust Fund Fiscal 2017-2018</b>	Balance	\$ 409,024.12
<b>Year-to-Date (March 31, 2018)</b>		

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## TRUST FUND TRUSTEE'S REPORT *CONTINUED*

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### **Kent Conrad Memorial Music Fund (Special Sub-fund) - Final Report Fiscal Year 2016-2017**

Starting Balance, July 1, 2016			\$ 3,790.06
Purchase of Speakers	(out)	\$ 468.34	
Down Payment on Piano	(out)	\$ 8,000.00	
Steinway Piano Fund Drive	(in)	\$ 1,260.00	
Ending Balance June 30, 2017			(\$ 3,418.28)

Note: Kent Conrad Fund balance was allowed to go into the negative knowing that there were additional funds in the new fiscal year budget, a fund drive underway and sufficient cash in the General Trust Fund checking account to cover temporary shortfall.

<b>Kent Conrad Memorial Music Fund - Year-to-Date (March 31, 2018)</b>	Balance	\$ 0.00
<b>Fund drive completed, Steinway Piano purchased.</b>		
<b>Fund closed September 2017.</b>		

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### **Carolyn McMahon Memorial Fund (Special Sub-fund) - Final Report Fiscal Year 2016-2017**

Note: The Board of Trustees created the fund on September 8, 2015. At a special congregational meeting on November 8, 2015, the congregation voted to accept a \$10,000 gift from Walter McMahon and a \$10,000 gift from Carolyn's daughter, Vicki Avril.

Starting Balance, July 1, 2016			\$ 20,615.00
Grant to Membership Committee (Constant Contact Survey Service)	(out)	\$ 210.00	
Grant to RE (OWL Training)	(out)	\$ 1,439.68	
Grant to Worship Committee (Guest Speakers)	(out)	\$ 800.00	
Ending Balance June 30, 2017			\$ 18,165.32

<b>Carolyn McMahon Memorial Fund Fiscal Year 2017-2018</b>	Balance	\$ 15,435.62
<b>Year-to-Date (March 31, 2018)</b>		

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## TRUST FUND TRUSTEE'S REPORT *CONTINUED*

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### Future Capital Campaign Fund (Special Sub-fund) - Final Report Fiscal Year 2016-2017

Starting Balance July 1, 2016	\$ 635.70
Ending Balance June 30, 2017	\$ 635.70

### Future Capital Campaign Fund (Special Sub-fund) Fiscal Year 2017-2018

Year-to-Date (March 31, 2018)	Balance	\$ 635.70
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### Victor A. Hoersch Elderly Services Trust (VAHEST)- Final Report Fiscal Year 2016-2017

The Victor A. Hoersch Elderly Services Trust Fund annually disburses money in the form of grants to organizations providing aid to needy elderly. Grants are screened and selected by the VAHEST Advisory Committee. VAHEST funds are invested in Vanguard Wellington Fund Admiral Shares. Grant total is based on 4.5% average of the prior three years ending balance.

Year-end 2015 Balance	\$238,084.94
Year-end 2016 Balance	\$250,653.38
Year-end 2017 Balance	\$273,001.15
<b>Available for 2018 VAHEST Grants</b>	<b>\$ 11,400.00</b>

### VAHEST - Final Report Fiscal Year 2016-2017

Starting Balance, July 1, 2016	\$237,920.36	
Dividends and Capital Gains	(in) \$ 10,465.87	
2017 Grants	(out) \$ 11,465.87	
Ending Balance June 30, 2017	\$253,726.49	
<b>VAHEST Fiscal 2017-2018</b>	Balance	\$268,425.31
<b>Year-to-Date (March 31, 2018)</b>		

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## VICTOR A. HOERSCH ELDERLY SERVICES TRUST

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The Victor A. Hoersch Elderly Services Trust (VAHEST) was established in 1984 after the death of Victor Hoersch, who was a member of the church. The purpose of the Trust is “to provide for the needy elderly of our society such advocacy, ombudsman, and personal services as it deems appropriate” in Champaign County. The Trust is held and managed by the Trust Fund Trustees of the church who established the Trust Committee to advise them on the allocation of funds and to evaluate current projects. The Advisory Committee is composed of individuals who have experience and expertise in the area of services for older adults in Champaign County. In 2017, the following individuals served on the Committee: Marsha Clinard, Amy Meyer, Claire Barker, Kathy Frizzell, and Pamela Van Wyk.

Each February, the Advisory Committee sends electronic applications to agencies and programs in Champaign County, reviews completed applications, makes recommendations to the VAHEST Trust Fund Trustees for funding, reviews projects that have received funding, and communicates with the agencies about the Trust.

In 2017, the total amount available for grants was \$11,000. Seven applications were received and all received full funding of their requests. There was an additional \$500 which was allocated to programs serving those most in need. The Advisory Committee recommended grants for the following programs, Peace Meal Senior Nutrition Program (general support of program); four programs of the Family Service of Champaign County Senior Resource Center – Emergency Food Fund, the Retired and Senior Volunteer Program (RSVP) for volunteer mileage reimbursement and auto insurance, Volunteer Mileage Reimbursement, and Home Care Services; Champaign County Regional Planning Commission Senior Services (financial grants for low-income seniors to cover emergency needs);

and the East Central Illinois Refugee Mutual Assistance Center (ECIRMAC), for family support and strengthening.

*Respectfully submitted,*

**Marsha Clinard**



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## **STAFF REPORTS**

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## RELIGIOUS EDUCATION

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*Submitted by Reverend Florence Caplow*

Dr. Cindy Wakeland, the UUCUC Director of Religious Education (DRE) since 2012, resigned in February of 2018. On February 18<sup>th</sup> we honored her time here with gifts and words of appreciation during the Sunday service. We have now completed the process for an Interim DRE, led by the RE Advisory Group (David Sharpe, Kathleen Holden, Lara Breeze-Troyer, Randy Locke, Carol Veit, Karla Peterson, and myself). Michele Townsend Grove will be our Interim DRE for the next two year. Jody Hanger has been hired part time to oversee some of the logistics of the program this spring.

Despite this transition, Religion Education (RE) Classes for children and youth have gone well this year, with an amazing and dedicated group of volunteer teachers. Cindy Wakeland and volunteers ran another successful summer day camp, focused on different countries of the world. Religious education classes began on September 10<sup>th</sup> for children from preschool through high school.

Religious Education Committee members Renee Trilling and Angie Urban, along with RE Board Liaison Carol Veit, provided support for RE planning.

Dana Antonelli led the Children's Choir, which was quite small this year, but performed regularly twice a month. Some YRUU youth sang once with the Children's Choir, once on Christmas Eve, and once during their youth service. YRUU youth also participated in services as solo musicians.

The Christmas Pageant, "The Yule Spirits" was adapted by Rev. Caplow from an anonymous story. Children and youth participated as readers, flower spirits, gnomes, animals, and the three faces of the Goddess. Special thanks to those who created the splendid costumes: flowers-Elly Pierson, animals-Jenna Zeidler, gnomes-Jenny Lokshin, goddesses-Elly Pierson and Rebecca Stumpf.

Also special thanks to Mona Shannon and Jenny Lokshin, who organized the Easter Egg Hunt, Carol Osgood and Laura Davis for the late March Craft Day, and Dolly Burgos for supporting the Mystery Pen Pal program.

Because I am not the DRE, I am sure there are many, many others who should be thanked for their support of the program this year. Please forgive me if I omitted your name and know that I am very aware that we would not have an RE program without the efforts of so many in this congregation. And special thanks to the children, youth, and parents, for brightening our lives with your *joie de vivre*!

Eighty-eight children and youth were registered for RE, although with visitors and unregistered children, there were approximately 100 occasional to regular attendees. Average RE attendance per Sunday was 55.

Childcare for the church year was led by our childcare coordinator, Mary Foltz, assisted by her husband, Max Foltz. Average nursery attendance during Sunday services was 4, with a maximum of 8 and as few as 2. All ages childcare for special events, like the church auction and all-church meetings, also occurred.

*Pre-School* used the "Rainbow Connection" curriculum, and was taught by Melissa Watson, Joe Reichlin, and Jill Houser. Average attendance was 3, with a maximum of 6 and as few as 2.

*K - 1<sup>st</sup> grades* used the "World of Wonder" curriculum, and was taught by Carol Veit, Jody Hanger, Cindy Ingold, and Karen Folk; Average attendance was 5, with a maximum of 10 and as few as 2.

*2<sup>nd</sup> - 3<sup>rd</sup> grades* used the "Moral Tales" curriculum, and was taught by John Schmidt, Tania Madrigal, and Betsy Oakley. Average attendance was 7, with a maximum of 11 and as few as 4.

*4<sup>th</sup> - 5<sup>th</sup> grades* used the "UU and Harry Potter" curriculum, and was taught by Jennifer Comeau, Garret Gengler, and Elly Pierson. Average attendance was 10, with a maximum of 14 and as few as 7.

*6<sup>th</sup> grade* used the "Traditions With a Wink" curriculum, and was taught by Traci Barkley and Steve Herzog. Average attendance was 5, with a maximum of 7 and as few as 1.

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## RELIGIOUS EDUCATION *CONTINUED*

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*OWL* for 8<sup>th</sup> grade and one 7<sup>th</sup> grade student was taught by Terri Frederick, Matt Burack, Sylvia McDermott, Brian McDermott, and Joe Omo-Osagie (sub). Average attendance was 10, with a maximum of 12 and as few as 9.

*YRUU* (9th - 12th Grade) was led by Laura Robinson Craig Zilles, and Elizabeth Field. Average attendance was 11, with a maximum of 15 and as few as 8. The *YRUU* youth led an excellent youth service on February 25<sup>th</sup>, titled "Confronting Conformity."

*Young Adults* met regularly on Sunday after service and led a Young Adult service on January 28<sup>th</sup>, titled "Adulting is Hard, Y'all."

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## MUSIC DIRECTOR

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The UUCUC Music Program continues to be a vibrant and growing part of the church community. In 2017-18, it continued to support integrated worship services through music while providing opportunities for performance and education to congregants of all ages and experiences. Through outreach performances and connections with local performing artists, we have raised the visibility of the UUCUC as a musical hub in the community.

After a year of re-tooling and modernizing staff descriptions, we have build a strong foundation for the program on which to grow. Accurate job descriptions, clear understanding of responsibilities, and open lines of communication have helped keep the various aspects of our music program working together in concert.

Matthew Gladden continues to serve as accompanist for the Adult Choir and to provide regular keyboard music at Sunday services. His diverse musical selections and ability to work with volunteer congregants in performing a wide variety of repertoire – as a pianist, vocalist, and/or guitarist – has supported and enhanced this year’s worship services, and he has successfully brought in a wider variety of soloists and performers from the congregation. With the support of the Music Committee, Matthew led the charge in selecting and purchasing our new Steinway piano.

Dana Antonelli continues to offer her services as volunteer director of the Children’s Choir. Seeing the children perform on Sundays and grow as musicians has been a delight, and Children’s Choir Accompanist Simon Tiffin has been a wonderful addition to the music staff. Tanja Hodges continues to volunteer her time managing the CrUUners, a subset of the Adult Choir that meets outside of regular rehearsal time. Pierre Tang works regularly with the CrUUners as accompanist and, as needed, as a vocal coach. The Adult Choir is led by Matt Sheppard for the fifth year and continues to provide a diverse repertoire of high quality repertoire at services and special events – and it continues to grow with multiple new members this year.

The Music Committee continues to provide logistical and operational support for the activities of the performing ensembles listed above, as well as creating its own opportunities. In this church year, the committee was involved in producing five recitals and coffeehouses, and it was instrumental in helping to secure our new Steinway. Members of the Music Committee have also supported other ensembles such as the UU Band and the UU Horn Band, both of which performed at multiple services this year.

The support of the congregation, staff, and committees has enabled us to build on the music program’s already-strong reputation, and we are steadily increasing our viability as a recital venue and musical hub in CU – no small feat in such an artistically vibrant community!

*Respectfully submitted,*  
**Matthew Sheppard**

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## MEMBERSHIP COORDINATOR

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The job description of Membership Coordinator is categorized under three primary areas of responsibility. My report addresses these areas in the following narrative:

### **Communication and Outreach**

During the 2017-18 church year, it became increasingly apparent that the database software that UUCUC has been using for some years to track visitors and members, called "Power Church", is no longer the best match for our needs. Office Administrator, Rosalyn Maziarka and I have researched alternative software systems and mutually recommended to the Board that the church move from "Power Church" to "Breeze" software. The board has authorized this change to being in the summer of 2018.

### **Welcome and Integrate Visitors, Friends and New Members**

My 2017-18 church year plan-of-action regarding development of UUCUC's "Visitor to Member" protocol process has been proven successful since it has resulted in 53 new members becoming members since the writing of my Annual Report for 2016-17.

The protocol of tracking the conversion of a visitor to a member includes:

- Creating and maintaining a spreadsheet to track visitor contact information such that I can effectively follow up and encourage their pathway to membership.
- Sending a welcoming email to each visitor that completes one of our "Visitor Cards" and provides me with an email address.
- Passing the name and address of each visitor on to Deedy Marble who then sends each visitor a delightful hand-written note.
- Following up with each visitor informing them of relevant events and classes – including upcoming Pathway to Membership Classes.

During the church year 2017-18, I organized and solicited input from the minister and church leadership for three Pathway to Membership Classes –

one in October of 2017 one in January of 2018, and one in April of 2018.

The classes were routinely held from noon to 2 pm following Sunday service but in discussion with the Minister, Rev. Florence Caplow, it was decided to offer two classes so we could create a smaller, more intimate group. We also lengthened the time of the class to allow for a more leisurely pace. Beginning with the January 2018 offering, one class was offered on Sunday afternoon and another on Monday evening, and each class was three hours. The Pathway to Membership classes continue to include a light meal along with interactive exercises that allow participants to get to know each other. The class also includes sharing from the Minister, the Board Chair, the Religious Education Director, as well as from Chairs of Membership, Social Action and Stewardship. The class continues with a discussion of requirements to become a voting member and ends with an invitation to sign "The Membership Book".

Photos are then taken for our New Member bulletin board and an invitation is extended to our next Newcomer Potluck.

The Visitor to Member Protocol process and our Pathway to Membership Classes have proven an effective process, since 78 people have become Members of UUCUC since I began as Membership Coordinator. As a point of reference, 7 people became members between June 1, 2015 and April 2, 2016.

An additional tool that I created in support of membership development is the "Member Enrollment Kit" including relevant enrollment forms.

### **Deeping Connections for Ongoing Members**

In an effort to deepen connections of our newest members, I initiated a 6 week-long "New Member Covenant Group" which met every other week between late January and early March.

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## MEMBERSHIP COORDINATOR *CONTINUED*

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I facilitated the group which followed the “Explorations” curriculum including sessions on:

- Session 1: Our Spiritual Journeys
- Session 2: The Unitarian Universalist Principles
- Session 3: Sources of Our Faith
- Session 4: What Do I Believe?
- Session 5: What Are Our Gifts?
- Session 6: How Shall We Live?

As intended, the group bonded and formed connections that will serve to help newcomers build community within UUCUC. The group plans to continue to meet.

In addition to creating the New Member Covenant Group, I continue to reach out to existing members to develop a deeper connection and to encourage them to consider involvement in activities and groups offered by UUCUC. And I continue to offer support to members interested in organizing new groups.

The “Connect with Us” flyer (which lists UUCUC Committees and Groups) is sent to each visitor and is available on the Hub Table in Fellowship Hall. Periodic articles are published in the *Unitarian* asking if members and friends are “Feeling Connected” and encouraging them to contact me for referral to groups of interest and with suggestions for future groups.

My work with the Membership Accreditation Program continues and I am learning as I share with other UU membership professionals across the country.

*Respectfully submitted,*  
**Sherry Bohlen**



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## OFFICE ADMINISTRATOR

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The Office Administrator (OA) is responsible for all aspects of the church office, communications and publications. The OA works under the supervision of the Minister and supervises program volunteers and works in collaboration with the custodian, Director of Religious Education, Membership Coordinator and other church staff.

Seems simple enough, right? Or maybe, you wonder how I can keep it straight. I wonder that myself sometimes. My job goes beyond answering the phone and the door, and I find it a joy and a challenge to make sure the office runs smoothly with little hiccups. In addition to my weekly tasks (deposit, eNews, Order of Service) and bi-monthly tasks (payroll and Uniter), I have worked with Florence on some big goals to make your life much easier, at least pertaining to church life.

1. Update Operations Manual and provide a functional PDF (in process).
2. Manage UUCUC website (in process).
  - Make it more user-friendly
  - Make it a usable resource for staff, congregants and community
  - Update outdated material
3. Create an Office Volunteer Program and recruit volunteers.
4. Work with Sherry, Membership Coordinator, on a new database (to replace PowerChurch).

At the beginning of the church year, I was working 32 hours per week, but with Florence's support and help, my hours increased to 38 hours, to accommodate the extra website work. I have also joined the Association of UU Administrators and found it a helpful resource for myself and tools to utilize within the church office. Other accomplishments this past year are as follows:

1. Switching the Uniter format to Publisher, therefore we have the ability to print and send to our congregants who do not have email and may be homebound.
2. Started a filing structure on the Google Drive, with the plan to publish and grant access to those who will need to utilize it.
3. Worked with the Minister and Dave Sharpe

(Personnel Committee) to create a job description for a new role, Events Coordinator. Also, working with the hiring team for this new role.

4. Purchased a new desk and laptop and started reorganizing of the office (including the volunteer/outer office).
5. Compiled, formatted, and completed the 2017-2018 Annual Report. With much appreciation of Jenny Hunt, who kicked off the effort, I have worked diligently creating this report.

I look forward to the next year and what will the year bring.

*Respectfully submitted,*  
**Rosalyn Maziarka**

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## ACCOMPANIST

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As I begin my fourth year as accompanist for UUCUC, I am grateful to be a part of the vibrant growth taking place in the Music Program. It is a joy to work alongside Matt Sheppard with the Adult Choir as it continues to grow.

After serving as the Youth Choir Director in the fall, I stepped down from the formal position and have chosen to work with the youth in a way that will make better use of their time and talents. We are fortunate to have youth with wonderful musical gifts, and I plan to continue to let their talents be heard in our worship services.

In spring of 2017 we became increasingly aware of the need to upgrade the sanctuary piano. With the dedicated help of the music committee, I began the search for a piano that would better serve the space of our sanctuary. We were fortunate to find and purchase a refurbished Model M Steinway and had a short unveiling ceremony in the worship service on October 21<sup>st</sup>. The excitement around the new instrument led to a Winter Concert on December 10<sup>th</sup>, featuring performances from our talented staff musicians. The concert served a dual purpose; both to feature the new instrument, and to honor and pay tribute to our previous church accompanist and music director, Kent Conrad. The concert was a rousing success, and it is our desire to make such an event a regular series.

The old upright Steinway was moved to the children's chapel, offering yet another room for rehearsals. With the addition of our new Steinway, it is our hope that we can open the doors of our beautiful sanctuary to the community, making it a recognized space for recitals and concerts.

I continue to work alongside our Music Director Matt Sheppard and Minister Florence Caplow as we seek to find new ways to enhance the Music Program and UUCUC. Over the last year we have worked together to seek out and program new genres and styles of music.

*Respectfully submitted,*  
**Matthew Gladden**

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## ASSISTANT FOR SERVICES

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The Assistant for Services (AFS) has three main responsibilities: 1) set up for weekly Sunday morning worship services during the fall, winter, and spring in the Sanctuary, and in Fellowship Hall during the summer, including maintaining the needed supplies; 2) special services (weddings and memorial services); and 3) coordinating eight services in the summer, when our Minister and the Worship Committee are on break. Additionally, I enjoy my volunteer service on the Worship Committee, where I am able to serve as a resource to those planning services, as well as occasionally participating in those services.

This is the third year that I have had the pleasure and challenge of working with a new Minister. I have enjoyed getting to know Florence and learning new approaches to congregational worship from her. I also have enjoyed getting to know Shornor Vineyard and helping him learn about working at UUCUC.

I used the Worship Supplies line in the church budget to purchase various candles and tea lights, wooden matches, alcohol for the chalice burner, small dishes and plastic water pitchers to hold water for candle safety, and a pillar candle holder.

The Hospitality Teams continues to do a great job of providing decorations each week, so that I have only needed to place items from our supply of dried arrangements on the table a few times. I am reducing the number of items we keep on hand by recycling or donating things that we no longer need. We have a multitude of ginger pot glass vases and assorted baskets. Thank you to Sandy Finnerty for donating two new fall arrangements to update what we do have on hand.

*Poinsettia Project.* This year, I again organized the donation of poinsettia plants to decorate our church during the winter holiday season. I am pleased to report that we had more donated than we needed to fill all the windows in the Sanctuary. This year we had thirty plants purchased. It takes twenty-four plants to fill the Sanctuary's window sills, so we had plenty more for Fellowship Hall and

the Foyer. The monies collected for the Poinsettia Project are used to pay for the plants.

*Special Services.* Since last year's report, I have assisted with two weddings, one vow renewal, and one memorial service. Both weddings were for non-members and officiated by outside officiants.

*Summer Services.* As I schedule the eight services that I coordinate in the summer, I begin by asking for suggestions and other input from the congregation through a questionnaire, as well as inviting conversations. I aim to balance the topics and the styles of worship. Attendance during the summer has grown over the last two years to such high numbers that it is challenging to fit everyone into the Fellowship Hall comfortably and have room for Hospitality following the service.

The eight services that I coordinated in July and August 2017 were:

July 2, 2017: "Heresy or Inspiration? The Fascinating Gnostic Gospels," Sarah Wissemann, Speaker, Marsha Clinard and Pamela Van Wyk, Readers, Matthew Gladden, Musician

July 9, 2017: "Shared Ministry: Moses and the Peanut Man," Rev. Matthew Tittle, Beth Cobb, Worship Associate, Matthew Gladden, Musician

July 16, 2017: "Rising Inequality: Causes, Cures and Ethics: What role might your beliefs about equality play?" Walter McMahan, Speaker, Jennifer Ellis, Worship Associate, Matthew Gladden, Musician

July 23, 2017: "Poetry and Music of Summer," coordinated by Beth Cobb, Jerry Carden, Musician, and recorded music

July 30, 2017: "Choosing Discomfort: being bold, brave, and loving in the struggle for racial justice," The Racial Justice Initiative, Presenters, Matthew Gladden, Musician

August 6, 2017: "Summer Hymn Sing," Dana Antonelli, Sam Beshers, and Frank Knowles, Leaders, Barbara Hudgings, Musician

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## ASSISTANT FOR SERVICES *CONTINUED*

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August 13, 2017: "UU Voices for Social Action," Beth Cobb, Ben Joselyn, Jean Peters, Karen Retzer, Pam Richart, and Claire Szoke, Leaders, Barbara Hudgings, Peggy Patten and Todd Kinney, Musicians

August 20, 2017: "Folktales, Lessons, and Music, Cindy Wakeland, and the children and youth of summer RE, Leaders, Matthew Gladden, Musician

The Summer Services line in our church budget was used to pay our musicians, Matthew Gladden and Barbara Hudgings, which uses up all the allotted funds.

*Respectfully submitted,*  
**Beth Cobb**

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## CHILDCARE COORDINATOR

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In my second year as childcare coordinator, I have been responsible for supervising the nursery on Sunday mornings and providing childcare during church events. Our childcare team this year included Thomas “Max” Foltz and myself. During all events requiring childcare, we were both present.

On Sunday mornings, Max and I arrive by 9:45 AM to prepare the nursery. This includes cleaning any toys or surfaces that need disinfection, organizing toys, and sweeping the floor. As children begin arriving, we greet returning parents and introduce ourselves to new parents. All parents are asked to sign their children in and inform us of any changes to medical, diet, and diaper/toilet requirements for their children. When parents come to sign their children out, we give them feedback about their child’s experience and behavior that day. On a typical Sunday, we have 1-2 babies (<16 months) and 4 toddlers (16 months - 3 years). Over the past year we have had about a dozen regular children who come once a month or more frequently and a dozen or so that were just visiting. In addition, on weeks where regular classes do not meet or elementary ages are combined, we may supervise up to 6 older children as well.

During service, we play, read, sing, feed, diaper/toilet, and do crafts with the children. Children are encouraged to be polite and accepting of others, use their words to express themselves, clean up after making messes, and share toys with other children. In addition, we focus on educational activities such as reading, puzzles, and practicing shapes, numbers, and letters. When childcare is required during other church events, we do a variety of different activities based on the age and number of children present. Activities have included indoor and outdoor play, card and board games, talking, educational activities, crafts, helping with homework, and watching movies.

New this year, we started a positive reinforcement program with the children older than about 18 months. This year’s theme was constellations, and children were rewarded for positive behaviors with star stickers to add to their constellations. All the children and parents took well to this system and

were eager to clean up at the end of the day to get their star.

As such, the overall organization and responsibility of the children dramatically increased. Also, we began more regular, structured group activities for the children, which helps further prepare the children for their advancement to preschool in later years. Activities included group story time, cleanup time, snack time, and song time. The children benefited greatly from the added structure, and the organization assisted with the increased number of children we have had in the nursery this year.

*Respectfully submitted,*  
**Mary Foltz**

**Thomas “Max” Foltz - Childcare worker**

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## **COMMITTEE REPORTS**

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## AUCTION COMMITTEE

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The 2018 Service AUUction, with the theme of "Rainbows and UUnicorns: Come to Your Happy Place", was held on April 7th, 2018. The event was an enormous success, raising more than \$32,000 and shattering the previous record of \$27,000. More important than the money raised, however, was the joyous spirit of the evening, augmented by Jonny Beckett's jazz combo and the profusion of unicorn- and rainbow-related clothing in evidence. The live auction was helmed for the 35th time by Don Denny.

As always, the AUUction was only possible through the work of dozens of volunteers, too many to thank individually here. The core auction committee consisted of Gina Cassidy, Barb and Bill Childers, Stephanie Cobb, Jody Hanger, Chris Hannauer, Jared Lofrano, Cindy Loui, Katie Madigan, and Anne Sharpe. A special and massive "thank you" goes to Colleen Urban, who with almost no notice stepped in to replace her mother Gina Cassidy (called away on a family emergency) in the role of chief chef for the evening's meal. She performed the job with aplomb, feeding 150+ people a hot and delicious comfort food meal of macaroni and cheese with chicken, corn bread, and green bean casserole. Being in charge of the meal is perhaps the most challenging job in the entire event, and we owe Colleen a great debt of gratitude for stepping in and making such a success of it.

*Respectfully submitted,*  
**Chris Hannauer, Chair**

### **Committee Members**

**Gina Cassidy**  
**Barb Childers**  
**Bill Childers**  
**Stephanie Cobb**  
**Jody Hanger**  
**Chris Hannauer**  
**Jared Lofrano**  
**Cindy Loui**  
**Katie Madigan**  
**Anne Sharpe**





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## CARE CORE COMMITTEE

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We started the church year with an annual all morning retreat, where we reviewed our mission and set goals for the coming year.

Members of our Care Core Committee try to respond to the needs of our church community to the extent that we can. Working in concert with our minister we try to provide help and support within the limits of our time and talents and to refer people to resources when we are unable to help.

We regularly keep in touch with some of our members who are unable to attend church regularly through visits, calls and cards. This year we coordinated meals for 7 UUCUC families and we hosted 2 memorial service receptions. We continue to be amazed by and grateful for the generous and thoughtful volunteer contributions from our Caring Congregation here at UUCUC. It is always especially meaningful for us to see many kind and loving volunteer contributions when they are for someone people may never have met.

We are in the process of launching "Repair Core". Herb Hiestand will lead this group of volunteers who will offer their services for minor household repairs. They have had one organizational meeting and will be soliciting more volunteers and informing the congregation of the ways in which they can help, in the coming weeks and months.

We also are hoping to sponsor a workshop on "How to Talk to Someone in a Difficult Life Situation". This is scheduled for Saturday, May 5, 2018.

*Respectfully submitted,*

**Cindy Loui, Chair**

### Committee Members

**Phil Abruzzi**  
**Sally Babbitt**  
**Chuck Cooper**  
**Maryly Crutcher**  
**Jennifer Greene**  
**Sandy Hannum**  
**Holly Jordan**  
**Cindy Loui**  
**Deedy Marble**  
**Marilyn Ryan**

### Non-Voting Member

**Florence Caplow, Minister**

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## DENOMINATIONAL AFFAIRS COMMITTEE

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Our most wonderful UU church is one of approximately one thousand UU churches and fellowships in the United States. Together these churches and fellowships support the Unitarian Universalist Association of Congregations (UUA) with a headquarters staff in Boston and in various regional offices of which ours is the Midwest Region of the UUA.

For many of our Urbana-Champaign members we are an island of community, faith, love and learning. But there is a larger UU world of which we are a part. David and Claudia Gross have long been advocates of making these connections. Over the decades we have visited Sunday services in maybe a hundred different churches and have yet to find one that we could not join. We are not alone in our UU community.

With the vigorous support of Rev. Florence, we are now seeking to enlarge this advocacy to include more local UU folks. Our church has a long history of healthy UU connections. We provide full "Fair Share" dollar contributions to the national UUA and to the Midwest Region of the UUA. About two-thirds of all UU churches do this and the other third typically do something, but a bit less. In the near future the formula for support of the UUA will change from goal of dollars/member to a percentage of the church budget, but we do not expect this change to have a significant impact on our church finances. Because of the dollars/member system, there has been nationally a sense that some UU churches under report their membership roles. Whether that is true remains to be seen. Our recent ministerial search committee used all of the available UUA staff resources and systems in our highly successful search.

We use the many resources of the UUA web site ([www.uua.org](http://www.uua.org)), a site of tremendous depth and breadth.

Our Religious Education program uses resources and materials provided by the UUA. Our Minister participates in monthly meetings with the other central Illinois UU ministers. In recent years a dozen or more of our folks have enjoyed the General Assembly of the UUA. More about that later.

Each summer, several dozen of our members and youth enjoy a week of vacation time at Camp Unistar, a UU summer camp on an island in northern Minnesota.

All that said, we could do more. We need to expand our little advocacy group into an active standing committee of the church. We could develop stronger connections to the other central Illinois UU churches and fellowships in Bloomington, Decatur, Springfield and Peoria. We could get more folks to the annual General Assembly of the UUA, especially our youth group. And that effort requires budgetary support. This year, in a once in a decade opportunity, the General Assembly of the UUA is within easy driving distance. This year, the gathering of thousands of UUs is in Kansas City, June 20-24, 2018. In 2019 and 2020 the annual gathering will be on either coast. General Assembly is the annual business meeting of our UU Association, a place of hundreds of workshops and small group meetings, music, wonderful services, a reunion and overall a tremendous early morning to late evening party every day.

The event draws many hundreds of UU ministers and thousands of lay UUs. All necessary details and registration forms are available on the UUA web site. In 2017 the UUA headquarters saw a number of changes in leadership and some trauma, but today with fresh, skilled leadership, the UUA appears to be much stronger. This is a good year to experience GA for the first time.

*Respectfully submitted,*  
**David Gross**

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## FINANCE COMMITTEE

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It's been a pleasure to serve on the Finance Committee over the 2017-2018 budget year. Below is a brief list of UUCUC Finance Committee highlights.

We successfully weathered losing our book keeper. Todd Kinney stepped up to return as a volunteer position holder. Although Todd has since resigned his position on the Finance Committee, he has agreed to continue to act as bookkeeper for the church as we continue to look for a more permanent option.

Gail Schiesser graciously accepted appointment as our treasurer for the year when the elected treasurer stepped down.

In late fall several insurance companies were investigated, and our insurance policies for the building were updated – a special shout out to Phil Abruzzi for doing so much leg work on this.

The Finance Committee agreed to abdicate primary responsibility for keeping the church group fund-raising calendar balanced. In the future committees will do this for themselves. The Finance Committee will only step in and mediate if there is a conflict brought to our attention.

We arranged to purchase a new copier for the front office as the old copier was reaching the end of its lease – and the end of its functioning life.

We welcomed a party of social activists to a few of our meetings. The activists' primary goal was to change where we bank and the church's investment strategy to be more aligned with our ethical stance as an organization. We suggested they present their case to the Trust Fund trustees. It was also communicated that this type of change would take a change in the by-laws.

As usual, we handily navigated the waters of developing an annual church budget. Several of our BOT members came to our March budget meeting and this provided a wealth of helpful perspectives as we worked.

*Respectfully Submitted by your  
Finance Committee,*

**Phil Abruzzi**  
**Tanja Hodges, Chair**  
**Todd Kinney, Volunteer Bookkeeper**  
**Andrew Pritchard**  
**Amy Robison, Financial Secretary**  
**Sara Schumacher**  
**Steve Troyer**  
**Lynn Wiley**

**Non-Voting Members**

**Rev. Florence Caplow, Minister**  
**Gail Schiesser, Treasurer/BOT Liaison**

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## MEDIATION COMMITTEE

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The purpose of the Mediation Committee is to help resolve issues regarding congregational safety and behavior. The Committee is pleased to report there have been no threatening behaviors or conflicts in the church throughout the year that have required action by the Mediation Committee. However, the Committee stands ready and is prepared to deal with matters referred to it should the need arise.

*Respectfully submitted,*  
**Kathleen Robbins, Chair**

### **Committee Members**

**David Barr**  
**Bill Childers**  
**Walt McMahon**  
**Kathleen Robbins**  
**Charles Weismann**

### **Non-Voting Member**

**Rev. Florence Caplow, Minister**

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## MEMBERSHIP COMMITTEE

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The Membership Committee (MC) addressed two broad areas this year: (1) Strengthening Community, Building Connections and (2) Outreach/Communications. Following is a summary of the activities begun or continued within each area this past year.

### **Strengthening Community, Building Connections**

*Hospitality Teams.* This past year marked our third year with our Hospitality Team approach. Six Hospitality Teams provide all Sunday morning hospitality activities — bell ringing (a member of the BOT provides the announcements each week), welcoming, ushering, providing decorations and refreshments—for two months of the year. Participation on each of the six Teams has grown from 20 per Team to 35+ per Team this past year. New members are added to Hospitality Teams as they join the church. Each Team has two leaders. We had some turnover among Team Leadership this year. The following individuals volunteered to be Team leaders this year: Jennifer Green, Jenna Zeidler, Libby Tyler, AJ Herzog, Cindy Ingold, Sandy Hannum, Anne Sharpe, Karen Folk, Katie Madigan, Jenny Hunt, Tamara Ducey and Trisha Locke. In addition to coordinating Sunday tasks, Team leaders look for opportunities to build connections among their Teams through social activities. Peggy Patten, Karen Retzer and Cindy Loui meet with Team leaders twice a year to share ideas for making the Hospitality Team process more effective and ideas for building connections within each Team. The Teams have assumed more responsibilities this year, adding a 3<sup>rd</sup> usher to assist with the back of the sanctuary and notifying RE classes when the service is about to end, staffing a Newcomer Table in Fellowship Hall, and sounding a chime to indicate the start of services.

*Connections Hub Table.* The Hub table in Fellowship Hall continues to be a vital center for information and connections for visitors, new and long-time members. Members of the MC as well as Hospitality Team leaders staff the Hub each Sunday.

*Addressing Crowding in Sanctuary and Fellowship Hall.* The MC considered ways to lessen the impact of increased Sunday attendance by rearranging ta-

bles in Fellowship Hall to improve traffic flow and seating during hospitality hour and by adding baskets for hymnals in the sanctuary. Putting the hymnals on the floor freed up pew seat space.

*Circle Suppers.* After a nearly 10-month Circle Supper break, Scott Godlew and Penne Beckett agreed to “reboot” the Circle Suppers beginning in March. They plan to offer Circle Suppers five months a year, alternating Saturday and Sunday evening offerings. The first Circle Supper event has not happened as of the submission of this report.

*Everyone’s Birthday Fellowship Time.* To increase intergenerational connections on Sunday mornings, the MC coordinated an “Everyone’s Birthday Event” during hospitality hour on September 24. Children and adults were invited to sit at the table with their birthday month during hospitality time.

Each table had a birthday cake and a table host who facilitated introductions and a simple activity sharing birthday memories. MC agreed to repeat this event each Fall.

*Intergenerational Exchange Sundays.* We continue with our monthly magazine and book exchange Sundays. Kristi Mercer staffs the magazine and book exchanges after the worship service on the 3<sup>rd</sup> Sunday of most months. Magazines and books brought in for exchange are for children and adults. The MC also sets out board games, cards and checkers on a table in Fellowship Hall on Sunday mornings to increase opportunities for connections. The weekly games and the exchange Sundays have high participation rates.

*Newcomer Potlucks.* These potlucks continue three times a year at the home of a Membership Committee member or our Minister and are occasions for those who recently joined the church to get to know one another and other long-time members of the church in a small, informal setting.

*Pathways to Membership Class.* The MC assists Sherry Bohlen, our Membership Coordinator, in offering the Pathways to Membership Class to prospective new members.

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## MEMBERSHIP COMMITTEE *CONTINUED*

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Information about how to get involved in the church is discussed during the class which was held three times during the 2017-18 church year. See more information under Membership Coordinator's report.

*Outreach/Communications.* In addition to the online advertising avenues we've used in the past, the MC reviewed new avenues for advertising and outreach: MTD bus ads, Krannert program ads, and Facebook ad campaigns. In addition, we got some estimates for new outdoor sign options from American Dowel & Sign with the hopes of increasing the amount of information displayed on our current outdoor sign (e.g. worship times, sermon topics). With the dissolution of the Communications Task Force, the MC struggles to move ahead on new advertising/outreach efforts which are costly and require more concentrated effort than we are able to provide as a Committee of the whole.

*Budgeted Funds.* MC used its funds for Welcome and Hub table supplies, UUA and UUCUC literature, name tag button supplies, Crystal Lake Pavilion rental for the annual Worship Service in Park, wicker baskets for the sanctuary, supplies for the intergenerational events and refreshments for special member events.

*Membership Coordinator.* The MC works closely with our Membership Coordinator, Sherry Bohlen, as we welcome new members to UUCUC and help deepen connections among ongoing membership. See Sherry's report elsewhere in this Annual Report.

*Respectfully submitted,*  
**Peggy Patten, Chair**

### **Membership Committee Members:**

**\*Penne Beckett**

**\*Scott Godlew**

**\*David Gross**

**Herb Hiestand**

**Jenny Hunt**

**\*KJ Kroha**

**Cindy Loui**

**\*Anne Newman**

**Peggy Patten**

**Karen Retzer**

**Debbie Rugg**

### **Non-Voting Members:**

**Sherry Bohlen, Membership  
Coordinator**

**Rev. Florence Caplow,  
Minister**

**Marcy Joncich, BOT Liaison**

\* Indicates new committee  
member this year.

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## MUSIC COMMITTEE

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This year we really kicked things into high gear on the music committee. In early summer the BOT tasked us with developing a plan for upgrading our sanctuary piano. The Piano Task Force was born, and with much help from Matthew Gladden we managed to successfully lobby for enough donations to the Kent Conrad Memorial Fund that we were able to “super-size” the budgeted baby grand into a Steinway baby grand. This resulted in giving us impetus to host a celebratory recital in the sanctuary last fall. That recital was well attended and the first of many, we hope. A second recital is being planned for this spring.

Additionally, we continued to provide organization for the coffee houses, and support for other musical endeavors outside of Sunday services. We even managed to spur the acquisition of some sound equipment that we had been borrowing prior to this point on an as-needed basis. It’s been a busy and bountiful year for our church’s music community.

*Respectfully Submitted,*

**Tanja Hodges, Chair**

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## PARTNER CHURCH COMMITTEE

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During the Partner Church Month in December 2017, Reverend Bertschausen, who is now the director of Partner Churches in the UUA, came to Urbana and gave a sermon about “Pilgrimages.” He emphasized how pilgrimages can change the life of your partner church and how much it can change **your** life as well.

We have great news from our Indian partner church in Nongtalang: they have made significant strides towards finishing their new church building! Seven years ago in 2011, when Peri Ceperley and I visited in Nongtalang, they were talking about the new church. It’s a long project, but very worthwhile. The partner church in Szekelykal, Transylvania, is still finishing their community house from the inside.

During the partner church month of December we collected from the congregation \$ 2,204. And we are hoping, after the brunch in April, to have enough money to send to **each** partner church again \$1,500 just like last year. Thank you for your generosity.

*Respectfully submitted,*  
**Brigitte Pieke, chair**

### Committee Members

**Christine Cahill**  
**Tamara Ducey**  
**Brigitte Pieke**  
**Kathy Robinson**  
**Libby Tyler**



*New Church in India*



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## PERSONNEL COMMITTEE

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First – A hearty “Thank You!!” to Wendy Graves, who has been our BOT Liaison during her term on the Board. We were lucky that she agreed to “stay with us.” Wendy has brought her skills and common sense to our Committee deliberations, and has been our official, and most important, link to the Board, conveying our recommendations to Board, and the Board’s wishes to the Personnel Committee. The Personnel Committee has continued the initiatives that it began last year with the guidance of our Interim Minister, Joanne Giannino, in order to get ready for the arrival of Rev. Florence. We have continued to fine-tune the role of the Personnel Committee to assure that our efforts are coordinated with the minister as Head of Staff, and that our outstanding staff members have the resources they need to provide services to the congregation. We have proposed initiatives to the Board of Trustees that respond to the growth of our church, and to assure that we as a congregation reward the staff in accordance with guidelines of the Unitarian Universalist Association (UUA).

*Staff Changes.* One of the Personnel Committee’s major responsibilities is to lead the search for staff, as needed. We began our search for the new Custodian in September and hired Shornor Vineyard. Shornor continues to grow in his understanding of the church’s custodial needs, and we are grateful for his efforts.

The Personnel Committee also helped our RE Director, Cindy Wakeland, through her transition period leading up to her resignation in February. We were pleased to celebrate her service with us. Also, Beth Cobb, our Assistant for Services, is retiring in June 2018, and the Personnel committee has worked with Rev. Florence to redefine the position to meet the changing needs of our church. We are seeking a staff member who can coordinate use of the church for weddings, memorial services, and other events that make our church available to the community. This new staff position is for an Events Coordinator. This will be a part-time position.

*Recognizing and Preparing for Growth in UUCUC Membership.* The membership of the church has

hovered around 250, plus or minus, for a number of years. Several years ago, the church created a new position, Membership Coordinator, to welcome visitors to the church and foster growth in membership. Our dynamic new Minister, Rev. Florence Caplow, and the efforts of the Membership Committee and our Membership Coordinator, Sherry Bohlen, have helped us break through this “250 Member Ceiling,” and we are now over 300 members. As part of its program to improve staff compensation (see below) Personnel Committee proposed to BOT that UUCUC use the salary/wage guidelines for churches with memberships of 250-349, referred to as MidSize II by UUA. Compensation for all staff positions recommended by UUA increases with church membership. Consequently, this change will call for an upgrade in staff salaries BOT approved this recommendation at its November 2017 meeting.

*Recognizing our Staff’s Skills.* UUA Salary Recommendations include three levels for staff wages, MIN, MID and MAX. It has been customary to begin new staff at the MIN level, and very few are compensated at the MID level. This was the major factor in having staff who don’t earn a living wage. Personnel recommended that salaries/wages be based, at a minimum on the MID level, effective no later than the first anniversary of a staff member’s employment.

*Staff Compensation.* The Personnel Committee has used each of these recommendations approved by the Board to develop salary/wage recommendations for each staff member for FY2019. If approved, all staff will be at the MID level or higher. In addition, the Committee has recommended that the hours of the Office Administrator be increased to full-time, and the hours for the Membership Coordinator be increased to three-quarter time.

*Staffing for Growth.* The increased hours for two positions is based on the expectation that membership will continue to grow and that the work load of the staff, and especially of the Office Administrator and Membership Coordinator, will increase comparably.

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## PERSONNEL COMMITTEE *CONTINUED*

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The Committee is committed to anticipate needs, plan accordingly, and make recommendations to BOT that will facilitate smooth transitions. As with the new position of Events Coordinator, some new positions will be required. Keeping our eyes on Staffing for Growth will help that growth take place smoothly.

*Respectfully submitted,*  
**David Sharpe, Chair**

### **Committee Members**

**Tanja Hodges**  
**Kathleen Holden**  
**Karla Peterson**  
**David Sharpe**  
**Marilyn Ryan**

### **Non-Voting Members**

**Rev. Florence Caplow, Minister**  
**Wendy Graves, BOT Liaison**

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## PROPERTY COMMITTEE

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The property committee oversees the continuous and ongoing preservation, maintenance and improvements to church property as UUCUC works to fulfill its mission. The committee acts as a clearinghouse for the needs and concerns of the members and staff in regard to property matters. The responsibilities and objectives of the committee are available upon request but won't be included here for sake of brevity. We work closely with the Custodian. He advises us on issues that he encounters, and we collaborate on some projects.

A February brainstorming meeting led to many good ideas for future projects. We all wrote project ideas onto post-it notes and then broke into four areas to refine these ideas: Interior, Exterior, Grounds, and Accessibility. These sub-groups allow for focused research into getting quotes and implementation. Look for more from these groups in the future.

### **Major activities of the property committee for 2017-2018 included**

Each year's annual report gets published before some of our work was completed for the fiscal year. We typically hold off on unnecessary projects in case we have last minute contingencies or unforeseen repairs to pay for. Some of the activities below were begun after last year's annual report was prepared.

### **End of Last Fiscal Year Projects, completed during May/June 2017**

*South Entry Landscaping.* The south entry landscaping was torn out, including the birch tree whose roots were damaging the brick which was sinking and providing trip hazards. The brick was removed and replaced with concrete to alleviate trip hazards. Concrete installation labor was donated by Tom Gillespie's crew, with the church paying the materials costs. Two new bike racks and two accessible picnic tables were purchased from Pilot Rock Manufacturing for \$2,419. A Kousa Dogwood was planted by Country Arbors for \$223. \$162 was given by the RE Program to honor teachers and a plaque installed to commemorate that gift. Property paid the balance of \$61. Jerry and Tim purchased hydrangeas and other plantings to begin landscaping for the courtyard space. Michael Poor Tree service removed several trees- the south entry birch tree; two diseased spruce trees in the High Street House back yard; and an overgrown hackberry

tree growing into to the parking lot. Pours also trimmed the birch tree on the NE corner of the RE wing to minimize chance of roof damage should a section of it fall. Total tree service cost was \$2,050. Investigation into the sinking sidewalk section is ongoing with the city and storm sewer department.

*Wi-Fi Coverage improvement.* Wi-Fi coverage in the 1914 building was nearly non-existent- due to thick brick walls. We added the equipment necessary to increase signal in all areas of the building. Swinderman Engineering completed the work at a cost of \$3,641. We now have great coverage and speed everywhere. The old public WiFi password was deleted and a general open access policy was adopted.

*Equipment and Furniture Upgrades.* A new fabric sofa for the library was purchased for \$500 on special sale from Carter's Furniture. New furniture for the minister and office administrator offices was purchased for \$1,375. New silverware that is compatible with a commercial grade dishwasher was purchased for the kitchen/dining areas from the Web Restaurant store for \$783.

### **Newly Completed and Currently Active Projects**

*Sanctuary Changes due to Grand Piano Purchase.* The church undertook a successful campaign to add money to the Kent Conrad Memorial Fund to purchase a Steinway Model M Grand piano. This required moving the piano to the left side of the chancel. The current ramp to the chancel on the west side needed to be taken apart and reconstructed on the east side. A huge thank you to Charlie Wisseman for doing the majority of that work, with Jerry Carden and Tim Temple serving to provide some back-up help, including painting. This ramp is temporary until the Accessibility Task Force determines the longer-range solution that meets ADA standards. Another change was moving the lectern from the west to the east side, necessitating temporary microphone cable changes to be performed by C.V. Lloyd. Thanks to Garret Gengler for his guidance.

*Custodian Changes and Floor Care Issues.* We said good-bye to Myron Winkler, an 8-year employee of our congregation. Myron's title was Sexton, which we changed to Custodian since very few people know what Sexton really means.

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## PROPERTY COMMITTEE *CONTINUED*

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This approach also eliminated the Sunday Sexton role since it was determined we preferred having the same person in the weekday and Sunday roles. Following receipt of over 100 applications, the Personnel Committee, Rev. Florence Caplow and Jerry Carden worked diligently on interviews and selection. Shornor Vineyard, with hotel cleaning experience, was hired for the combined role. Jerry Carden is working with Shornor to arrange training and documentation of the typical competencies required. We want to offer special thanks to Aaron Hlavatovich for his invaluable work filling in as interim custodian between Myron Winkler and Shornor Vineyard.

*Floor Care Changes.* For the last two years, Myron Winkler was unable to complete the task of scrubbing and recoating all of our many tile floors. We contracted with ESS Clean to do this for us. This year, at the end of August, prior to services returning to the sanctuary we spent \$2,534 for scrub and recoat of floors in the Fellowship Hall, the foyers up stairs and down stairs, and the Children's Chapel. The new custodian will be expected to accomplish this function for classrooms and smaller spaces, but we are increasing the maintenance budget to allow for ESS to do the fellowship hall and all lobby/hallway areas.

*Miscellaneous repairs/inspections.* Miscellaneous repairs were made to various systems, including sump pumps, furnaces, dehumidifiers, toilet replacement, electrical service, fire alarm issues, and gutter cleaning. Also included were annual elevette inspection/ licensure, and annual FE Moran alarm system inspection/repairs.

*Church grounds report.* Church members and friends offer to take care of manageable garden sections around the church. A special thank you goes to property committee members: Dave & Anne Sharpe, Jerry & Fran Hunt, Jerry Carden & Tim Temple, Ralph Dady, and Barb Childers. Andy Robinson periodically enlists folks to clean up the butterfly garden; the Green UUs have also transplanted native plants into the slopes area. See their report for details.

*High Street House.* Main expenditures on the High

Street house were taxes about \$1,813. No major system or exterior repairs were required. We still struggle with keeping the property looking nice with both landscaping and the exterior appearance. The loss of long-term tenants left the house open for several months last year and has prompted a condition inspection report by Johnny Robinson, and a Board task force. Areas of deficiency included the chimney, and an area of basement foundation. The task force also has information regarding zoning and how (if any) other uses the small lot could have.

### **End of Fiscal Year Projects in Process**

*Electronic Door Lock System.* Due to failure of the current automatic door opener, it was replaced at a cost of (~ \$1,900) by Hasty Locksmith. We are currently researching a new electronic door lock solution for both entry doors, with an estimated cost of \$6,000.

*Door Camera Upgrade.* Requested upgrades for the A-phone door camera system might include modern color cameras and recording capabilities.

*Foyer Floor-Accessibility Task Force.* The property committee is involved from the standpoint of providing recommendations of contractors to take out the existing ramp from the foyer to the sanctuary and replace it with a gentle sloping floor. At the time of this report, the group had secured three estimates and selected Tim Gibbs as contractor for the project and final specifications being decided. \$4,000 was budgeted for this project. Around twice that amount will be needed, and the funds taken from the general property budget to make up the difference.

*Sanctuary Sound and Audio-Visual Changes.* The membership committee has assembled a task force to research and price out options to enhance participant experiences in both the sanctuary and fellowship hall. At time of this report they are gathering opinions, information and rough estimates for the desired changes.

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## PROPERTY COMMITTEE *CONTINUED*

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*Distant future projects.* Budgetary estimates are being pursued for future projects such as: The East building exterior repair/upgrade, sanctuary air conditioning, wheelchair lifts, and Rood loft use.

*Respectfully submitted,*

**Andy Robinson, incoming chair**

**Jerry Carden, outgoing chair**

### **Committee Members/Volunteers**

**Erich Adickes**

**Jonny Beckett\***

**Jerry Carden**

**Barb Childers**

**Peter Christensen**

**Ralph Dady**

**Jon Ellis\***

**Carolyn Faucett-Knox**

**Tom Gillespie**

**Wendy Graves\***

**Herb Hiestand**

**Betsy Hunter\***

**Ryan Latvaitis**

**Jared Lofrano**

**Andy Robinson**

**Kathy Robinson**

**Anne Sharpe**

**Dave Sharpe**

**Dave Sutton**

**Tim Temple**

**Steve Troyer**

### **Non-Voting Member**

**Rev. Florence Caplow, Minister**

**Johnny Robinson, BOT Liaison**

\* indicates newest members

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## SOCIAL ACTION COMMITTEE

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The Social Action Committee (SAC) takes action on timely social justice issues and supports community service activities for the church.

*Shared Offering.* Kate Mayer was responsible for coordinating the logistics of the shared offering for 2017, as well as being point person for the 2018 organization nomination process in November 2017. Sandy Hannum has taken over logistical coordination for the 2018 organizations.

*Two-Year Initiative.* SAC is working on bringing folks together to collaborate on proposals for our next two-year initiative for 2018-2020. These will be advertised to the congregation in April 2018 and voted on at the May annual meeting.

*Socially Responsible Investment Task Force.* The issue of ethics and values regarding the church's approach to banking and investment decisions was brought to SAC by Stephanie Cobb in mid-2017. The ensuing discussion led to the creation of an unofficial working group that took on the task of evaluating how our investment practices related to our values, as expressed in our UU principles. This working group included: Stephanie Cobb, Ben Joselyn, Sandra Hannum, Claire Szoke, Chandan Setty, Russ Rybicki, Kate Mayer, Pam Richart, and Lan Richart. They prepared draft guidelines that they believed could be used to bring our investments in line with our values and beliefs. These guidelines were presented to the Finance Committee, the Trust Fund Trustees, and the Board of Trustees. In December of 2017, the Board voted to make this working group an officially-designated Task Force of UUCUC.

*Welcoming Congregation Task Force.* As part of our fulfillment of the Strategic Plan, SAC initiated an investigation into renewing the church's Welcoming Congregation status, which has now taken the shape of a Welcoming Congregation Task Force chaired by Jim Hannum. The task force will be working with various church bodies, including SAC, to come up with recommendations for how the church can improve its welcome toward the LGBT community.

*Coordinating Church Participation in Community Events.* SAC co-sponsored and/or organized congregational participation in and support for several community events, including: CU Immigration Forum's contingent in the July 4th parade, tabling for UUCUC and Channing-Murray at Quad Day, Pride Parade, the YMCA Friday Forums, CROP Walk, the Daily Bread Backpack project, CU-FAIR's Welcoming Week, One Winter Night, and the Graduate Employees' Organization strike.

*Poor People's Campaign/Non-Violent Direct-Action Training.* A working group of SAC is serving as liaison between Rev. Barber's and Rev. Theoharis's Poor People's Campaign, A National Call to Moral Revival, designed to reignite Martin Luther King's initiatives to unite the poor, disenfranchised, and marginalized to transform our nation's political, economic and moral structures of our society. This group organized and hosted a non-violent direct-action training at the church, with a particular eye toward encouraging church members to participate in six weeks of direct action with the National Poor People's Campaign from Mother's Day through June 21, 2018. The training was attended by 30 people, of which nearly half were members of UUCUC. *UUANI.* SAC hosted Scott Aaseng from Unitarian Universalist Action Network Illinois (UUANI) in September 2017, and has kept abreast of UUANI's statewide advocacy efforts, which in 2018 are focused on economic justice via the Fair Tax Campaign; racial justice, particularly the need to abolish cash bail; and environmental justice, in particular renewable energy. Several UUCUC members attended the April 14 gathering at Abraham Lincoln UU Church in Springfield for a day of collaboration, training, planning issue campaigns, and raising power together. Pam and Kate serve as liaisons to UUANI.

*Film Screening.* SAC hosted "You Got to Move", the powerful and motivational documentary about the Highlander Folk School, now known as the Highlander Research and Education Center as a way to highlight the importance of stepping up and assuming leadership. Diedra Cobb, who attended Highlander, shared her experiences and facilitated our post-film discussion.

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## SOCIAL ACTION COMMITTEE *CONTINUED*

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*SAC Table - Item and Information Distribution.* The SAC table served as a focal point for the purchase or distribution of items such as UU t-shirts, welcoming yard signs, and “Peace Be Upon You” buttons. The table also hosts a wealth of information about shared offering and various community organizations and events. Dave Sutton continues caring for the table in an excellent manner. We are currently experimenting with using half of the table to promote salient issues, such as supporting the GEO strike in March.

*Donation Collection.* SAC also worked with other church members to coordinate collecting donations for various community organizations, such as Books to Prisoners, Austin’s Place, and the men’s winter shelter.

*Google Drive.* We began storing notes, agendas and other files on Google Drive. We now have an official church Google Drive folder, which will help preserve institutional knowledge throughout transitions in leadership and membership.

*Budget.* We spent our \$500 budget on the following: \$50 Friday forum (fall); \$50 Friday forum (spring); \$50 for Pride Parade; \$100 for One Winter Night; and \$150 for GEO; with \$100 remaining for the rest of the fiscal year.

*Respectfully submitted,*  
**Kate Mayer & Pam Richart, Co-Chairs**

**Non-Voting Member**  
**Ben Joselyn, BOT Liaison**

**Number of members on SAC email list: 86**

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## STEWARDSHIP COMMITTEE

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Thanks to the generosity of our wonderful congregation, we've had a tremendously successful Stewardship Campaign this year, resulting in 175 pledges totaling more than \$413,000. This outpouring of support means that our church can move forward on many plans central to our mission.

Budgeted funds for the stewardship committee were spent on refreshments during fellowship hour, as well as pledge packet materials, communications materials, and postage. In keeping with the spirit of our theme, "A Year of Celebration," we'd like to recognize the loving pledges of members and friends, as well as the time and talents of those who worked on the stewardship campaign. Special thanks to Florence Caplow, Claudia Gross, Tanja Hodges, Rosalyn Maziarka, Amy Robison, and Jen Straub.

*Respectfully submitted,*  
**Emily Laugesen**

### **Committee Members**

**David Gross**  
**Kathleen Holden**  
**Emily Laugesen**  
**Karla Peterson**  
**Kathleen Robbins**  
**Steve Troyer**

### **Non-Voting Members**

**Rev. Florence Caplow, Minister**  
**Marcy Joncich, BOT Liaison**



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## WORSHIP COMMITTEE

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The Worship Committee (WC) expanded this year from four members to eight; a welcome change. We met on the first Tuesday of each month, and Rev. Florence Caplow attended the meetings. This was another welcome change: for at least the past ten years, meetings were on Mondays and the minister generally did not attend. Florence has also had Worship Associates to help lead the service on most Sundays, and we now have a list of over 25 people who can be called on to be Worship Associates as needed.

Meetings have included feedback and comments on recent services, ideas and scheduling of Worship Committee services, planning and finding speakers and organizers for future services, and more recently we are spending meeting time on actual service planning.

This coming summer, the Worship Committee is taking over the organization of summer services, as Beth Cobb steps down from her positions as Assistant for Services (AFS) and Summer Services Organizer. We already have a good number of ideas and are looking forward to a diverse and interesting summer service lineup.

We have submitted a budget request for increased worship supplies, including those for the summer; music accompanists for the summer; worship resources from the UUA; and funds for up to four guest speakers, including honoraria and travel expenses.

We would also like to thank and recognize Beth Cobb for her many years of service, and her insights, ideas, extensive knowledge of UUA and other worship resources, optimism, pragmatism, and enjoyment of all things “worship”. Thank you Beth!!!

Lay-led services (not all organized by Worship Committee) in 2017-18:

*September 24, 2017* - “What Does ‘Will You Harbor Me?’ Mean to You?” WC, Sam Beshers, lead

*October 22, 2017* - “Planting Ourselves at the Gate of Hope” WC, Janet Barrett, lead

*December 3, 2017* - Partner Church service

*December 31, 2017* - “The Poetry and Music of Winter” WC, Beth Cobb, lead

*January 28, 2018* - “Adulthood is Hard, Y’all” Young Adult Group, lead

*February 25, 2018* - “Confronting Conformity” YRUU, lead

*March 18, 2018* - “Worth and Dignity” WC, Sam Beshers, lead

*March 25, 2018* - “Universalism, Christianity, and the UU Church Today” Lane Schwartz, lead

*May 6, 2018* - “The Technology of Hope” Sam Beshers and Chris Hannauer, leads

*May 27, 2018* - Racial Justice Initiative, lead

*June 24, 2018* - Live stream of morning worship from GA, Worship Committee, lead

*Respectfully submitted,*  
**Sam Beshers, Chair**

### Worship Committee:

**Erich Adickes**  
**Sam Beshers**  
**Janet Barrett**  
**Beth Cobb, AFS**  
**Jennifer Greene**  
**Chris Hannauer**  
**Barbara Hudgings**  
**Barbara Jauhola**

### Non-Voting Member:

**Rev. Florence Caplow, Minister**

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# TASK FORCE REPORTS

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## ACCESSIBILITY TASK FORCE

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The Accessibility Task Force was established in 2016-2017 church year by the Board of Trustees to assess and address accessibility needs for our congregation and in our building. During the 2017-18 year, the Task Force:

- Worked with the Piano Task Force to move the ramp in the sanctuary from the west side of the room to the east side in order to accommodate the placement of the new, larger piano while maintaining access to the chancel.
- Ensured the presence of large print orders of service and large print hymnals on Sunday mornings.
- Proposed the implementation of a new fragrance-free zone policy throughout the building that applies to both cleaning supplies and the request to members and friends to utilize fragrance-free products before attending events at the church.
- Hired a consultant to tour our building and provide an assessment of needs to move toward ADA compliance.
- Gathered bids and selected a contractor to rebuild a sloping floor from the Church foyer into the sanctuary to assist those with mobility impairments. This construction project will be completed by the end of the fiscal year.
- Began the process of gathering bids to make one of the downstairs bathrooms ADA compliant.

Accessibility will continue its work into the 2018-19 church year.

### **Task Force Members**

**Bill Childers**

**Wendy Graves, BOT Liaison**

**Betsy Hunter**

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# RACIAL JUSTICE TWO-YEAR INITIATIVE

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## Films and Facilitated Discussions

- “Race: The Power of an Illusion Part Three: The House I Live In,” facilitated by Ken Salo on October 1, 2017.
- “Segregated Space/White Supremacy Part Two,” facilitated by Ken Salo and Nathaniel Banks on October 8, 2017.
- “James Baldwin: I Am Not Your Negro,” facilitated by Jim Hannum on November 5, 2017.
- “13<sup>th</sup>,” facilitated by Karla Peterson on December 3, 2017.
- “In Whose Honor” facilitated by Ross Wantland, University of Illinois on February 4, 2018.
- “White Like Me” facilitated by Kathleen Robbins on March 11, 2018.

## Events and Workshops

- “Talking to my racist Uncle Joe” workshop, facilitated by Amy Felty on September 22, 2017.
- Discussion of school racial issues with school board members: Peggy Patten (Urbana) and Kathy Richards (Champaign) on December 7, 2017.

## Church Services on Racial Justice Themes

- **The Water in Which We Swim: A Racial Justice Service** with Rev. Joanne Giannino (on white supremacy and white privilege in the UUA) on June 4, 2017 (last church year).
- **Choosing Discomfort: being bold, brave, and loving in the struggle for racial justice**, organized by RJJ on July 30, 2017. Surveyed church members for examples of “everyday racism” incidents among our congregants, a summary of which was displayed in Fellowship Hall.
- **Inherent Worth: The First Principle and Systemic Racism** with Rev. Florence Caplow on October 15, 2017. Gathered testimonials from congregants about “Why this work matters to me.” Communicated responses by theme to congregants for inspiration and solidarity.
- Support for the **Black Lives of UU** service, with Rev. Florence Caplow on January 14, 2018.

## Projects

- Worked on a consolidation of action steps church members could take to fight against white supremacy, moving from an ally, to an accomplice, to an actor (increasing direct involvement). These action steps were grouped into areas such as money, time/

volunteering, self-education, children, art, and others. Suggestions from many sources were utilized, including the CU Racial Justice Task Force recommendations.

- Promoted the special funding for the shared offering for Black Lives of UU (which raised \$5,118.55) and drafting a letter of support for BLUU for the Board to send to UUA.
- Conducted a 4-session class on “Exploring Whiteness”, offered by AJ Herzog and Tim Livingston in April 2018.
- Purchase of Black Lives Matter Banner and initiation of discussion process related to publicly displaying this banner outside.

## Connection to Other Community Groups

- Champaign County Racial Justice Task Force that studied ways to reduce racial disparities in the Champaign County Criminal Justice System.
- Co-led and supported showing of the Racial Taboo film at other churches.
- CU SURJ (Showing Up for Racial Justice), elizaBeth Simpson, our liaison.
- Publicized events of partner groups, including Books 2 Prisoners book drive, CU Racial Justice Task Force, ACLU Listening tour, IPRH work-in, and MLK commemorative events.

## Budget

How we spent our money: \$181.10 (for the BLM banner); \$65 for Anti-Chief buttons; \$100 for supplies for the “Exploring Whiteness” class.

*Respectfully submitted,*

**Task force coordinators**

**Jim Hannum**

**AJ Herzog**

**Kathleen Robbins**

**Pamela Van Wyk**

**Non-Voting Member**

**Ben Joselyn, BOT Liaison**

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## WELCOMING CONGREGATION TASK FORCE

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This task force assembled to start the process of renewing our church's Welcoming Congregation commitment, following the guidelines established by the UUA. The task force began its work in January 2018, and met twice a month from through April 2018.

Our work was done in three stages:

1. Reviewing our original application for Welcoming Congregation status (in 1999), the actions our church took at that time, and any promises/goals that were included.
2. Summarizing work that has been done since 1999 and assessing our current strengths and gaps in terms of LGBTQ issues in these areas :
  - educational/spiritual
  - community life/infrastructure
  - external partnerships/outreach
3. Proposing a prioritized list of action steps for our church to take in order to renew our Welcoming Congregation commitment, with the recommendation that the church apply for a renewal of our Welcoming Congregation status in this next year (2018-19).

Our final report is being written, but some of our general conclusions are:

- Our church is strong in our awareness of and support for gay, lesbian, and bisexual people and couples, but need further education and awareness of trans individuals and other gender identity individuals such as non-binary gender identity people and genderqueer identity people.
- The term "Welcoming Congregation" is not well defined in most of our public statements and newer church members are not as clear that this reflects our commitment to LGBTQ issues. This term should be more clearly defined in church publications (Sunday's Order of Service, e-news, e-Uniters, website, etc.).
- We recommend having periodic church services devoted to LGBTQ issues.
- Establish a Welcoming Congregation committee to regularly promote LGBTQ support and issues.
- Organize educational events such as a workshop on trans identity, a workshop on pronoun use,

an intergenerational discussion group on sexual identity and sexual orientation, and movies that discuss LGBTQ themes.

- Offer the OWL curriculum for adults.
- Promote a gathering of LGBTQ church members (potluck, movie night).
- Strengthen ties to LGBTQ community groups such as the UP Center, and U of I and Parkland LGBTQ groups.

We recommend that a new committee be established to carry on this work and submit our church's application for renewal of our Welcoming Congregation status in the next year.

*Respectfully submitted,*

**Jim Hannum**

**Task Force Members:**

**Jerry Carden**

**Jim Hannum**

**Katriena Knights**

**Kristi Mercer**

**Kathleen Robbins**

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## GROUP REPORTS

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## COVENANT GROUPS/CHALICE CIRCLES

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### **CAREGIVER'S CHALICE CIRCLE**

The Caregiver's Chalice Circle meets on the third Monday of the month in the Church Library at 7 pm. We have a core group of 6 to 8 that generally can attend each meeting. The membership list has a current group of 15 to 20 members. We share a covenant together to regularly attend the monthly meetings and be supportive of one another's efforts.

Each meeting starts with our chalice lighting, a reading and short personal check-in. Then we each have a time to share our caregiver's experience that month without interruptions. Time allotted will depend on numbers attending and the pressing needs. This is followed by group discussion and open questions. We close with another reading.

We share the common fact in our Chalice Circle that we are all caregivers, however each circumstance is different. Our concern is for at least one adult, who can no longer care for himself or herself without assistance. Sometimes they may be local or in a distant state. Some may be in their own home or apartment, others may be in a care facility.

A benefit of the Circle is to provide a safe and trusted place to share private information, any complaints or fear, humor, inspiration and empathy. We offer each other support, rides, meals, and care assistance when needed. Most of our members are actively involved in other groups and committees in the church. The Chalice Circle serves to add to the health and strength of our local Church Community as a small part of this network of support.

*Respectfully submitted,*

**Tim Temple**

### **LIVING WITH THE LOSS OF A LIFE PARTNER**

#### **COVENANT GROUP**

The Covenant Group began meeting in February of 2018 on the second and fourth Saturdays of the month in the Church Library, facilitated by Rev. Florence Caplow. There is a core group of 6. We developed a group covenant and read the covenant aloud each time we meet.

Each meeting starts with our chalice lighting, a read-

ing and personal check-in. Then we explore a particular topic or question about our lives as people who have lost a life partner (this language is deliberately inclusive, to include those who were partnered but not married). The group is open to anyone who has lost a life partner to death, recently or in the more distant past.

A benefit of the covenant group is to provide a safe and trusted place to share confidential experiences, as well as building community during a sometimes challenging phase of life. We will determine after June of 2018 whether to continue in the next church year.

*Respectfully submitted,*

**Rev. Florence Caplow**

### **MOVING FORWARD: SUPPORTING EACH OTHER THROUGH DIVORCE AND SEPARATION**

Moving Forward, a support group for those divorced/divorcing and separated/separating, met weekly on Friday afternoons at the church at 3:30pm, and later on Monday evenings. Five of us meet currently, and we welcome others. (Not that we encourage going through separation or divorce just, so you can join our group!)

We know this process of ending a relationship can be a hard and difficult time. By sharing our stories, we support each other as we undertake the next steps in our life journeys.

We cry a little — or a lot — and we laugh, too. What we discuss in group stays in the group. Feel like this might be a helpful opportunity to express/share/learn/vent? Please consider joining us in 2018.

If the meeting time doesn't work for you, yet you'd like to experience fellowship as you move through this time of your life, please contact us — we are contemplating other meeting times.

*Respectfully submitted,*

**Suzanne "Snaps" Ginger**



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## COVENANT GROUPS/CHALICE CIRCLES *CONTINUED*

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### **NEW MEMBER COVENANT GROUPS**

In an effort to deepen connections of our newest members, a 6-week “New Member Covenant Group” was organized that met every other week between late January and early March.

I facilitated the group which followed the “Explorations” curriculum including sessions on:

Session 1: Our Spiritual Journeys

Session 2: The Unitarian Universalist Principles

Session 3: Sources of Our Faith

Session 4: What Do I Believe?

Session 5: What Are Our Gifts?

Session 6: How Shall We Live?

Nine (9) newcomers joined the group. As intended, the group bonded and formed connections that will serve to help newcomers build community within UUCUC. The group plans to continue to meet.

Future New Member Covenant Groups should be organized with select previous group participants being trained to facilitate.

*Respectfully submitted,*

**Sherry Bohlen**

### **REFLECTIVE WRITING CHALICE CIRCLE**

This chalice circle provides a space that allows and encourages personal and spiritual growth through sharing our stories by way of the written word.

The Reflective Writing Chalice Circle continues to meet the third Thursday of every month from 7:00 to 9:00 p.m. Each member brings an original piece of writing to share for each meeting. We also do short “Quick Writes” in our meetings. One need not be a “writer” with a Capital W! Some of the works are fiction or poetry, and some are based on our individual experiences and observations. Our discussion following each reading focuses on our shared humanity rather than literary critique (unless requested!).

Our Circle has been consistent with about seven members. Monthly attendance usually ranges from four to five people. We are a friendly group and

welcome folks to come by to see if you’re interested in staying!

*Respectfully submitted,*

**Pat Nolan**

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## AFFINITY GROUPS

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### **BRIDGE GROUP**

UUCUC's longest running social group. The Bridge Group meets every Monday (except Christmas), bridge is played from 1 to 3 PM in Children's Chapel. All players welcome. Courage and laughter required...Interested? Call Barb Mann (217) 586-2810.

*Respectfully submitted,*  
**Barbara Mann**

### **DEATH WITH DIGNITY GROUP**

The Death with Dignity at UUCUC Group has been meeting for just over a year. Our first meeting took place in March 2017. At our September meeting we unanimously adopted a mission statement: To promote the legalization in Illinois of Aid in Dying as part of a comprehensive set of options toward a dignified and compassionate death.

Making others—both within our church, in the wider C-U community, and throughout the state—aware of Medical Aid in Dying issues has been the goal of our group this year. To this end, we have contacted all UU churches in the state and have organized several events.

In June—along with our interim minister, the Rev. Joanne Giannino—we led a church service on the topic of death and dying. Several people spoke about personal experiences. During the service we shared with the congregation ways in which our denomination have been involved in this issue over the decades—the UUA's passage of the 1988 General Resolution, Right to Die with Dignity and the article in the April 2016 issue of the *UU World* entitled *Choice at the End* that discussed the Oregon law and the involvement of members of the Portland UU church regarding that law.

We have shown the 2011 Sundance Winner documentary 'How to Die in Oregon' on three separate occasions—at the Urbana Free Library (July), the Champaign Public Library (August), and at church (January). These have been advertised by flyers, in the News Gazette, the radio and on Facebook. For these three showings we had a total of 51 people who were not part of our group—many of whom were not part of the church community—attend.

The largest group came to the showing at church, for which we did more extensive outreach, including to Representative Ammons and Senator Bennett. Representative Ammons sent an intern. Our sponsors—who have helped us to advertise the events—have been The Funeral Consumers Alliance, the Champaign County ACLU, and Final Options Illinois (FOI). The latter is a statewide group working to pass a law to legalize aid in dying in the state of Illinois; they have paid all costs we have incurred (to purchase the documentary for public viewing, advertising, printing costs, and refreshments at events).

In October we worked with Sherry Gilles who organized and facilitated a Death Café (<http://deathcafe.com>) at church. In November, members of our group attended the Funeral Consumer Alliance annual meeting at Clark Lindsey Village—and provided print materials. In February we held two 'Death over Dinner' (<http://deathoverdinner.org>) potluck dinners as a trial run. We plan to schedule more of these potlucks in the future. They provide a good opportunity for discussion about several important topics surrounding death and dying.

In March, we hosted the *Young at Heartland's* theatrical production of "What Would You Do?"—a set of four vignettes about families facing end-of-life decisions (including one vignette that specifically addressed Medical Aid in Dying). *Young at Heartland* is based in Bloomington-Normal and is a part of the Heartland Theatre Company. Forty people were in the audience for this production. It was sponsored by FOI and the McLean County Compassion and Choices, members of the latter group facilitated the discussion.

We meet at church on the second Monday of each month at 7:00 pm. Between 4 and 14 people have attended each of our meetings. While most of the attendees are church members and friends, a total of 6 people who were not previously involved at church have attended meetings. All are welcome—please join us!

*Respectfully submitted,*  
**Karen Retzer**

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## AFFINITY GROUPS *CONTINUED*

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### **FEMINIST BOOK GROUP**

The Feminist Book Group meets throughout the year to discuss books featuring strong women characters or books addressing issues of importance to women. We welcome new women readers of all ages. The group has, on average, eight to 12 members attending each monthly meeting. Twelve books for the upcoming year are chosen at an annual book-choosing gathering held in the early summer, which is a favorite event. In choosing books nominated by members, we strive for a balance of fiction and nonfiction, short and long, and culturally diverse selections. Occasionally, movie nights or other social events are held in members' homes.

Meetings are held on the third Tuesday of each month from 7:00 to 9:00 p.m. in the church Library. Meeting format is a brief check-in, book introduction by the leader for that book, followed by discussion using a rotating chair which allows each member uninterrupted time for their thoughts and comments. A brief time for socializing follows the discussion and check-out. Inquiries may be made to Karen Folk at [foxandfolk@gmail.com](mailto:foxandfolk@gmail.com).

*Respectfully submitted,*  
**Karen Folk**

### **GREEN UUS**

*Faith in Place Recognition.* We received the Green Team of the year award for Central IL at the Faith in Place workshop at the Chicago Field Museum in the fall for our environmental leadership. A small group from our church went up on the bus to participate in the workshops and museum tours. The blue-green swirling glass plaque is on display on the social action table.

*Solar System.* The 24-kW solar system was completed and energized on 3/29/2017. In the first year, it generated about 27,000 kWh / 39,100 kWh used, or 69%. This saved us about \$1,100 and is the equivalent of planting 488 trees. The system covers about 3/4 of our new flat white roof membrane. Our solar contractor operates and maintains the system for at least the first 6 years, and we buy electricity from them through our Power Purchase Agreement at half the Ameren rate, or \$0.04/kWh. Future projects

include upgrading our informational signs and possibly a small electronic monitor in fellowship hall. <http://uucuc.org/green-uu-solar-project>

*Church Energy Use.* Our building electric meter shows our real-time and overall electric use with each of our four electrical circuits and the solar metered separately. This helps us identify and reduce electricity use in real-time. E.g. typical spring use is about \$8/day and summer is about \$13/day. There was a week in June where the daily electric use went up to \$20/day partly because the cooling was stuck on 24hr override at 70F. Gas bills show that the new boiler and window improvements in the Sanctuary building saved about \$2,000/year for the last three years.

*Community Solar Farm.* We are evaluating new community solar farm initiative compared to our previous electric contract for "100% Midwest wind offsets." Initial discussions with the group of local churches is to subscribe for 30% of our remaining electricity from a locally built 10-acre solar farm for \$0.01-0.02/kWh less than our current rate. The solar developer has expressed interest in planting pollinator friendly flowers under the panels to help support bees and butterflies.

*Workshops and Outreach.* We hosted a workshop for churches interested in solar with Faith in Place and a Solar Power Hour with the Solar Urbana-Champaign group-buy program. Several families from our church added solar to their homes through this program. We have also spoken as guests at workshops about our green team's slow, but steady progress, and our successful solar system. These include the March 2017 Environmental Spirituality at Channing Murray, the October Wesley Environmental Panel, and the April 2018 YMCA Spirituality and Sustainability. We also led RE class tours of our solar and boiler for K-2, and 4-5<sup>th</sup> classes.

*Conscious Foodies.* Jean Peters is interested to restart the food group focused on low-impact eating and discussing topics such as local food, vegan, vegetarian, pescatarian, and meatless Mondays. Initial meetings were held at the Red Herring vegan Wednesday night dinners.

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## AFFINITY GROUPS *CONTINUED*

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Members have reminded church dinners like the aUUction, and potlucks to provide vegetarian options.

*Garden Work.* We coordinated with Property and RE for spring, summer, and fall garden work parties for the butterfly garden and the native slopes. Charlie Wisseman built a native bee hotel box for the RE kids to help fill with tubes and place in the garden. Sarah McDougal donated shady woodland plants for the NE garden slope. RE classes again raised monarch butterflies from caterpillars found eating the milkweed.

*Battery, Printer Cartridge, and Foam Recycling.* Carol Veit and Jean Peters have taken charge of our battery and printer cartridge recycling station and plastic foam recycling. Children and RE classes have at times brought in so much foam, the bins have been overflowing. Cheers to all this material not taking up space in the landfills!

*Respectfully submitted,*  
**Andy Robinson**

**Special Note.** As Andy Robinson takes over as Property leader, GreenUUs are looking for a new leader/ leadership model. Ideas with Florence include forming a 2-month task-force to finish the Green Sanctuary program and brainstorm future ideas. Bring us your ideas and energy!

### Green UUs Members:

**Thom Bohlen**  
**Jerry Carden**  
**Gail Hueting**  
**Barbara Jauhola**  
**Sara Jones**  
**Ben Joselyn**  
**Emily Laugesen**  
**Sarah McDougal**  
**Jean Peters**

**Japhia Ramkumar**  
**Lan Richart**  
**Pam Richard**  
**Andy Robinson**  
**Kathy Robinson**  
**Anne Sharpe**  
**Dave Sharpe**  
**Dave Sutton**  
**Carol Veit**

### UU HAPPY HOUR

The Happy Hour Group is a fellowship group that meets once a month to socialize with other members and friends of the church in an informal setting. It was formed in 2014. We meet on the third or fourth Thursday of the month from 5 to 7 p.m., with the group choosing a different bar or restaurant to meet at each month. Usually a group of eight to sixteen, sometimes more, attends each meeting, with a few new faces at each time. Anyone can attend, and meeting dates and locations are posted in E-News and Facebook. Just look for a group of friendly faces and the UU Happy Hour sign on the table.

*Respectfully submitted,*  
**Russ Rybicki**

### MINDFUL MEDITATION GROUP

In early 2015, adult religious education offered an 8-week mindfulness class, taught by Dr. Chris Menard. After the class concluded, several participants wanted to continue to meet and practice mindfulness, and so the Mindfulness Meditation Group was started.

Participation varies widely, anywhere from 1 to 10 people, with most weeks having around 4. We gather year-round, every Sunday morning before the service, in the YRUU classroom. This weekly practice is regularly announced in the eNews and Order of Service. The group is open to anyone, whether "experienced", or new to mindfulness. A typical gathering includes setting up chairs, practicing mindfulness (either silently, or listening to a guided audio), discussion (if desired), and then putting the chairs away. During the meditation, the door is left slightly open, so that late arrivals may still come in. We aim to finish at 9:55, in order to avoid overlap with hospitality team commitments and the YRUU class.

An information page tells about the group, including the weekly schedule. A log of past practices helps track group attendance, and also serves as a resource for those who are unable to attend, and would like to practice mindfulness at home.

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## AFFINITY GROUPS *CONTINUED*

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An email list was created primarily to send out schedule reminders, but it is also used to send out information about upcoming mindfulness classes and retreats. In the past year, the email list has increased from 33 to 44 recipients.

Although we don't have a large attendance, the group plays an important role in one facet of UUCUC's mission: Find Peace. The "goal" of mindfulness practice is not to attain an eternally blissful state or clear the mind of thought. Mindfulness is paying attention to the present moment, exactly as it is. When ruminating on the past (which can't be changed) or trying to plan the future (which can't be controlled), we miss what is happening right now at this exact moment: in the mind, in the body, and in the external surroundings. The nature of the present moment (whether pleasant or unpleasant) is constantly in flux.

Practicing mindfulness regularly can help one realize that clinging to the pleasant, and pushing away the unpleasant, are fruitless endeavors that increase suffering. Learning to let go of these habits, and appreciate the wide spectrum of experience, will ultimately lead to more peace.

Future plans for the group could include the possibility of inviting Chris Menard, or another mindfulness instructor, to teach another mindfulness class at UUCUC. There has been interest from members who were unable to take the class last time, newer members, and past participants that would benefit from a refresher. For now, I think we are content to simply continue providing a place and time where members and friends can get together to just be in the present moment.

*Respectfully submitted,*  
**Marie McEnroe**

### **RETIREMENT GROUP**

A (very) small group discussion meets in the church library at 2 PM on the fourth Wednesday of each month. We chat about issues of retirement and our lives in a round robin format. Attendance is only three to six. We very much have space for more

UUs – please join us. For additional information contact David Gross DLGgeology@aol.com.

*Respectfully submitted,*  
**David Gross**

### **YOUNG ADULT GROUP**

The young adult group (YAG) is continuing to meet every week. We mostly meet after church in Fellowship Hall and we're very happy that we have our own designated table now. Several young adults who had been attending the church for a while said they had no idea there was a young adult group here until the announcement about the YAG table. We keep a Google calendar document of all our events and it is attached to every email sent to our Google group list.

We were very excited to lead a Sunday service this January! We had a lot of fun, enjoyed making music together, and were delighted to get the chance to tell our stories. We hope you enjoyed our service! In the past year, our group has held many discussions and some examples of topics are politics, relationships, politics, life as a student, social justice, our new settled minister, and did I mention politics?! We enjoy crafting together at social events. I don't believe we have spent any money from the budget this year.

We are very excited about continuing with this group and we have made some new friends and had some laughs! More friends are always welcome! If you see any new person at the church that looks like they could be 18-35, please direct them to our table!

*Respectfully submitted,*  
**Amanda Ownings, YAG Membership Coordinator**

### **YAG Members**

**John Milano, Topic Coordinator**  
**Jason Rock**  
**Kate Mayer**  
**Elizabeth Field**

**Total Number of YAG members on the email list: 49**

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## MUSIC GROUPS

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### **CRUUNERS**

At various points the singers participating as CrUUners and 'back up' CrUUners were Katriena Knights, Mary Erdei , Jerry Frye, Elizabeth Field, Jerry Carden, Sam Beshers, Matt Sheppard, Dana Antonelli, Tanja Hodges, Pamela Van Wyk, Claire Barker, and Tom England. On a few occasions some of us joined with the UU band, and guest instrumentalists to make musical fun a reality. We were especially happy to be able to sing a piece with Matt, our music director, playing his violin with us. It's been a really terrific year.

Our very talented rehearsal accompanist this year is Pierre Tang and we are happy that he is usually available to direct choir rehearsal on occasions when Matt is out of town. Pierre is an amazing coach and such a joy to have around.

Over the last year we enjoyed the pleasure of bringing music to services ten times and twice at the coffee houses.

*Respectfully Submitted,*

***Tanja Hodges, CrUUners Coordinator***

### **CrUUners:**

**Dana Antonelli**

**Claire Barker**

**Sam Beshers**

**Jerry Carden**

**Tom England**

**Mary Erdei**

**Elizabeth Field**

**Tanja Hodges**

**Katriena Knights**

**Matt Sheppard**

**Pamela Van Wyk**

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## APPENDIX

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IN MEMORIAM

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Anne Brenner

Carl Deal

Fred Kummerow

Ruth Walker

Bernard “Bernie” Works

Gertrude “Trudy” Wood



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## WORSHIP SERVICES 2017-2018

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**Sunday, July 2, 2017**

*"Heresy or Inspiration? The Fascinating Gnostic Gospels"*

Guest Speaker, Sarah Wisseman

**Sunday, July 9, 2017**

*"Shared Ministry: Moses and the Peanut Man"*

Guest Minister, Rev. Dr. Matthew Tittle

**Sunday, July 16, 2017**

*"Rising Inequality: Causes, Cures and Ethics"*

Guest Speaker, Walter McMahon

**Sunday, July 23, 2017**

*"The Poetry and Music of Summer"*

Coordinated by Beth Cobb

**Sunday, July 30, 2017**

*"Choosing Discomfort: being bold, brave and loving in the struggle for racial justice"*

The Racial Justice Initiative Task Force

**Sunday, August 6, 2017**

*"Summer Hymn Sing"*

Led by Dana Antonelli, Sam Beshers and Frank Knowles

**Sunday, August 13, 2017**

*"UU Voices for Social Action"*

Led by Beth Cobb, Ben Joselyn, Jean Peters, Karen Retzer, Pam Richart and Claire Szoke

**Sunday, August 20, 2017**

*"Folktales, Lessons and Music"*

Led by DRE Cindy Wakeland, and the children and youth of summer RE

**Sunday, September 3, 2017**

*"Who Is Your New Minister"*

Rev. Florence Caplow

**Sunday, September 10, 2017**

*"Shared Ministry/Shared Life"*

Rev. Florence Caplow

**Sunday, September 17, 2017**

*"Would You Harbor Me? Would I Harbor You?"*

Rev. Florence Caplow and Ha Ho of ECIRMAC

**Sunday, September 24, 2017**

*"Why Would I Harbor You?"*

Led by The Worship Committee

**Sunday, October 1, 2017**

*"Less: In Praise of Slowing Down"*

Rev. Florence Caplow

**Sunday, October 8, 2017**

*"The Sacred Hoop of Covenant"*

Rev. Florence Caplow

Led by Janet Revell Barrett

**Sunday, October 15, 2017**

*"The First Principle and Systemic Racism"*

Rev. Florence Caplow

**Sunday, October 22, 2017**

*"Planting Ourselves at the Gate of Hope"*

Led by Janet Revell Barrett

**Sunday, October 28, 2017**

*"Trickster!"*

Rev. Florence Caplow

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## WORSHIP SERVICES *CONTINUED*

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**Sunday, November 5, 2017**

*"All Souls: Deeper Into Mystery"*

Rev. Florence Caplow

**Sunday, November 12, 2017**

*"One Year Later"*

Rev. Florence Caplow

**Sunday, November 19, 2017**

*"Gratefulness"*

Rev. Florence Caplow

**Sunday, November 26, 2017**

*"Forgiveness and Healing"*

Rev. Florence Caplow

**Sunday, December 3, 2017**

*"The Power of Pilgrimage"*

Guest, Rev. Roger Bertschusen

**Sunday, December 17, 2017**

*"Yule Spirits – A Winter Solstice Story"*

Children and Youth of UUCUC

**Sunday, December 24, 2017**

*Christmas Eve Service*

(Two services, 5 pm & 7 pm)

Rev. Florence Caplow

**Sunday, December 31, 2017**

*"The Poetry of Winter"*

Led by The Worship Committee

**Sunday, January 7, 2018**

*"The Great Turning: Transformation and Renewal"*

Rev. Florence Caplow

**Sunday, January 14, 2018**

*"MLK Day Service: Black Lives of Unitarian  
Universalism"*

Rev. Florence Caplow, Dawn M. Blackman, Sr.,  
Guest Storyteller

**Sunday, January 21, 2018**

*"The Edict of Torda: 450 Years!"*

Rev. Florence Caplow

**Sunday, February 4, 2018**

*"When Things Fall Apart"*

Rev. Florence Caplow & Julie Laut

**Sunday, February 11, 2018**

*"The Joy of Generosity"*

Rev. Florence Caplow

**Sunday, February 18, 2018**

*"The Song Only You Can Sing"*

Rev. Florence Caplow & Laura Robinson

**Sunday, February 25, 2018**

*"Confronting Conformity"*

Led by the UUCUC Youth

**Sunday, March 4, 2018**

*"Living the Gift: Sacred Economics"*

Rev. Florence Caplow

**Sunday, March 11, 2018**

*"Embracing Change"*

Rev. Florence Caplow

**Sunday, March 18, 2018**

*"Worth and Dignity"*

Sam Beshers, Millie Davis, Jennifer Greene,  
Jim Hannum, and Sandy Hannum

**Sunday, March 25, 2018**

*"Universalism, Christianity, and the UU Church  
Today"*

Lane Schwartz

**Thursday, March 29, 2018**

*"Maundy Thursday: A Universalist Service of  
Christian Communion"*

Lane Schwartz

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## WORSHIP SERVICE *CONTINUED*

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**Sunday, April 1, 2018**

*"Easter Sunday: Seeds!"*

Rev. Florence Caplow

**Wednesday, April 4, 2018**

*"MLK50 - Bell Toll"*

Racial Justice Initiative

**Sunday, April 8, 2018**

*"In a Dark Time, the Eye Begins to See"*

Scott Russell Sanders, Guest Speaker

**Sunday, April 15, 2018**

*"In Praise of Continuity"*

Rev. Florence Caplow and 50-Year+ Members  
of UUCUC

**Sunday, April 22, 2018**

*"Earth Day: Skin in the Game"*

Rev. Scott Aaseng

**Sunday, April 29, 2018**

*"#MeToo"*

Rev. Florence Caplow and Julie Laut

**Sunday, May 6, 2018**

*"Technology and Humanity"*

Sam Beshers and Chris Hannauer

**Sunday, May 13, 2018**

*"Mother's Day"*

Rev. Florence Caplow

**Sunday, May 20, 2018**

*"Racial Justice and Black Lives Matter"*

Racial Justice Initiative

**Sunday, May 27, 2018**

*"Bridging"*

Rev. Florence Caplow and graduating high  
school seniors

**Sunday, June 3, 2018**

*"Flower Communion"*

Rev. Florence Caplow

**Sunday, June 10, 2018**

*Worship and Picnic in the Park*

Rev. Florence Caplow

**Sunday, June 17, 2018**

**Sunday, June 24, 2018**

General Assembly (GA) Live Stream

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## UUCUC MINISTERS, 1957 - PRESENT

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**Florence Caplow**

Minister, 2017 - Present

**Joanne Giannino**

Interim, 2016-2017

**Janet Newman**

Interim Minister, 2015-2016

**Axel H. Gehrman**

Minister, 2001-2015

**Axel H. and Elaine Gehrman**

Co-Ministers, 1996-2001

**Bruce Johnson**

Interim Minister, 1995-1996

**William C. Saunders**

Minister, 1985-1995

**Virginia Knowles**

Interim Minister, 1984-1985

**W. Edward Harris**

Minister, 1970-1983

**Renford Gaines (Mwalimu Imara)**

Minister, 1968-1970

**John A. Taylor**

Minister, 1964-1968

No Minister, 1963-1964

**David Harris Cole**

Minister, 1959-1962

**Earle T. McKinney and Arnold F. Westwood**

Co-Ministers, 1957-1958

*Prior to Merger – Unitarian Church*

**Arnold F. Westwood**

Minister, 1948-1957

**Philip Schug**

Minister, 1943-1947

*Prior to Merger – Universalist Church*

**Earl T. McKinney**

Minister, 1954-1957

**Paul W. Larsen**

Minister, 1951-1952

**Earl N. Engle**

Minister, 1948-1951

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FISCAL YEAR 2016-2017

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# MEETING MINUTES 2017

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## **Annual Meeting Unitarian Universalist Church of Urbana-Champaign May 7, 2017**

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

The meeting was called to order at 11:59 a.m. when the Financial Secretary established that there was a quorum with 147 voting members in attendance.

### **Finalization of the Agenda**

The agenda was finalized without changes.

### **In Memoriam**

Erich Adickes read the names of four members that died since the 2016 Annual Meeting:

Eileen Zemlin

Anita Hiestand

Doris Jones

Julie Stevenson

### **Approval of Minutes from the Annual Meeting on May 1, 2016, and the Special Congregational Meeting of August 28, 2016**

Jerry Carden made a motion to approve the minutes from last year's Annual Meeting on May 1, 2016, and the Special Congregational Meeting of August 28, 2016; Jenny Hunt seconded the motion; the motion was approved.

### **Remarks by the Board of Trustees Vice Chair**

Julie Laut, Vice Chair for the Board of Trustees, thanked Mona Shannon for her service as Chair of the Board of Trustees.

Laut listed the addition of 44 new members, two consecutive years of increased pledges, and the installation of the new roof and solar panels as highlights in the Annual Report.

Laut also thanked Andy Robinson and the Solar Task Force for their efforts, displayed a plaque with the Solar Project contributors that will be displayed in the back of the sanctuary, and noted that there will be a ribbon-cutting ceremony on Monday, May 8 at 11:00.

Laut recognized the service of the six departing Board members; Lynn Wiley, Mona Shannon, David Prochaska, Sharon Michalove, Jared Lofrano, and Barb Childers. The Settled Minister Search Committee has exercised a positive and exciting search process for which they should be commended.

### **Acceptance of Annual Report**

The Annual Report was accepted by the congregation by a unanimous, verbal vote.

### **Remarks by the Settled Minister Search Committee**

Sandy Hannum, Vice Chair of the Settled Minister Search Committee (SMSC), outlined the search process which began with the Board asking each voting member for the names of two individuals that they trusted to be on the search committee. Once the search committee was established, the congregation was surveyed about what characteristics they wanted a minister to have, put together the Congregational Record, and compiled the Church Record. In January, they made first contacts with interested ministers, and then narrowed the search to three pre-candidates. After hearing sermons in neutral pulpits and conducting Skype interviews, they selected Florence Caplow as the ministerial candidate. Sam Beshers, SMSC Vice Chair, and Umeeta Sadarangani, SMSC member, listed 16 ministerial characteristics, and confirmed for the congregation that Florence Caplow possesses all of them.

### **Call of Minister and Approval of Ministerial Agreement**

After an opportunity for questions or comments, a paper vote was conducted to approve the ministerial candidate and Ministerial Agreement.

### **Consideration and Vote on the 2017-2018 Annual Budget**

Todd Kinney reviewed the budget highlights. The budget includes staff pay raises that meet UUA guidelines, improved health insurance for staff, maintenance set-aside funds, \$40,000 in excess reserves, and purchasing a new piano. More highlights can be found on page 5 of the Annual Report.

Virginia Brubaker moved to approve the 2017-2018 Budget; Jim Hannum seconded the motion; the budget was approved.

### **Consideration of and Vote on Congregational Endorsement of Declaration of Conscience**

John Milano made remarks about the Declaration of Conscience, stating that the UUA wants to present a collective voice in support of the principles outlined in the declaration. To date, 15,000 people have endorsed the Declaration of Conscience. Jim Hannum read the declaration. Julie Laut explained that the Social Action Committee brought the Declaration to the Board of Trustees; however, the Board felt that it was important that the congregation consider endorsing the Declaration.

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## MEETING MINUTES 2017 *CONTINUED*

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Sharon Michalove made a motion to amend the motion to read, "The Board of Trustees will sign the Declaration of Conscience with approval of the congregation." Virginia Brubaker seconded the amended motion. The amended motion was approved. Joe Finnerty made a motion for the congregation to endorse the Declaration of Conscience; Johnny Robinson seconded the motion; the motion was approved.

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

For these positions, a proposed slate of nominees is attached. According to Article XI, Section 7, of the By-laws, "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."

#### **State of Nominees for Congregational Vote**

Financial Secretary – One to be elected for a 2-year term  
Amy Robison

Clerk – One to be elected for a 2-year term  
Jennifer Livingston

Board of Trustees - Three to be elected for a 3-year term  
Kelly Halcom  
Jenny Hunt  
Ben Joselyn

Board of Trustees – One to be elected for a 2-year term  
(replacing Sharon Michalove)  
Randy Locke

Nominating Committee – Three to be elected for a one-year term (to be nominated by the members of the congregation)

1. Mona Shannon
2. Barbara Hudgings
3. Bill Childers

Delegates to the General Assembly of the Unitarian Universalist Association:  
Five candidates who are voting members, including young adults:  
David Gross  
Claudia Gross  
Jenny Hunt  
Brigitte Pieke  
Kathleen Robbins

The congregation approved the slate of candidates with a verbal vote.

### **Ministerial Call**

The call of Reverend Florence Caplow to be the Settled Minister for the Unitarian Universalist Church of Urbana Champaign was approved by a unanimous vote of 147. Reverend Caplow accepted our call

### **Adjourning the Meeting**

Multiple members of the congregation moved to adjourn the meeting, Sylvia McDermott seconded the motion; the Annual Meeting was adjourned at 12:55 p.m.

### **UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN State of Nominees for Congregational Vote Annual Meeting May 7, 2017**

Financial Secretary – One to be elected for a 2-year term  
Amy Robison

Clerk – One to be elected for a 2-year term  
Jennifer Livingston

Board of Trustees - Three to be elected for a 3-year term  
Kelly Halcom  
Jenny Hunt  
Ben Joselyn

Board of Trustees – One to be elected for a 2-year term  
(replacing Sharon Michalove)  
Randy Locke

Nominating Committee – Three to be elected for a one-year term (to be nominated by the members of the congregation)

- 1.
- 2.
- 3.

Delegates to the General Assembly of the Unitarian Universalist Association:

Five candidates who are voting members, including young adults:

1. David Gross
2. Claudia Gross
3. Jenny Hunt
4. Brigitte Pieke
5. Kathleen Robbins





## **Declaration of Conscience**

At this extraordinary time in our nation's history, we are called to affirm our profound commitment to the fundamental principles of justice, equity and compassion, to truth and core values of American society.

In the face of looming threats to immigrants, Muslims, people of color, and the LGBTQ community and the rise of hate speech, harassment and hate crimes, we affirm our belief in the inherent worth and dignity of every person.

In opposition to any steps to undermine the right of every citizen to vote or to turn back advances in access to health care and reproductive rights, we affirm our commitment to justice and compassion in human relations.

And against actions to weaken or eliminate initiatives to address the threat of climate change – actions that would threaten not only our country but the entire planet – we affirm our unyielding commitment to protect the interdependent web of all existence.

We will oppose any and all unjust government actions to deport, register, discriminate, or despoil.

As people of conscience, we declare our commitment to translate our values into action as we stand on the side of love with the most vulnerable among us.

We welcome and invite all to join in this commitment for justice.  
The time is now.

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Signature

Date

Mona Shannon, Board Chair  
Unitarian Universalist Church of Champaign-Urbana  
309 W. Green St., Urbana, IL

# BUDGET VS ACTUALS 2016-2017

## Budget vs. Actuals: Church Budget - FY17 P&L

July 2016 - June 2017

		<b>Total</b>		
	Actual	Budget	over Budget	% of Budget
<b>Income</b>				
<b>41100 Pledges</b>				
41160 Pledges 2015-16	\$ 17,780.00		\$ 17,780.00	
41170 Pledges 2016-17	\$ 293,957.37	\$ 362,528.00	\$ (68,570.63)	81.09%
41180 Pledges 2017-18	\$ 38,399.57		\$ 38,399.57	
<b>Total 41100 Pledges</b>	<b>\$ 350,136.94</b>	<b>\$ 362,528.00</b>	<b>\$ (12,391.06)</b>	<b>96.58%</b>
41200 Donations	\$ 15,275.90	\$ 12,000.00	\$ 3,275.90	127.30%
41201 eScript Unpledged Donation	\$ 135.88		\$ 135.88	
<b>Total 41200 Donations</b>	<b>\$ 15,411.78</b>	<b>\$ 12,000.00</b>	<b>\$ 3,411.78</b>	<b>128.43%</b>
41300 Plate Collections (cash)	\$ 8,841.76	\$ 6,000.00	\$ 2,841.76	147.36%
41400 UU General Trust	\$ 15,469.43	\$ 15,469.00	\$ 0.43	100.00%
41500 Fundraising			\$ -	
41510 Service Auction	\$ 22,673.80	\$ 23,000.00	\$ (326.20)	98.58%
<b>Total 41500 Fundraising</b>	<b>\$ 22,673.80</b>	<b>\$ 23,000.00</b>	<b>\$ (326.20)</b>	<b>98.58%</b>
<b>41600 Facility Use Fees</b>			\$ -	
41610 ECIRMAC	\$ 6,985.00	\$ 7,500.00	\$ (515.00)	93.13%
41620 Other Rentals	\$ 3,128.00	\$ 3,500.00	\$ (372.00)	89.37%
41630 Special Services	\$ 2,045.00	\$ 1,000.00	\$ 1,045.00	204.50%
41640 High Street House	\$ 5,500.00	\$ 8,500.00	\$ (3,000.00)	64.71%
<b>Total 41600 Facility Use Fees</b>	<b>\$ 17,658.00</b>	<b>\$ 20,500.00</b>	<b>\$ (2,842.00)</b>	<b>86.14%</b>
41700 Miscellaneous	\$ 639.83		\$ 639.83	
41800 Savings Interest	\$ 32.40	\$ 30.00	\$ 2.40	108.00%
<b>Total Income</b>	<b>\$ 430,863.94</b>	<b>\$ 439,527.00</b>	<b>\$ (8,663.06)</b>	<b>98.03%</b>
<b>Gross Profit</b>	<b>\$ 430,863.94</b>	<b>\$ 439,527.00</b>	<b>\$ (8,663.06)</b>	<b>98.03%</b>

# BUDGET VS ACTUALS 2016-2017 *CONTINUED*

<b>Expenses</b>	<b>Actual</b>	<b>Budget</b>	<b>Total over Budget</b>	<b>% of Budget</b>
<b>53000 Congregation</b>				
<b>53100 Congregational Expenses</b>				
53110 Trustees Contingency	\$	1,000.00	\$ (1,000.00)	0.00%
53120 Leadership Training	\$ 135.00	\$ 1,000.00	\$ (865.00)	13.50%
53130 Social Action Initiative	\$ 465.10	\$ 500.00	\$ (34.90)	93.02%
53140 Denominational Expenses		\$	-	
53141 Mid-America Region	\$ 6,074.99	\$ 6,075.00	\$ (0.01)	100.00%
53142 UUA Annual Program Fund	\$ 14,580.00	\$ 14,580.00	\$ -	100.00%
<b>Total 53140 Denominational Expenses</b>	<b>\$ 20,654.99</b>	<b>\$ 20,655.00</b>	<b>\$ (0.01)</b>	<b>100.00%</b>
<b>53150 Fundraising Expenses</b>				
53151 Stewardship	\$ 1,351.03	\$ 1,600.00	\$ (248.97)	84.44%
53152 Service Auction Expenses	\$ 2,817.86	\$ 1,500.00	\$ 1,317.86	187.86%
<b>Total 53150 Fundraising Expenses</b>	<b>\$ 4,168.89</b>	<b>\$ 3,100.00</b>	<b>\$ 1,068.89</b>	<b>134.48%</b>
<b>53160 Committee Program Expenses</b>				
53161 Membership	\$ 1,456.66	\$ 1,500.00	\$ (43.34)	97.11%
53162 Membership Coordination	\$ 575.00	\$ 2,145.00	\$ (1,570.00)	26.81%
53163 Personnel	\$	\$ 200.00	\$ (200.00)	0.00%
53164 Social Action	\$ 415.00	\$ 500.00	\$ (85.00)	83.00%
53165 Green UUs	\$ 77.78	\$ 100.00	\$ (22.22)	77.78%
53166 Care Core	\$ 57.85	\$ 200.00	\$ (142.15)	28.93%
53167 Partner Church Project	\$ 150.00	\$ 150.00	\$ -	100.00%
<b>Total 53160 Committee Program Expenses</b>	<b>\$ 2,732.29</b>	<b>\$ 4,795.00</b>	<b>\$ (2,062.71)</b>	<b>56.98%</b>
53170 Chalice Lighters	\$	\$ 100.00	\$ (100.00)	0.00%
53180 Hospitality	\$ 324.90	\$ 750.00	\$ (425.10)	43.32%
53190 Settled Minister Search	\$ 13,482.42	\$ 18,320.00	\$ (4,837.58)	73.59%
<b>Total 53100 Congregational Expenses</b>	<b>\$ 41,963.59</b>	<b>\$ 50,220.00</b>	<b>\$ (8,256.41)</b>	<b>83.56%</b>
<b>53900 Congregational Staff</b>				
<b>53910 Membership Coordinator</b>				
53911 Membership Coord Salary	\$ 16,338.74	\$ 15,200.00	\$ 1,138.74	107.49%
53913 Membership Coord Life & ADD	\$ 33.60	\$ 117.00	\$ (83.40)	28.72%
53914 Membership Coord LTD	\$ 76.00	\$ 152.00	\$ (76.00)	50.00%
53915 Membership Coord Pension	\$	\$ 760.00	\$ (760.00)	0.00%
53916 Membership Coord Prof Devel	\$ 390.00	\$ 500.00	\$ (110.00)	78.00%
<b>Total 53910 Membership Coordinator</b>	<b>\$ 16,838.34</b>	<b>\$ 16,729.00</b>	<b>\$ 109.34</b>	<b>100.65%</b>
53920 Kitchen Assistant	\$ 1,294.67	\$ 982.00	\$ 312.67	131.84%
53930 Child Care Coordinator	\$ 1,540.75	\$ 1,693.00	\$ (152.25)	91.01%
53940 Child Care Workers	\$ 1,541.56	\$ 1,618.00	\$ (76.44)	95.28%
53950 Bookkeeper	\$ 7,204.00	\$ 6,656.00	\$ 548.00	108.23%
53960 Health Insurance Premium Pool	\$ 126.84	\$ 4,000.00	\$ (3,873.16)	3.17%
53970 Short-Term Disability Self-Ins	\$ 215.63	\$ 1,200.00	\$ (984.37)	17.97%
<b>Total 53900 Congregational Staff</b>	<b>\$ 28,761.79</b>	<b>\$ 32,878.00</b>	<b>\$ (4,116.21)</b>	<b>87.48%</b>
<b>Total 53000 Congregation</b>	<b>\$ 70,725.38</b>	<b>\$ 83,098.00</b>	<b>\$ (12,372.62)</b>	<b>85.11%</b>

## BUDGET VS ACTUALS 2016-2017 *CONTINUED*

<b>Expenses continued</b>	<b>Total</b>			
	<b>Actual</b>	<b>Budget</b>	<b>over Budget</b>	<b>% of Budget</b>
<b>54000 Office</b>				
<b>54100 Office Expenses</b>				
54110 Treasurer Expenses	\$ 53.22	\$ 200.00	\$ (146.78)	26.61%
54120 Payroll Service	\$ 1,699.58	\$ 1,400.00	\$ 299.58	121.40%
54130 Postage	\$ 847.54	\$ 1,500.00	\$ (652.46)	56.50%
54140 Printing	\$ 1,499.81	\$ 2,000.00	\$ (500.19)	74.99%
54150 Office Supplies	\$ 4,605.50	\$ 1,700.00	\$ 2,905.50	270.91%
54160 Telephone	\$ 2,808.62	\$ 3,600.00	\$ (791.38)	78.02%
54170 Copier Lease	\$ 1,240.76	\$ 1,200.00	\$ 40.76	103.40%
54180 IT Support	\$ 810.43	\$ 1,000.00	\$ (189.57)	81.04%
54190 IT Services & Subscriptions	\$ 2,854.00	\$ 2,200.00	\$ 654.00	129.73%
54200 Computer Expenses	\$ 655.21	\$ 750.00	\$ (94.79)	87.36%
54210 Internet Service	\$ 239.88	\$ 200.00	\$ 39.88	119.94%
<b>Total 54100 Office Expenses</b>	<b>\$ 17,314.55</b>	<b>\$ 15,750.00</b>	<b>\$ 1,564.55</b>	<b>109.93%</b>
<b>54900 Office Staff</b>				
<b>54910 Office Administrator</b>				
54911 Office Admin Salary	\$ 23,521.45	\$ 28,845.00	\$ (5,323.55)	81.54%
54913 Office Admin Life & ADD	\$ 110.73	\$ 215.00	\$ (104.27)	51.50%
54914 Office Admin LTD	\$ 170.19	\$ 280.00	\$ (109.81)	60.78%
54915 Office Admin Pension	\$	\$ 2,801.00	\$ (2,801.00)	0.00%
54916 Office Admin Prof Devel	\$	\$ 500.00	\$ (500.00)	0.00%
54917- Office Admin Dental	\$ 12.00	\$	\$ 12.00	
<b>Total 54910 Office Administrator</b>	<b>\$ 23,814.37</b>	<b>\$ 32,641.00</b>	<b>\$ (8,826.63)</b>	<b>72.96%</b>
<b>Total 54900 Office Staff</b>	<b>\$ 23,814.37</b>	<b>\$ 32,641.00</b>	<b>\$ (8,826.63)</b>	<b>72.96%</b>
<b>Total 54000 Office</b>	<b>\$ 41,128.92</b>	<b>\$ 48,391.00</b>	<b>\$ (7,262.08)</b>	<b>84.99%</b>
<b>55000 Worship</b>				
<b>55100 Worship Expenses</b>				
55110 Instrument Maintenance	\$ 802.00	\$ 700.00	\$ 102.00	114.57%
55120 Music Supplies	\$ 647.63	\$ 660.00	\$ (12.37)	98.13%
55130 Musicians	\$ 1,180.25	\$ 2,400.00	\$ (1,219.75)	49.18%
55140 Worship Supplies	\$ 242.22	\$ 350.00	\$ (107.78)	69.21%
55150 Worship Misc	\$ 454.00	\$ 500.00	\$ (46.00)	90.80%
55160 Summer Services	\$ 480.00	\$ 560.00	\$ (80.00)	85.71%
<b>Total 55100 Worship Expenses</b>	<b>\$ 3,806.10</b>	<b>\$ 5,170.00</b>	<b>\$ (1,363.90)</b>	<b>73.62%</b>
<b>55900 Worship Staff</b>				
55910 Choir Director/Music Director	\$ 11,394.00	\$ 11,394.00	\$ -	100.00%
55920 Organist	\$ 7,621.44	\$ 7,261.00	\$ 360.44	104.96%
55930 Assistant for Services	\$ 4,904.42	\$ 4,708.00	\$ 196.42	104.17%
<b>Total 55900 Worship Staff</b>	<b>\$ 23,919.86</b>	<b>\$ 23,363.00</b>	<b>\$ 556.86</b>	<b>102.38%</b>
<b>Total 55000 Worship</b>	<b>\$ 27,725.96</b>	<b>\$ 28,533.00</b>	<b>\$ (807.04)</b>	<b>97.17%</b>

## BUDGET VS ACTUALS FY 2017-2018 *CONTINUED*

<b>Expenses continued</b>	<b>Total</b>			
	<b>Actual</b>	<b>Budget</b>	<b>over Budget</b>	<b>% of Budget</b>
<b>56000 Religious Education</b>				
<b>56100 RE Expenses</b>				
56110 RE Supplies & Materials	\$ 4,210.48	\$ 3,800.00	\$ 410.48	110.80%
56120 RE Staff Development	\$ 432.86	\$ 1,000.00	\$ (567.14)	43.29%
56130 Background Checks	\$ 108.00	\$ 300.00	\$ (192.00)	36.00%
56140 Youth & YA Outreach	\$ 338.88	\$ 600.00	\$ (261.12)	56.48%
<b>Total 56100 RE Expenses</b>	<b>\$ 5,090.22</b>	<b>\$ 5,700.00</b>	<b>\$ (609.78)</b>	<b>89.30%</b>
<b>56900 RE Staff</b>				
<b>56910 Director of RE</b>				
56911 DRE Expenses	\$ 1,502.80	\$ 2,500.00	\$ (997.20)	60.11%
56912 DRE Salary	\$ 49,878.00	\$ 49,878.00	\$ -	100.00%
56914 DRE Life & ADD	\$ 395.04	\$ 383.00	\$ 12.04	103.14%
56915 DRE LTD	\$ 548.70	\$ 499.00	\$ 49.70	109.96%
56916 DRE Pension	\$ 4,572.26	\$ 4,988.00	\$ (415.74)	91.67%
<b>Total 56910 Director of RE</b>	<b>\$ 56,896.80</b>	<b>\$ 58,248.00</b>	<b>\$ (1,351.20)</b>	<b>97.68%</b>
<b>Total 56900 RE Staff</b>	<b>\$ 56,896.80</b>	<b>\$ 58,248.00</b>	<b>\$ (1,351.20)</b>	<b>97.68%</b>
<b>Total 56000 Religious Education</b>	<b>\$ 61,987.02</b>	<b>\$ 63,948.00</b>	<b>\$ (1,960.98)</b>	<b>96.93%</b>
<b>57000 Property</b>				
<b>57100 Property Expenses</b>				
57110 Grounds Maintenance	\$ 1,485.00	\$ 1,650.00	\$ (165.00)	90.00%
57120 Natural Gas	\$ 4,963.06	\$ 5,000.00	\$ (36.94)	99.26%
57130 Electricity	\$ 5,541.87	\$ 6,000.00	\$ (458.13)	92.36%
57140 Property Insurance	\$ 9,159.00	\$ 9,275.00	\$ (116.00)	98.75%
57150 Janitor Supplies	\$ 1,845.78	\$ 2,000.00	\$ (154.22)	92.29%
57160 Mortgage Payment	\$ 16,800.00	\$ 16,800.00	\$ -	100.00%
57170 Property Contingency	\$	\$ 3,000.00	\$ (3,000.00)	0.00%
57180 Routine Property Maintenance		\$	-	
57181 Church Maintenance	\$ 4,174.64	\$ 6,000.00	\$ (1,825.36)	69.58%
57185 Church and/or High St Maint	\$ 9,083.51	\$ 8,500.00	\$ 583.51	106.86%
<b>Total 57180 Routine Property Maintenance</b>	<b>\$ 13,258.15</b>	<b>\$ 14,500.00</b>	<b>\$ (1,241.85)</b>	<b>91.44%</b>
57190 Snow Removal	\$ 250.00	\$ 1,000.00	\$ (750.00)	25.00%
57200 Trash Hauling	\$ 3,012.59	\$ 2,100.00	\$ 912.59	143.46%
57210 Water/Sewer	\$ 3,014.21	\$ 2,400.00	\$ 614.21	125.59%
57220 Equipment & Furniture	\$ 2,223.40	\$ 2,500.00	\$ (276.60)	88.94%
57230 Maintenance Setaside	\$	\$ 2,100.00	\$ (2,100.00)	0.00%
57240 Alarm Monitoring	\$ 528.00	\$ 600.00	\$ (72.00)	88.00%
57250 Kitchen Keepers	\$	\$ 400.00	\$ (400.00)	0.00%
<b>Total 57100 Property Expenses</b>	<b>\$ 62,081.06</b>	<b>\$ 69,325.00</b>	<b>\$ (7,243.94)</b>	<b>89.55%</b>
<b>57900 Property Staff</b>			\$ -	
57910 Weekday Sexton			\$ -	
57911 Weekday Sexton Salary	\$ 13,356.30	\$ 15,155.00	\$ (1,798.70)	88.13%
57913 Weekday Sexton Life & ADD	\$ 120.06	\$ 116.00	\$ 4.06	103.50%
57914 Weekday Sexton LTD	\$ 166.74	\$ 152.00	\$ 14.74	109.70%
<b>Total 57910 Weekday Sexton</b>	<b>\$ 13,643.10</b>	<b>\$ 15,423.00</b>	<b>\$ (1,779.90)</b>	<b>88.46%</b>
57920 Sunday Sexton	\$ 2,791.06	\$ 3,234.00	\$ (442.94)	86.30%
<b>Total 57900 Property Staff</b>	<b>\$ 16,434.16</b>	<b>\$ 18,657.00</b>	<b>\$ (2,222.84)</b>	<b>88.09%</b>
<b>Total 57000 Property</b>	<b>\$ 78,515.22</b>	<b>\$ 87,982.00</b>	<b>\$ (9,466.78)</b>	<b>89.24%</b>

## BUDGET VS ACTUALS 2016-2017 *CONTINUED*

<b>Expenses Continued</b>	<b>Total</b>			
	<b>Actual</b>	<b>Budget</b>	<b>over Budget</b>	<b>% of Budget</b>
<b>58000 Minister</b>				
<b>58010 Minister Expenses</b>				
58011 Outgoing Minister Expenses	\$ 420.28	\$ 613.00	\$ (192.72)	68.56%
58012 Incoming Minister Expenses	\$ 7,094.85	\$ 7,033.00	\$ 61.85	100.88%
58013 Moving Expenses	\$ 4,899.66	\$ 8,038.00	\$ (3,138.34)	60.96%
58019 Budget Adjust	\$	\$ 1,617.00	\$ (1,617.00)	0.00%
<b>Total 58010 Minister Expenses</b>	<b>\$ 12,414.79</b>	<b>\$ 17,301.00</b>	<b>\$ (4,886.21)</b>	<b>71.76%</b>
<b>58020 Minister Hlth Ins</b>				
58021 Outgoing Minister Hlth Ins	\$ 221.97	\$ 525.00	\$ (303.03)	42.28%
58022 Incoming Minister Hlth Ins	\$ 10,424.85	\$ 8,042.00	\$ 2,382.85	129.63%
<b>Total 58020 Minister Hlth Ins</b>	<b>\$ 10,646.82</b>	<b>\$ 8,567.00</b>	<b>\$ 2,079.82</b>	<b>124.28%</b>
<b>58030 Minister Pension</b>				
58031 Outgoing Minister Pension	\$ 1,197.60	\$ 1,198.00	\$ (0.40)	99.97%
58032 Incoming Minister Pension	\$ 6,363.86	\$ 7,033.00	\$ (669.14)	90.49%
58039 Budget Adjust	\$	\$ 1,350.00	\$ (1,350.00)	0.00%
<b>Total 58030 Minister Pension</b>	<b>\$ 7,561.46</b>	<b>\$ 9,581.00</b>	<b>\$ (2,019.54)</b>	<b>78.92%</b>
<b>58040 Minister Life &amp; ADD</b>				
58041 Outgoing Minister Life & ADD	\$ 28.48	\$ 74.00	\$ (45.52)	38.49%
58042 Incoming Minister Life & ADD	\$ 332.00	\$ 368.00	\$ (36.00)	90.22%
58049 Budget Adjust	\$	\$ 39.00	\$ (39.00)	0.00%
<b>Total 58040 Minister Life &amp; ADD</b>	<b>\$ 360.48</b>	<b>\$ 481.00</b>	<b>\$ (120.52)</b>	<b>74.94%</b>
<b>58050 Minister LTD</b>				
58051 Outgoing Minister LTD	\$ 74.17	\$ 148.00	\$ (73.83)	50.11%
58052 Incoming Minister LTD	\$ 466.68	\$ 737.00	\$ (270.32)	63.32%
58059 Budget Adjust	\$	\$ 79.00	\$ (79.00)	0.00%
<b>Total 58050 Minister LTD</b>	<b>\$ 540.85</b>	<b>\$ 964.00</b>	<b>\$ (423.15)</b>	<b>56.10%</b>
<b>58060 Minister Salary</b>				
58061 Outgoing Minister Salary	\$ 8,424.99	\$ 8,425.00	\$ (0.01)	100.00%
58062 Incoming Minister Salary	\$ 55,103.16	\$ 55,103.00	\$ 0.16	100.00%
58069 Budget Adjust	\$	\$ 3,872.00	\$ (3,872.00)	0.00%
<b>Total 58060 Minister Salary</b>	<b>\$ 63,528.15</b>	<b>\$ 67,400.00</b>	<b>\$ (3,871.85)</b>	<b>94.26%</b>
<b>58070 Minister Housing Allowance</b>				
58071 Outgoing Minister Housing Allow	\$ 2,700.00	\$ 2,700.00	\$ -	100.00%
58072 Incoming Minister Housing Allow	\$ 15,225.00	\$ 15,225.00	\$ -	100.00%
58079 Budget Adjust	\$	\$ 3,675.00	\$ (3,675.00)	0.00%
<b>Total 58070 Minister Housing Allowance</b>	<b>\$ 17,925.00</b>	<b>\$ 21,600.00</b>	<b>\$ (3,675.00)</b>	<b>82.99%</b>
<b>58080 Minister FICA Allowance</b>				
58081 Outgoing Minister FICA Allow	\$ 851.07	\$ 851.00	\$ 0.07	100.01%
58082 Incoming Minister FICA Allow	\$ 5,380.20	\$ 5,380.00	\$ 0.20	100.00%
58089 Budget Adjust	\$	\$ 578.00	\$ (578.00)	0.00%
<b>Total 58080 Minister FICA Allowance</b>	<b>\$ 6,231.27</b>	<b>\$ 6,809.00</b>	<b>\$ (577.73)</b>	<b>91.52%</b>
<b>58090 Minister Dental</b>	<b>\$ (96.50)</b>	<b>\$</b>	<b>\$ (96.50)</b>	
<b>Total 58000 Minister</b>	<b>\$ 119,112.32</b>	<b>\$ 132,703.00</b>	<b>\$ (13,590.68)</b>	<b>89.76%</b>

## BUDGET VS ACTUALS 2016-2017 *CONTINUED*

<b><i>Expenses continued</i></b>	<b>Total</b>			
	<b>Actual</b>	<b>Budget</b>	<b>over Budget</b>	<b>% of Budget</b>
<b>59000 Staff Benefits</b>				
59100 Workers Compensation	\$ 2,454.00	\$ 2,488.00	\$ (34.00)	98.63%
59200 FICA - Employer Contribution	\$ 10,873.79	\$ 10,578.00	\$ 295.79	102.80%
<b>Total 59000 Staff Benefits</b>	<b>\$ 13,327.79</b>	<b>\$ 13,066.00</b>	<b>\$ 261.79</b>	<b>102.00%</b>
59900 Service Fees	\$ 209.73	\$ 126.00	\$ 83.73	166.45%
<b>Total Expenses</b>	<b>\$ 412,732.34</b>	<b>\$ 457,847.00</b>	<b>\$ (45,114.66)</b>	<b>90.15%</b>
<b>Net Operating Income</b>	<b>\$ 18,131.60</b>	<b>\$ (18,320.00)</b>	<b>\$ 36,451.60</b>	<b>-98.97%</b>
<b>Net Income</b>	<b>\$ 18,131.60</b>	<b>\$ (18,320.00)</b>	<b>\$ 36,451.60</b>	<b>-98.97%</b>

**UU Church of Urbana-Champaign**  
**Balance Sheet Fiscal Year 2016-2017**  
As of June 30, 2017

ASSETS	Total	LIABILITIES AND EQUITY	Total
<b>Current Assets</b>		<b>Liabilities</b>	
<b>Bank Accounts</b>		<b>Current Liabilities</b>	
PNCHS PNC High Street	\$ 15,100.45	<b>Other Current Liabilities</b>	
PNCOC PNC Operating Checking	\$ -	<b>PR Payroll Liabilities</b>	
<b>PNC010 Operating</b>	\$ 54,660.38	PRDENT UUA Dental Premiums Payable	\$ (672.00)
<b>PNC100 Passthrough Subaccounts</b>		PRFIT Federal Income Tax Withheld	\$ (341.11)
PNC110 GAYT P/T	\$ 394.69	PRMED Federal Medicare Withheld	\$ 47.86
PNC130 Generic P/T	\$ 465.00	PRPENS Empl Pension Contribs Payable	\$ 457.82
PNC150 Key Deposit P/T	\$ 70.00	PRFIT State Income Tax Withheld	\$ (143.03)
PNC155 McMahon Fund P/T	\$ (19.50)	PRSOC Social Security Withheld	\$ 204.66
PNC160 Poinsettia P/T	\$ 17.80	<b>Total PR Payroll Liabilities</b>	<b>\$ (445.80)</b>
PNC170 Partner Church P/T	\$ 2,736.62	<b>Total Other Current Liabilities</b>	<b>\$ (445.80)</b>
PNC180 Playground P/T	\$ 1,305.32	<b>Total Current Liabilities</b>	<b>\$ (445.80)</b>
PNC190 RE P/T	\$ 1,481.84	<b>Long-Term Liabilities</b>	
PNC191 RE Camp	\$ 382.40	<b>MORT Mortgage Payable</b>	\$ 102,081.65
PNC200 Sabbatical P/T	\$ 61.41	<b>Total Long-Term Liabilities</b>	<b>\$ 102,081.65</b>
PNC210 Social Action P/T	\$ 3,152.04	<b>Total Liabilities</b>	<b>\$ 101,635.85</b>
PNC220 Property Wish List P/T	\$ (13.65)	<b>Equity</b>	
PNC221 Solar Project P/T	\$ 10,589.75	10000 Opening Balance Equity	\$ 13,647.70
PNC240 YRUU P/T	\$ 632.00	13000 Unrestricted Net Assets	\$ 20,035.57
PNC250 Other P/T	\$ 109.79	<b>Net Income</b>	<b>\$ 27,852.92</b>
<b>Total PNC100 Passthrough Subaccounts</b>	<b>\$ 21,365.51</b>	<b>Total Equity</b>	<b>\$ 61,536.19</b>
<b>Total PNCOC PNC Operating Checking</b>	<b>\$ 76,025.89</b>	<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 163,172.04</b>
PNCOS PNC Operating Savings	\$ 54,338.12		
PNCPR PNC Property	\$ 7,944.41		
PNCBS PNC Sabbatical	\$ 9,760.60		
<b>Total Bank Accounts</b>	<b>\$ 163,169.47</b>		
<b>Other Current Assets</b>			
<b>OAGIFT OA Gift Cards</b>			
OAG000 OA Gift Card 131219 XXXX-1117	\$ 0.66		
OAG010 OA Gift Card 140111 XXXX-9927	\$ 0.74		
<b>Total OAGIFT OA Gift Cards</b>	<b>\$ 1.40</b>		
<b>REGIFT RE Gift Cards</b>			
REG000 RE Gift Card XXXX-1046	\$ 1.17		
<b>Total REGIFT RE Gift Cards</b>	<b>\$ 1.17</b>		
<b>Total Other Current Assets</b>	<b>\$ 2.57</b>		
<b>Total Current Assets</b>	<b>\$ 163,172.04</b>		
<b>TOTAL ASSETS</b>	<b>\$ 163,172.04</b>		

Thursday, Apr 12, 2018 09:47:47 AM GMT-7 - Cash Basis



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## STATEMENT OF SHARED OFFERING 2016-2017

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<b>Month</b>	<b>Organization</b>	<b>Amount</b>
July 2016	Voices for Creative Non-Violence	\$ 988.50
August 2016	Vinyard Indian Settlement	\$1,123.73
September 2016	Wesley Food Pantry	\$1,596.63
October 2016	The Immigration Project	\$1,469.22
November 2016	Channing-Murray Foundation	\$1,065.60
December 2016	Partner Churches	\$2,042.56
January 2017	United Way of Champaign County - Men's Winter Shelter	\$4,008.00
February 2017	The Public I	\$1,329.78
March 2017	Habitat for Humanity	\$1,591.33
April 2017	Children's Advocacy Center	\$1,755.66
May 2017	Native American Rights Fund	\$1,592.05
June 2017	HERMES	\$1,020.27

Thank you to all of UUs that have contributed to this report!