



# **Congregational Meeting Packet June 2021**

**Unitarian Universalist Church  
of Urbana-Champaign**

**309 West Green Street  
Urbana, Illinois 61801  
217-384-8862 • [www.uucuc.org](http://www.uucuc.org)**



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*Photo on cover: “Together We Are Whole” - by faith-based artist Pi Luna*



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# Mission Statement

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

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

- **Build Community:** We come together to provide a caring community, to encourage and to support one another in our religious, spiritual and personal development — and to promote a more just and peaceful world.
- **Seek Inspiration:** We are moved by acts of kindness and love; we are awed by the beauty and wonder of the natural world; we are lifted up by the power of reason. Join us to find your inspiration.
- **Promote Justice:** We value deeds over creeds — it's 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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# Our Vision

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## **Culture**

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

## **Church Home**

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

## **Children and Youth**

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

## **Growth**

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

## **Leadership**

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



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# Our Vision

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## **Social Justice/Action**

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

## **Service to Others**

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

## **Spirituality**

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

## **Learning**

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

*Approved 06/14/2020*



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# Congregational Statement

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

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

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

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

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

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

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

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

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

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

*Approved 10/02/2005*



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## 2020-2021 Board of Trustees & Other Officers

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**Brian McDermott**  
*Chair*

[chair@uucuc.org](mailto:chair@uucuc.org)



**Jerry Fry**  
*Vice-Chair*

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**Jenna Zeidler**  
*Clerk*

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**Jennifer Ellis**  
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**Reverend Florence Caplow**  
*Minister, Ex-Officio*

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**Kathy Vance**  
*Financial Secretary*

[finsec@uucuc.org](mailto:finsec@uucuc.org)



**Gail Schiesser**  
*Moderator*



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# Moderator Welcome

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Greetings, my friends! It took me a while to put this greeting together. Finally, through my frustration, it occurred to me that what I have been experiencing these past few days is a small dose of what we've all been experiencing. For many of us, it's been a trying year.

We've been trying. We've been trying to find our footing with remote school and work. We've been trying to remember the sound of a friend's voice that hasn't been transmitted through a telephone or internet connection. We've been trying to grapple with all of the losses, small and large, that we've experienced over this year.



We've been trying to steel ourselves for all the changes that haven't happened yet – but we suspect are bound to happen. We've been trying to figure out when we might be able to return to something that seems even vaguely “normal.” In the name of all that's Divine, we're trying.

All of this trying has left many of us with a sense of restlessness, a sense of grasping for something familiar. Among those familiar – though not unchanged – things is this community, our community. In a year that has left us muttering, “wha ...mayb... Whe... but, if...” UUCUC is still here – strong, and preparing for our future. As ever, we don't pretend to have all the answers (don't get me started on the questions) – and I find that bit of familiarity comforting. While the COVID-19 pandemic requires some accommodation, we will still be doing a familiar and important thing. We will be holding our Annual Meeting.

On Sunday, June 6, 2021, at 1:00 p.m., we will hold our Annual Meeting via Zoom. Our colleagues are doing what can be done to ensure that those without access to this technology will still be able to participate meaningfully in the decision-making process. And we're working to hold a meeting that can function as closely as possible to an in-person meeting. Even with two congregational meetings via Zoom under our collective belt, it's possible that problems will crop up before and during the meeting. We ask your patience and understanding as we meet them and work to solve them.

When we gather on that first Sunday in June, we will be performing one of the acts I'm told separates us from other animals (no – not the ability to accessorize – although you should definitely feel free to do that). We'll be setting priorities and goals for ourselves for our next year together. In addition to the usual bits of business – approval of the budget for FY 2022 and the election of officers – we will vote on:

- Acceptance of a \$6,100 gift from Brigitte Pieke and Cliff Singer
- Modification of our bylaws
- Whether to become an 8th Principle Congregation; and
- We will acknowledge Michele Grove for her service extraordinary to UUCUC as Interim DRE.

This won't be “just one more Zoom meeting.” This will be the chance to join together with many of those we've been missing this year – all of us trying our best to make it. I look forward to seeing your faces and names on the screen on June 6th. In the words of Unitarian Universalist minister, Theresa Soto, “all of us need all of us to make it.”

In great hope for our future together,

Gail Schiesser  
Moderator





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# Call Letter and Agenda

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May 27, 2021

Dear Church Member,

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

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

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

The agenda will be:

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

Sincerely,

Jenna Zeidler

Clerk, Board of Trustees

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



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## Remarks by the Board Chair

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Greetings, friends and members of UUCUC,

### **Thank you(s)**

It has been my privilege to be your Chair of the Board of Trustees this past year. As a volunteer lay leader of the church, my time is freely given in order to help try and bring into reality what we have collectively embraced in our Mission and Vision(s), and our recently adopted Strategic plan; all the while keeping in mind the overarching rules and guiding principles embodied in our Constitution and Bylaws.

But it is the relationships that matter, that keep me focused and enriched while I volunteer. And I have had a plethora of friends to help me and keep me sane.

The other members of our current Board have been a source of warmth, help, guidance and wisdom -our common wrestling with the challenges of this year has helped make our decisions and policies stronger and hopefully better for our congregation. Thank you all! My years on the Board are richer because of you. I would especially like to point out the support I've received from: Jerry Frye as vice-chair this year - his work, listening, and efforts have been much appreciated; from Jenna Zeidler, our out-going Clerk; and Lan Richart, as our Treasurer.

Beyond the Board, I want to thank all those volunteers who help create and run our church, who have been challenged (as we all have) during the pandemic. Your efforts have helped the church, as you adapted to committee life on zoom. Thank you for your continued support and help.

Our staff also needs a special shout-out; what they have accomplished during this pandemic year is amazing, and we would not have been able to grow and thrive as a congregation in the midst of so much uncertainty if it had not been for their efforts. As other Board Chairs know, we could not operate without the help of our Director of Congregational Administration – I know that Zoe Valentine will always have my gratitude for her help, patience, and support. As for our IDRE, Michele Grove: I will always feel that UUCUC will be a little emptier without your warm heart, your clear head, and your patient guidance and presence. Good luck in your future endeavors.

Nothing would be possible without the congregation's support, both through volunteering your time and the financial support you entrust to us. I was humbled by the show of support through our Generosity campaign this spring: over half of million dollars raised, as of the most recent pledge forecast! (Thank you, Mona Shannon and the rest of the Generosity team, for showing us all, that we can still be strong and can rise to the occasion.) I do not know how many chocolate cake-based celebrations can adequately describe the gratitude the Board feels!

### **I want to share with you my fondest memory of this year:**

It was at the church office; I was alone, signing the checks and verifying the deposits as I've done each week this pandemic year, in the strange, complicated dance that we'd devised to make sure all our staff and volunteers who



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## Board Chair Remarks, continued

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needed to be in the building could be safe. A cloudy, rainy day in spring, with the quiet of the building filling my ears and my bones.

I had the privilege and honor of signing our pledge form for the UUA Annual Program fund, on behalf of the congregation. We are an honor congregation, having donated our “fair share” for over 25 years (I’m sure it is much longer than that. The Mid-America region identifies only UUCUC and one other congregation in IL as having donated at least 25 years; FYI, both are in central Illinois.)

I thought back to all those prior Board Chairs, who each year did their part to keep our Honor Congregation status intact; and to all those in the congregation who supported that decision and looked beyond the immediate needs of the “here and now”. And as I dropped that pledge into the mailbox, in the silence and in the rain, I thought “this too shall pass”.

### **Back to business:**

Our Annual Meeting has lots on the agenda – I’m sure you’ve seen it, since it is typically much more interesting than any Board Chair report. If you have any questions and have not had the opportunity to attend one of our Board information sessions, please feel free to contact me (or any other member of your Board). We welcome your questions, and the opportunity for deeper conversations than we can have during our annual Meeting.

The Board encourages you to vote in affirmation for the items requiring your approval - including that Budget for next year that includes our fair share for the UUA.

Yours in fellowship,

Brian T. McDermott  
Chair, Board of Trustees 2020-2021



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## Reflections From Our Lead Minister

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As we prepare for our second time of an Annual Meeting via Zoom, I reflect back over the last year and what I am touched by is the resilience, creativity, and determination of the members of this congregation, along with losses, tears, and struggle.

I am particularly conscious of the heavy burden our parents of school-aged children have carried in the last year, many while working full time from home while trying to parent full time, as well as the difficulties and fears of all those with vulnerable elders in your lives, or living yourself with conditions that put you at greater risk. I am conscious of how tired people are now, which the Nominating Committee saw reflected in the lack of energy for church leadership positions, and I want to say that I think we need to honor and respect the magnitude of what we have been through.



“Trauma” is the appropriate language for the last year. Lives were turned upside down. We lost our very own beloved Claire Szoke to COVID, and others lost loved ones. As we slowly begin our lives again, we must be very gentle, and very kind, to one another in this time.

Somehow in the midst of all this the congregation passed a powerful and visionary new five-year Strategic Plan. Your Board voted on a Black Lives Matter statement with real commitments. And now you will be voting on whether this congregation joins the ranks of other “8th Principle” congregations. I want to particularly commend your Board and your Board Chair Brian McDermott for commitment, determination, and leadership in a really tough year.

We have also completed our three-year Interim Religious Education process, led by Dr. Michele Townsend Grove and a team of volunteer leaders. The work of the interim process is reflected throughout the Strategic Plan, with its emphasis on full engagement for all ages. We will be honoring Michele at the Annual Meeting, although she will be with us until the end of July.

As we turn toward the next year, and the many complexities of re-opening our building while still honoring that not all of us will feel safe to gather, and our whole community is not yet able to be vaccinated, I ask for your patience and forbearance with what may be a bumpy process. Just as we had never before had to make the wrenching decision to close our building due to a global pandemic, and never expected to be closed for more than a year, we have never gone through a re-opening, with COVID cases still active in the larger community. The COVID Advisory Task Force is working on re-opening plans for this fall, but there are still many unknowns.

We will find, I think, that we have changed in this time, and “church” may not feel quite the same, even as we begin to gather again – there may be grief over what is not the same, but this is also an opportunity, to create “church” in new and even more inclusive ways. I have great confidence in the resilience and willingness in your hearts, to embrace transformation and move forward with love and commitment. I have seen it in the last year, and I look forward to seeing how it manifests in the coming year.

Rev. Florence Caplow



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## Treasurer's Report

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Perhaps there is no such thing as a typical financial year. FY 2020/2021 certainly hasn't been one. In this year of COVID, we were challenged to adapt to a new operational model, with the building closed, personnel working from home and worship services, and meetings held virtually. This reduced expenses in some areas, while increasing them in others.



Thanks to congregational donations to the Associate Minister's Set-Aside fund, we were able to hire Rev. Sally Fritsche in September of 2020. These contributions, along with the receipt of a Vision Legacy grant from the UUA, also helped us begin the year with a balanced budget.

Proceeds from a Paycheck Protection Program (PPP) loan received in May of 2020 allowed us to maintain staff and also increased our cashflow to levels recommended by our bylaws. We have submitted payroll records and an application to PNC bank requesting forgiveness of the loan.

As we enter the final month of the fiscal year, we remain on target to meet our budget expectations and end the year with net assets similar to those of a year ago.

In addition to our regularly budgeted operations, UUCUC made significant contributions to the outside community. Through April 30th, over \$50,000 has been distributed through special donations and our Shared Offering. Over \$16,000 of that went to the Cunningham Township Utilities Fund to help those facing utility shut-offs during the COVID crisis. An additional \$4,400 was contributed to our Partner Churches.

The coming year offers its own challenges, as we transition to reopening and continue to support professional staffing levels for a growing church membership. Mona Shannon and the Generosity Team led a successful pledge campaign that allowed us to develop a 2021/2022 budget that will meet our immediate needs. However, long-term planning will be essential to sustaining our growing church and anticipating future obligations. To address this challenge, the Board of Trustees and Finance Committee are committed to beginning a formal process of long-term budgeting and financial planning with the assistance of a professional consultant endorsed by the UUA.

[A copy of our most recent financial report is included for your review \(click this link to view\).](#) If at any time you have questions about our church finances, please feel free to contact me.

My thanks to the Board of Trustees; members of the Finance Committee; the Generosity Team; Rev. Florence; Kathy Vance, our Financial Secretary; and Zoe Valentine, our Director of Congregational Administration, for their support and collaboration in managing our financial ship. It takes a team.

Respectfully submitted,

Lan R. Richart  
UUCUC Treasurer  
773-556-3417



## In Memoriam

**Olive Clark** (July 27, 1920—March 24, 2021)) was a longtime member of the church. She was beloved by many, and spent much of her long life surrounded with bright colors, good food, and deep friendships. UUCUC's Tim Temple fondly recalls Olive's window sill full of orchids, and her beloved purple couch, which she insisted on bringing along even into her skilled care room at Clark-Lindsey. "She always liked to have something blooming," says Tim.

Even in her final year living in a skilled care facility under quarantine, Olive enjoyed regular phone calls from her friends at UUCUC, as well as from her family members.



**Olive Clark**



**Nan Ehrlich**

**Anne (Nan) Ehrlich** (October 12, 1927– January 1, 2021) grew up Unitarian, and became a member of the congregation as soon as she arrived in town in 1968. In 1975, Nan was appointed chair of UUCUC's Property Committee, and was an energizing force during her six terms in that role.

If your quarantine year included any trips out to Allerton Park to enjoy the beautiful gardens or stunning holiday lights, you have Nan to thank. She was an early member of the local Preservation and Conservation Association, and played a key role in blocking a development plan that would have dammed the Sangamon River and flooded a large area, including Allerton Park.

Nan made UUCUC what we are today; her hard work, sharp wit, and passionate spirit are greatly missed.

**Cheryl (Sherry) Gilles** (January 25, 1962—March 1, 2021) connected with UUCUC several years ago, joining in 2017.

Although she only graced our community for a short while, Sherry and her husband Raymond were central to the planning of our first Winter Solstice/Yule celebration, and brought their long involvement with pagan traditions to that beautiful event.

Sherry was also tremendously helpful to UUCUC as the church increased accessibility for those with visual impairments, and brought her passion for the Death Café movement in her connections with those in the church working on death with dignity issues.



**Sherry Gilles**



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## In Memoriam

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Member **Kari Alice Lynn** (December 26, 1944—January 29, 2021) joined UUCUC in 2019, after returning to Urbana from Florida, where she had lived for a number of years. She helped start our Saturday outdoor meditation in the fall, and was a dedicated member of her Soul Matters group. Those at UUCUC who had the opportunity to know her were blessed by her great smile and the depth of her spiritual practice. A Buddhist meditator since 1991, she was also a founding member of Prairie Zen Center.

Kari Alice danced with the sometimes difficult circumstances of her life with grace and wit and kindness. She, demonstrated, by her choices and commitments, how to live with integrity and a dedication to the greater good. Even in her dying she wanted to help others by sharing her experience. She will be deeply missed by her friends, the UUCUC community, the Zen community and the womyn's community.



**Kari Alice Lynn**



**Claire Szoke**

**Claire Szoke** (June 16, 1937—January 30, 2021) was a beloved member of the UUCUC community.

Claire became a member of UUCUC 55 years ago. She grew up in a Methodist and Presbyterian home, and became a UU while attending graduate school at the University of Illinois. She served in many volunteer positions within our congregation, as well as serving as our Director of Religious Education for six years beginning in 1982. In 1991, she stepped into the role of Executive Director for the Channing Murray Foundation, the Unitarian community center on the University of Illinois campus, and served in that position for 28 years.

We could fill a library worth of books with all the ways Claire impacted this community and church. Her activism and deep commitment to the cause of human progress and global justice fueled a life that was truly extraordinary. She was an important part of the anti-war movements and movements for immigrant and refugee rights. To learn more about her work as an activist read [here](#).

Anyone who knew her in recent years, knew that her advancing age did nothing to reduce her fiery commitment to showing up for the work of justice. She was a big spirit in a tiny package, and could still be seen organizing volunteers and attending protests even in her final year of life.



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# Highlights From the Church Year

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## **Accessibility**

*From Wendy Graves*

Our Team did not meet this last year; however, I did want to give a shout out of thanks to the AV staff who did an outstanding job making it possible for us to enjoy the services from our homes. We can also be thankful for the Zoom meeting platforms and the assistance of church staff in enabling us to stay connected! A special note of thanks to Mick McEnroe for his diligence in securing captioning services during Zoom meetings to dramatically improve communication reception.

As we look to the future of our church and Accessibility it has become apparent over this past year that accessibility is more than the physical infrastructure of our building, although that is critical, but our ability to connect in new ways. We look forward to a better year and enhancing our relationships within our church family and the community.

## **Building and Grounds Advisory Group**

*From Tim Voelker and Jerry Carden*

During this past Church year, the Building and Grounds Advisory Group (BAGAT) was formed to replace the Property Committee. It meets monthly and serves in an advisory capacity assisting the Director of Facilities to prioritize and discuss the physical needs of the UUCUC. This group, under the leadership of Jerry Carden, provides continuity in the care of our building both inside and out. Members are:

- Jerry Carden, Chair
- Jon Ellis
- Wendy Graves
- Betsy Hunter
- Anne Sharpe
- Tim Temple
- Adam Davis, Board of Trustees Liaison
- Tim Voelker, staff member liaison

The following items have been accomplished during this past year:

- ◆ Building Security during Church shut-down – continued the access schedule process with access only to those on the access list or persons who have been previously approved.
- ◆ Regular meetings with BAGAT- Building and Grounds Advisory Team.
- ◆ MCORE Green Street bike lane project caused many issues with our drainage lines. We worked with the city engineers and 217 Inc. Plumbing to make sure our sump pits are all still connected to storm drains. Jerry Carden was successful in having the City of Urbana reimburse us for repairs.
- ◆ Preparatory arrangements for the demolition of High Street House with actual tear down in October.
- ◆ Immigration Justice Task Force- developed plans for building changes in case our space is needed.

*(continued on following page)*





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# Highlights From the Church Year

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- ◆ Kate Barton finished her tenure as Facilities Director with the last day on December 21st.
- ◆ BAGAT team involved in developing ideas for a replacement. Kerri Peters was hired, but had to leave the position shortly thereafter. Tim Voelker hired as of 2/24/21 and is getting oriented.
- ◆ Adopt-A-Plot Volunteers and Green UU's held a grounds cleanup on May 1.- Replacement is underway of the North exterior sump pump.
- ◆ Upgrading of the existing thermostat to a smart thermostat in the Sanctuary is underway
- ◆ Lighting efficiency improvements in the Sanctuary are in progress, with the rest to be completed before the end of the church year.
- ◆ Replacement of AED pads in the Lobby area.
- ◆ Retaped visibility strips in the Lobby stairwell.

## **Care Core**

*From Cindy Loui and Joanne Vician*

Like other committees, this has been an unusual year for Care Core. We have continued to meet monthly via Zoom and send requests for help as needed. Due to the pandemic, we didn't host any memorial services. We coordinated volunteers to give rides (with appropriate Covid precautions) for medical appointments & we coordinated meal schedules for 6 different family units covering almost 16 weeks. We are ever so grateful for the continued volunteer efforts of the Caring Congregation.

As ever we continued our efforts to keep in touch with and support more isolated, vulnerable, homebound members of our congregation through phone calls & written communication since we could no longer make in person visits. We were asked several times by Hospitality Teams for the names of people who might appreciate cards & letters so we happily invited them to join us in these efforts.

Members of Care Core: Phil Abruzzi, Sally Babbitt, Chuck Cooper, Jennifer Greene, Sandy Hannum, Herb Hiestand, Holly Jordan, Julie Laut, Cindy Loui (co-chair), Deedy Marble, Marilyn Ryan, Joanne Vician (co-chair), Rev. Sally Fritsche, Rev. Florence Caplow

## **Committee on Shared Ministry**

*From Rev. Florence Caplow*

The Committee on Shared Ministry revised its mission statement to reflect that it is no longer the committee charged with Preliminary Fellowship annual evaluations for the UUA's Ministerial Fellowship Committee, now that Rev. Caplow is in Full Fellowship. The primary mission of the committee is to reflect on the ministries of the congregation and congregational dynamics, as well as advising the Lead Minister. The committee has met jointly with Rev. Fritsche's Committee on Preliminary Fellowship, provided feedback during Rev. Caplow's rheumatoid arthritis diagnosis, and has agreed to lead a process of re-consideration of the inactive Mediation Committee in the coming year.



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# Highlights From the Church Year

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

*From Daniel Urban*

The COVID-19 Task Force (CTF) has been tracking the ever-evolving recommendations from the Centers for Disease Control and Prevention (CDC), Illinois Department of Public Health (IDPH) and the Champaign Urbana Public Health District (CUPHD), then utilizing that information to develop (and continually refine) recommended policies regarding safe building use, for both church-related and outside groups. This includes: Sunday service guidelines for sanctuary use, protocols for building access, and guidance for UUCUC events and external meetings. The task force has also been reviewing UUA guiding questions for in-person return, policies developed by other churches, and case studies of resulting outcomes from other reopening events. Furthermore, in anticipation of eventual reopening, CTF has created a congregational survey to assess the needs and desires of others, developed systems for a voluntary vaccine registry, and been evaluating what additional equipment would be necessary to aid a safe in-person return.

## **Dream Team Strategic Plan Taskforce**

*From Karen Folk*

As requested by the Board of Trustees, the purpose of the Dream Team was to engage the congregation in a planning process to create broad goals and objectives for the next five years. Members included: Karen Folk, Chair; Becky Densmore, Kathleen Holden, Jenny Hunt, Randy Locke, Karla Peterson, David Prochaska, Kathleen Robbins, David Sharpe, Lara Breeze-Troyer, and Carol Veit. David Gross and Ben Galewsky resigned in 2020 and Kelly Halcom joined the team. Florence Caplow, Minister, and Michele Grove, Interim RE Director, also served on the team and facilitated meetings.

During 2020-2021, the Dream Team continued its work after the mission and nine visions were approved by a congregational vote during the 2020 annual meeting held June 14, 2020. In Fall 2020, the Dream Team:

- ◆ Collaborated with congregational leaders and groups to add specific goals and action steps within each of the intersecting nine visions.
- ◆ Conducted a congregational survey to narrow 13 goals down to the five goals that will help us live our mission more fully and move us toward our nine visions.
- ◆ Held a series of informational meetings on the final plan. After revisions, the [2021-2025 Strategic Plan](#) was adopted by congregational vote at a special meeting on December 20, 2020.
- ◆ Under the Board of Trustees' leadership, created a Strategic Plan evaluation taskforce. The taskforce will be headed by the lead minister, DREE, staff, and members of the congregation; will meet at least every six months to review progress on the goals and action steps; and will report to the Board of Trustees.



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# Highlights From the Church Year

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## **Finance Committee**

*From Chris Hannauer*

The following people served on the Finance Committee this year:

- Terry England
- Chris Hannauer (Chair)
- Lan Richart (Treasurer)
- Mona Shannon
- Steve Troyer
- Kathy Vance (Financial Secretary)

The Finance Task Force underwent a name change this year, resuming its former title of Finance Committee in September of 2020. Our monthly meetings were spent reviewing the church's financial statements and advising the Board on issues of financial policy, as well as re-educating our Chair who had been away from the Finance side of things for a while. Our principal effort this year was in working on a replacement for the Excess Reserves Policy that guides the Board on how to incorporate surplus funds into the budget. We also advised the Board on a change to the church's procurement policy, as well as supporting our intrepid Treasurer in his creation of a Layperson's Guide to UUCUC Finances. Most recently we advised the Board on some thorny budget issues for the coming year.

This is a wonderful group of dedicated people and it is a privilege to work with them to shepherd and protect the financial health of the church.

## **Auction (Subcommittee of Finance)**

*From Jared Lofrano, Katie Madigan*

The Service Auction Committee began planning for this year's auction in February. Given continued restrictions, it was decided that this year's Auction would again be held online with this year's theme, "UUP for the Challenge!" Thanks to a recommendation from Rev. Caplow that she received from another UU congregation, we switched to a different auction site, Auctria. This site provided a much more user-friendly auction at a lower price to the congregation. This year, the auction committee decided to hold the auction on two nights rather than three - on the evenings of April 9 and April 10. Once again, the congregation showed its creativity and generosity with the many items that were offered in the auction, as well as cash donations and, of course, spirited bidding the nights of the auctions. This year's auction was able to raise just over \$20,000 for our church home. We look forward to having an in-person auction next year!



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# Highlights From the Church Year

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## **Generosity (Subcommittee of Finance)**

*From Mona Shannon*

The Generosity Team extends our gratitude to all pledgers. 184 families have pledged a total of \$487,600 and we project pledge income of \$505,000 in FY21-22. This represents a 9.8% increase from FY20-21 projected pledge income. These commitments reflect the incredible generosity of new and continuing pledgers. Thank you so much!

## **Planned Giving (Subcommittee of Finance)**

*From Mona Shannon*

After many years of dormancy, a Planned Giving Team is active again. The primary goal of planned giving is to promote long-term giving to enhance the fiscal health of the church and fulfill our mission. Our team would love to hear from you. You may contact Terry England, Jerry Carden, Tim Temple, or Mona. We would love to hear your ideas or help you plan a current or legacy gift.

This fiscal year we assisted with these special gifts:

- ◆ Acceptance of a \$50,000 addition to the England Endowment in December.
- ◆ Proposed acceptance of donations of any size to be used to make extra principal payments on the church's mortgage, starting with a \$6,100 donation from Cliff Singer and Brigitte Pieke.

## **Hospitality Teams**

*From Peggy Patten*

This past year marked the sixth year with our Hospitality Team approach, one which was altered significantly given the pandemic. Instead of bell ringing, welcoming, ushering, providing decorations and refreshments on Sunday mornings, each Team of 35-42 members offered opportunities for social connections (following safe COVID guidelines) and opportunities to support our UUCUC community during the Teams' months of service. Examples of support included sending birthday greetings to Church members, stocking both "Free Little Pantries," providing decorations for Sunday services, and helping with Church grounds maintenance. New members were added to Hospitality Teams as they joined the Church. Team leaders this year include: Pam Richart and Cathy Cunningham (Team A), Terri Fredrick and Karen Khusro (Team B), Marcy Joncich and Wendy Graves (Team C), Anne Sharpe and Priscilla Kron (Team D), Sandy Finnerty and Kathy Robinson (Team E), and Kelly Halcom and Lara Breeze-Troyer (Team F). Peggy Patten, Karen Retzer and Cindy Loui met with Team leaders during the year to share ideas for making the Hospitality Team process more effective and ideas for building connections within each Team. Peggy assumed responsibility for "managing the Teams" during the year (e.g. adding new members, assisting with the monthly Team transitions).



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# Highlights From the Church Year

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## **Immigration Justice Task Force**

*From Pam Richart*

1. Hospitality Projects
  - a. Obtained approval from the COVID-19 Task Force and Board of Trustees to carry out our hospitality program at church during COVID.
  - b. Held a volunteer meeting to solicit volunteers to carry out our program.
  - c. Purchased supplies, received donations, and set up the YRUU room. Met with a representative of the First Mennonite Church to invite them to work with us.
2. Held a “Know Your Rights Training” in October led by The Immigration Project to learn how we can exercise OUR rights to help protect immigrants when encountering the police or ICE.
3. Co-hosted with RE a two-part series on immigration, led by Prof. Lauren Aronson, Immigration Law Clinic and students, focused on unraveling actions taken by Trump to shut down the border and highlighting Biden’s proposals for comprehensive immigration reform.
4. Wrote a [7-page sign-on letter](#) to the Secretary of DHS, urging the Biden administration to stop using the Trump administration’s policy of expelling immigrants, based on an outdated public health law. Signed by 23 immigrant justice organizations and attorneys in CU.
5. Reviewed applications for financial support, as part of the Immigration Emergency Assistance Fund. IJTF allocated \$2,000 of its budget for this effort, which helps immigrants with rent, utilities, legal and medical expenses, etc. Distributed \$15,000 to immigrants..
6. Participated in the first meeting of organizations working on immigration advocacy as a first step towards collaboration and identifying immigrant needs not yet met in CU.
7. Hosted a second “Know Your Rights Training” in May with Illinois Coalition for Immigrant and Refugee Rights. Next steps to include a training video in Spanish for immigrants.
8. Planned and carried out three information meetings on proposed minor amendments to the BOT Resolution that allowed IJTF’s Hospitality Program to proceed in 2019. Approved.
9. Began investigating the potential of offering [Sanctuary](#) at UUCUC, consistent with UUCUC’s Strategic Plan. The Task Force is working with UURISE.
10. Created a [six-minute video](#) supporting the 8th Principle that included relating white supremacy to our work on immigration.
11. Purchased supplies for five backpacks/welcome kits for newly-arriving unaccompanied minors. Coordinated assembly, writing welcome notes, and a discussion with an unaccompanied minor with Youth Coordinator Emily McKown.



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# Highlights From the Church Year

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## LGBTQ Welcome Team/Welcoming Congregation Committee

*From Jerry Carden*

We are organized under the umbrella of the Social Action Committee; our main goal ensure we meet requirements of the UUA for annual renewal of our Welcoming Congregation status.

During the 2020-2021 church year, we received notice on March 1st that we successfully completed the Five Practices of Welcome Renewal for 2020. The UUA now requires annual application for this designation; this is our second renewal process. We first became a Welcoming Congregation in 1999. The requirements are listed below in bold text, with the other text describing our activities.

1) **our two LGBTQ themed worship services** ‘Stonewall 50: Where We Are Now;’ and a ‘Transgender Day of Remembrance Service.’ 2) **We recognized over six Welcoming Days of Observance in either our services or our newsletters.** 3) **We had attendance of over 10% of the congregation at an LGBTQ themed education offering.** Our education offering was the online class series ‘Transforming Hearts Collective.’ The series goal is to educate about how to make our congregations more welcoming for trans and non-binary persons. The class series is still available and highly recommended. 4) **We also supported an LGBTQ community organization or project** by donating our June shared offering to Uniting Pride of Champaign County, and also offered the UP Center space to broadcast their Zoom oriented September Pride Weekend programming.

A huge thank you to all those that helped us achieve the goals above. We can expect to receive a poster for display, and can officially list that we are an LGBTQ Welcoming Congregation on our website and other materials.

Active Members: Chair, Jerry Carden, Jim Hannum, Kathleen Robbins, AJ Herzog, Renee Trilling.

## Membership Committee

*From Anne Newman, Sylvia McDermott*

In September, the UUCUC Membership Committee met via Zoom for the first official meeting of the church year and welcomed Rev. Sally Fritsche as our group leader. We discussed the possibilities for safe group activities in a pandemic. In October, we hosted a Tie-Dye Event. Church members could sign up for a time to tie-dye face masks and bring their own t-shirts to dye.

November through January, we continued sharing ideas for safe outdoor activities we could host in warmer weather. We agreed that we would like to collaborate with other church committees in the future.

In February, we discussed the addition of new church members and how to celebrate and support new memberships. In March, Rev. Sally sent out an activity survey to new members and visitors. Respondents were most enthusiastic about group hikes and potlucks. *(continued on following page)*



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# Highlights From the Church Year

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In April, our committee hosted a Yarn Bombing Event where everyone was invited to wrap part of the Green Street fence in colorful yarn. In May, we invited church members to join the Green UUs Gardening Party to clean up church grounds and plant flowers. Children were welcome to create chalk art on the sidewalk as well.

## Nominating Committee

The Nominating Committee had a difficult time filling positions this year. We had over 20 people say no to serving on the Board of Trustees. After discussion with the lead minister Reverend Florence Caplow, the Nominating Committee, and the chair of the Board of Trustees, the BOT voted to accept the following resolution at a meeting in late April 2021:

- 1. Action/Discussion: An experimental year of reduced BOT membership for 2022 (Nominating Committee)**
  - A. Given the effects of the pandemic, and the evolving nature of the Board and its relationship to staff as the church has grown, the Nominating Committee respectfully requests that the Board experiment with a smaller Board for the upcoming church year. The current Board of eleven, nine trustees plus clerk, and treasurer, is at the high end of typical board size in UU congregations. Per Florence's informal poll of UUA ministers, the most common board size was 7 members and 53 of the 83 ministers reporting have a Board of 7 or less. A smaller Board would be accomplished by leaving 3 trustee positions unfilled for the 2021-2022 fiscal year.
- 2. Proposed motion: The Board of Trustees will operate with reduced membership for the 2021-2022 church year**
  - A. This will be considered an experiment to assess whether, as a smaller Board:
  - B. Board business will be done thoughtfully and effectively
  - C. Necessary discussions/debates will be done more deeply as needed
  - D. Critical groups within the congregation will continue to be supported by staff and Board.
  - E. The strategic plan and its action initiatives will be supported as the primary work of the Board.
- 3. Board to review progress by mid-year, and to report to Nominating Committee if there are any changes proposed to the experiment, or whether changes be made permanent**
  - A. If permanent changes are planned, the Board is to share results and findings with the congregation.
  - B. After congregational discussions, propose amendments to the Constitution and Bylaws, and Board Job descriptions, as appropriate.

## Partner Church Committee

*From Rev. Florence Caplow*

The Partner Church Committee is inactive, but the December Shared Offering is still shared with our Partner Churches in India and Transylvania. In the 2021 church year, the December shared offering raised \$2423.28, which was apportioned equally to our two Partner Churches.



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# Highlights From the Church Year

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## **Pastoral Care Associate (PCA) Program**

*From Rev. Sally Fritsche*

On Nov 1, 2020, four UUCUC members were commissioned by the congregation to serve as Pastoral Care Associates, providing emotional support and confidential care to UUCUC members in need of a listening ear during times of hardship and loss. These four meet monthly with Rev. Sally for reflection and supervision, and are available for one-on-one support and deep listening based on referrals made by Revs Florence and Sally. Beginning in December 2020, two PCAs began leading a twice-monthly grief and loss support group. We are currently considering how best to serve the needs of the congregation, including overcoming the barriers that make people hesitate to admit they could use some support. We plan to deepen PCA's skills through continuing education in pastoral care, grief work, and deep listening.

## **Personnel Committee**

*From Dave Sharpe*

We developed the Personnel Committee Covenant Statement to guide our efforts on behalf of UUCUC. We work with the Budget Committee to develop the annual Staff Budget. This year, we focused on developing a budget that will help us bounce back from the pandemic and explore new avenues for growth.

Committee members served on six successful search committees: for Director of Congregational Administration, Choir Director, the Accompanist, Director of Facilities, and the Religious Education professional. In addition to our work to assure a talented staff, we review position descriptions for staff positions as needed.

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

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

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





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# Highlights From the Church Year

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## **Racial Justice Project**

*From Jim Hannum*

The Racial Justice Project worked on these activities during the 2020-21 church year:

- ◆ Promoted UU's to join community protests around Black Lives Matter rallies after George Floyd's murder and the violent Urbana police arrest of Aleyah Lewis. We sent a letter of concern to Urbana Mayor Marlin regarding the Aleyah Lewis arrest
- ◆ Promoted feedback to Urbana City Council regarding police use of force guidelines
- ◆ Organized viewing and discussion of "True Justice" movie through the Popcorn Theology program of RE (this movie is from Bryan Stevenson's Equal Justice Initiative)- organized by Sandy Hannum and Kathleen Robbins
- ◆ Organized Racial Justice Game night in March, 2021, to highlight African-American civil rights, history, and contributions to music, film, education, and literature. Terri Fredrick took the lead on this event, which was attended by approximately 55 people and raised \$750 for the Randolph Street Community Garden. This garden is organized by Dawn Blackman of the Church of the Brethren in north Champaign to support low income people
- ◆ Recruited volunteers to work in the Randolph Street Community Gardens, led by Jim Hannum
- ◆ Promoted our church's adoption of the 8th principle (e-news articles, Facebook posts, church website information, Sunday services, listening/conversation sessions), this work done by Karla Peterson, Sandy Hannum, Millie Davis, Jim Hannum, and Mona Shannon
- ◆ Financially contributed to community organizations doing anti-racism work: NAACP, Act-SO program of NAACP, Black Lives of UU (BLUU), CU-Trauma and Resiliency, Showing Up for Racial Justice (SURJ), BuyBlackChambana
- ◆ Started the process of planning for a church audit around racial justice issues
- ◆ Supported the Racial Justice book group, led by Priscilla Kron and Millie Davis
- ◆ Supported and participated in the Widening the Circle discussion group
- ◆ Provided regular contact and reporting on the work of allied organizations: NAACP (Pamela Van Wyk) and ACLU (Pamela Van Wyk), Champaign & Urbana Police (Karla Peterson), League of Women Voters (Karla Peterson), and Crisis Intervention Steering Committee (Karla Peterson)
- ◆ Explored the resumption of a postcards-to-prisoners program (formerly called the Ripple Effect) through the Church of the Larger Fellowship or possibly the Education Justice Project
- ◆ Supported the Paula Cole Jones workshop in October 2020.

## **Religious Education Council**

*From Jenny Hunt, Michele Grove*

2020/2021 was a very active year for the Religious Education Council, even in the midst of the pandemic that had our church building closed. We have solidified a new model for doing religious education that involves four teams; children, youth, adult and multigenerational, each having at least one chair, the chairs making up the core leadership team which also included myself as the chair of the council and Michele Townsend-Grove as interim director of religious education. *(continued on next page)*



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# Highlights From the Church Year

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We held three full RE Council meetings with the spring one being a two day virtual retreat. The full council involves anyone and everyone that has a connection to or interest in religious education at UUCUC. These full council meetings allow the leadership to hear what people are interested in, what is working or what is not working, what program features they are missing and to share creative ideas together for program development.

The children's program was challenged probably the most because of the COVID restrictions, but the children's team was still able to put together socially distanced activities as well as project based educational opportunities that did not require yet more zoom time than they were already experiencing for school. The youth team, under the guidance of our youth coordinator, Emily McKown, created a variety of opportunities including blogging, zoom meetings and socially distanced activities and projects. Popcorn Theology offerings attracted a variety of participants of all ages to watch the films and then discuss via zoom. The adult program thrived this year as participants looked for ways of connection. In fact, there were probably more participants than we would have had without COVID, which has taught us a lot about what platforms we need to utilize moving forward.

And, as the year draws to an end, we are preparing to thank, honor, and bid farewell to Michele as our interim process has drawn to a close. We have been challenged, as a congregation, to envision what we wanted religious education to be about at UUCUC and how that vision can propel us into the future. The religious education council is grateful for Michele's guidance and wish her well in her next endeavors.

## **Social Action Committee**

*From Rev. Florence Caplow*

During this church year, the Social Action Committee has been dormant, due to lack of willing volunteers to lead or co-lead the committee. Jennifer Ellis, Board Liaison to the Social Action Committee, spoke with members and former co-chairs about possible new formats for the committee, and Jennifer Ellis and Rev. Florence Caplow invited Rev. Scott Aaseng to lead a workshop for those engaged in social justice work to explore the question of the future of the committee. Participants in the workshop were in favor of moving toward a "Social Action Council" format, similar to the RE Council, which would meet less frequently and bring together leaders from the various subgroups of Social Action.

## **Soul Matters Small Group Ministry**

*From Rev. Sally Fritsche*

During the pandemic, our small group ministry moved to Zoom, and many groups began meeting more frequently than before (some as often as weekly). We began this church year with a total of around 50 participants in our six Soul Matters groups, including a brand new group led by first-time facilitators Peggy Patten and Todd Kinney. In January 2021, we added an experimental "Creativity Matters" group, based around the expressive arts, and led by Theresa Benson. In April 2021, we added one more Soul Matters group, led by new member Ursualla Idleman. The current eleven facilitators meet monthly for peer and staff support, planning, and problem solving.

*(continued on next page)*



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# Highlights From the Church Year

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These groups have been a significant source of support through difficult life transitions during this pandemic year, and interest in joining and expanding this ministry remains high. We plan to reshuffle our eight groups over the summer, with the potential for more experimental formats and adding more facilitators, and will intentionally reach out to invite newcomers to join in August and September 2021.

## **Trust Fund Trustees**

*From Terry England, Debbie Rugg, Mike Retzer*

This year we welcomed Terry England as a Trust Fund Trustee. Trustee activities were ably and generously assisted by Kathy Vance, Karen Folk, and Russ Rybicki. In addition to meetings in July and January to address trust funds allocation and performance, we met with Russ in October to discuss investment options, including very low expense ratio SR/ESG (socially responsible/environmental, social, and governance) funds. No portfolio changes were made; we planned to revisit choices in a year. In keeping with prior years, 4.5% of the December 31 value was allocated for transfer to the church's general operating fund and VAHEST .

## **UU Connections**

*From David Gross*

We have a somewhat unique opportunity to participate in the June 23-27, 2021, General Assembly (GA) of the UUA via Livestream and Zoom. For decades GA was an in-person convention of thousands of UUs for workshops, music, special events, worship, displays, reunions and one giant party from dawn to midnight each day. Unfortunately, with travel costs, registration fees, hotel and meals, attending GA was a \$1,000 or \$1,500 expense. Nevertheless, several thousand UUs were there every year. I have been to maybe a dozen of these events all over North America. GA is also the annual business meeting the UU community, for which our church is allocated voting rights for seven lay delegates, plus our two ministers and our RE Director.

With the pandemic, last year and again this year, GA will not gather in person, but with this change the attendance numbers are going up! There were nearly 5,000 UUs registered last year. This year a greater number are projected. Registration (at this late date) is \$200. Our church has a budget to support this cost for those who seek such. If you are interested or already registered, please contact David Gross [DLGgeology@aol.com](mailto:DLGgeology@aol.com) or Rev. Florence for more information and to join our local communication network as we chat and organize for GA. One need not be a delegate to participate in GA. In fact, it can be more fun if one is not expected to be in the long formal voting sessions.

Five east central Illinois UU churches (Urbana, Peoria, Decatur, Bloomington and Springfield) conducted a highly successful twelve-week workshop built around the UUA report "Widening the Circle or Concern."

With the pandemic, our usual trips to Camp Unistar in Minnesota did not happen, as the camp remained closed for the 2020 season and will have only severely limited options for 2021. Trips to other UU churches did not happen, but I have hopes for the fall and winter of 2021.



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# Highlights From the Church Year

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## Worship Committee

*From Janet Revell Barrett*

The Worship Committee enriches the spiritual life of the church by contributing to services throughout the church year and organizing summer services. During the summer of 2020, we learned—with the extraordinary help of our technical support team—how to provide meaningful worship services in an online format. One of the most gratifying aspects of this shift was discovering that services were accessed by persons in regions far from Illinois. The committee planned nine services on a variety of themes including featured guests (Rob Kanter on the wonders of butterflies and birds; Ming Quo on her experience attending the World Economic Forum in Davos, Switzerland); highlights from other initiatives and committees (excerpts from the UUA General Assembly; stories of guardianship supported by our Immigration Task Force; an “inside look” at a Soul Matters group) and services that featured art makers in our community and expressive forms of poetry. We also sought to recognize the extraordinary confluence of the pandemic and the Black Lives Matter movement, particularly through reflections from members on their impact, and in light of the unusual circumstances leading up to the opening of the school year. As we look ahead, we anticipate new avenues of alignment with the goals and actions of the strategic plan, and in particular, attention to enriching the worship experience in ways that embody the 8<sup>th</sup> principle.

Worship Committee:

- ◆ Janet Revell Barrett, Chair
- ◆ Penné Beckett
- ◆ Theresa Benson
- ◆ Sam Beshers
- ◆ Rev. Florence Caplow
- ◆ Kiri Fagen-Ulmschneider
- ◆ Rev. Sally Fritsche
- ◆ Jennifer Greene
- ◆ Julie Laut



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# Minutes From the 2020 Annual Meeting

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To review the full minutes, please refer to Appendix A: [Minutes from the Annual Meeting on June 14, 2020](#).



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## Minutes From the Special Meeting in December 2020

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To review the full minutes, please refer to Appendix B: [Minutes from the Special Meeting of the Congregation on December 20, 2020.](#)



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# Acceptance of 2020 Annual Report

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To view the annual report for 2019-2020, please see here: [Annual Report Fiscal Year 2019-2020](#)



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## Motion to Incorporate the 8th Principle

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**Motion:** We choose to add the 8th Principle of Unitarian Universalism to the 7 Principles we have already affirmed and urge the UUA to do the same. We resolve as follows:

**"We, the members of the Unitarian Universalist Church of Urbana Champaign, covenant to affirm and promote journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."**

**We ask for a 75% "yes" vote to adopt this resolution.**

**Background:** Paula Cole Jones and Bruce Pollack-Johnson developed the 8th Principle in 2013 because they realized that the 7 UU Principles were not helping congregations specifically address racism by holding themselves accountable in their own work and beliefs.

Our existing 7 principles imply this 8th principle, but do not explicitly hold us accountable for addressing these oppressions, especially at the systemic level. Because we live in a society that is systematically racist, white people benefit from the system without having to do anything. It is too easy for people who identify as white to focus on the 7 Principles and not specifically think about racism. The 8th Principle charges us to become actively anti-racist. In 2017, a revision of the Principles was discussed at General Assembly, including the addition of the 8th Principle. The Article 2 Study Commission was formed to consider revisions of all the Principles and report back to the UUA Board of Trustees and General Assembly. Their mission is to make a recommendation to the UUA Board by January of 2022 which could be voted on at GA that year (and again in 2023 to make any change final). It is very likely that the content of the 8th Principle will be in this recommendation, although it's not clear yet what its wording will be.

Black Lives of UU (BLUU), Diverse Revolutionary UU Ministries (DRUUMM), and Allies for Racial Equity (ARE) have enthusiastically endorsed the 8th Principle as an important step toward dismantling oppression. To date, over 53 congregations and UU organizations have adopted the 8th Principle as part of their policies.





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## Acceptance of Mortgage Principal Gifts

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**Motion:** The Congregation authorizes the acceptance of the \$6,100 from Cliff Singer and Brigitte Pieke, for the purpose of paying down the mortgage.

**Background:** Our Constitution and Bylaws govern the acceptance or rejection of non-recurring gifts and restricted bequests (see below)\*. Restricted gifts greater than \$5,000 can be accepted by the congregation and smaller restricted gifts must be accepted or rejected by the Board. Cliff Singer and Brigitte Pieke wish to donate \$6,100 to UUCUC to be promptly used to make an extra principal payment on the church's mortgage. As of June 9, 2021, we will owe approximately \$48,333 and we are paying 5.15% interest. The terms of our loan require monthly payments of principal and interest of \$1,435, with a balloon (lump sum) payment of \$20,236 due in May 2023. Acceptance of this gift will allow us to make an extra payment of principal, reduce the interest owed over the term of the loan, and reduce the size of the balloon payment that must be paid or refinanced. The Finance Committee and the Planned Giving sub-committee recommend that this gift and all other gifts restricted in this manner be accepted by UUCUC. We thank Cliff and Brigitte for their generosity, and we share their hope that others will be inspired by their generosity. If you wish to give a gift for this purpose, include the words "Mortgage Principal" with your donation. Checks, QCD, and DAF grants can be sent to the church and online donations can be made to the general donation fund. **Please Email Zoe Valentine at [admin@uucuc.org](mailto:admin@uucuc.org) to ensure that she knows that your gift is for this purpose.** To donate stocks or mutual funds, contact Kathy Vance at [finsec@uucuc.org](mailto:finsec@uucuc.org).

\*Article 5, Section 3e of our Constitution states, "The following matters are specifically reserved for decision by the voting membership. e. Acceptance and disposition of non-recurring gifts or restricted bequests having a value greater than \$5,000. Article XV, Section 7 of the church Bylaws states, The Board of Trustees of the Church may accept or reject any restricted bequest or non-recurring gift subject to the limits set forth in the Constitution Article V, Section 3e.



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## 2021-2022 Proposed Budget

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On behalf of the Budget Task Force and the Board of Trustees, we present our draft 2021-2022 church year budget.

A great cause for celebration is the congregation's generosity: currently, our pledge forecast is \$505,000. Yes, that is right - over half a million dollars; an exciting and sobering milestone for the church.

This budget funds our Ministerial team equally, with respect to hours. Our lead Minister is planning for 3/4 time, to give her some breathing space while adapting to her diagnosis. Our Associate Minister will also be at 3/4 time to help distribute these critical duties. Our funding for Rev. Fritsche relies on the second year of our Targeted Leadership Circle program, as well as a grant that we received from the Chalice Lighters program. Secondly, this budget responds to the COVID-19 pandemic and its possible effects on UUCUC. We believe that the outlook, currently, is optimistic as we head into summer. In order to prepare for re-opening, we are planning to make sure we have our support staff ready to bring our church into whatever our new normal will be: think of a new hybrid church life, with activities both in-person and online (dare I mention the word, "Zoom"?) This is one of the plans we had with the Generosity campaign, to build up our support staff so that our strategic Leadership team can focus on the aspects of ministry that we expect of them. Your support in the generosity campaign helped fulfill those plans.

Finally, we will also have our Membership Coordinator position back. This position has proven to be extremely valuable in encouraging new membership and introducing new members to all that UUCUC has to offer. This role will be re-staffed come the fall, as we move into our new hybrid normal.

If you missed the chance to attend the Board's budget information sessions, but still have questions, please feel free to contact me before the Annual meeting — I will be glad to discuss details with you.

Respectfully,  
Brian McDermott, Chair



# 2021-2022 Proposed Budget

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
<b>Income</b>					
41193 Pledges 2021-2022	\$505,000.00	\$460,000.00	109.78%	\$45,000.00	
<b>Total 41100 Pledges</b>	<b>\$505,000.00</b>	<b>\$460,000.00</b>	<b>109.78%</b>	<b>\$45,000.00</b>	<b>Thank you, Congregation!</b>
41200 Donations	\$12,500.00	\$7,336.00	170.39%	\$5,164.00	
41210 Assoc Minister Set Aside	\$32,000.00	\$32,073.00	99.77%	-\$73.00	2nd of two year's support from the Leadership circle challenge
<b>Total 41200 Donations</b>	<b>\$44,500.00</b>	<b>\$39,409.00</b>	<b>112.92%</b>	<b>\$5,091.00</b>	
41300 Plate Collections (cash)	\$8,500.00				
41400 UU General Trust	\$18,598.45	\$17,634.67	105.47%	\$963.78	
41410 England Endowment	\$1,249.29	\$2,378.11	52.53%	-\$1,128.82	
<b>Total Plate and Trust</b>	<b>\$28,347.74</b>	<b>\$20,012.78</b>	<b>141.65%</b>	<b>\$8,334.96</b>	
41500 Fundraising					
41510 Service Auction	\$26,000.00	\$26,000.00	100.00%	\$0.00	
41520 CC Processing Fees - Offset	\$800.00			\$800.00	
<b>Total 41500 Fundraising</b>	<b>\$26,800.00</b>	<b>\$26,000.00</b>	<b>103.08%</b>	<b>\$800.00</b>	
41600 Facility Use Fees					
41620 Other Rentals	\$1,820.00			\$1,820.00	Estimated income from weddings
41630 Special Services		\$750.00	0.00%	-\$750.00	
41640 High Street House		\$2,724.00	0.00%	-\$2,724.00	
Total 41600 Facility Use Fees	\$1,820.00	\$3,474.00	52.39%	-\$1,654.00	
41700 Miscellaneous					
Vision Legacy/Chalice Lighters Grant	\$10,000.00	\$32,000.00	31.25%	-\$22,000.00	Chalice Lighters Grant = 2022 income   Vision Legacy = 2021
COVID 19 Payroll Tax Credit		\$3,024.00	0.00%	-\$3,024.00	
Total 41700 Miscellaneous	\$10,000.00	\$35,024.00	28.55%	-\$25,024.00	
41800 Savings Interest		\$100.00	0.00%	-\$100.00	
44000 Non-operating Savings Interest		\$15.00	0.00%	-\$15.00	
Total interest income		\$115.00	0.00%	-\$115.00	
Total Income	\$616,467.74	\$584,034.78	105.55%	\$32,432.96	
<b>EXCESS RESERVES</b>		\$1,885.00	0.00%	-\$1,885.00	No excess reserves applied to the 2022 budget
<b>Total Income - Including Excess Reserves</b>	<b>\$616,467.74</b>	<b>\$585,919.78</b>	<b>105.21%</b>	<b>\$30,547.96</b>	



# 2021-2022 Proposed Budget

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
<b>Expenses</b>					
<b>53000 Congregation</b>					
53100 Congregational Expenses					
53110 Trustees Contingency	\$533.96	\$4,171.00	12.80%	-\$3,637.04	<b>Reduced significantly, Budget Task Force recommends replenishing if funds become available</b>
53120 Leadership Training	\$1,000.00	\$1,800.00	55.56%	-\$800.00	
53140 Denominational Expenses					
53142 UUA Annual Program Fund	\$25,618.00	\$23,289.00	110.00%	\$2,329.00	
Congregational / Community Support					
Total 53100 Congregational Expenses	\$27,151.96	\$29,260.00	92.80%	-\$2,108.04	
53150 Fundraising Expenses					
53151 Stewardship	\$3,100.00	\$600.00	516.67%	\$2,500.00	
53153 Service Auction Expenses	\$1,500.00	\$750.00	200.00%	\$750.00	
53155 CC Processing Fees - Vanco					
Total 53150 Fundraising Expenses	\$7,267.00	\$1,350.00	538.30%	\$5,917.00	
53160 Committee Program Expenses					
53161 Membership Committee	\$1,410.00	\$1,500.00	94.00%	-\$90.00	
53162 Membership Coordination	\$940.00	\$1,000.00	94.00%	-\$60.00	
53163 Personnel	\$188.00	\$200.00	94.00%	-\$12.00	
53164 Social Action	\$2,820.00	\$6,300.00	44.76%	-\$3,480.00	<b>Funding to support ongoing initiatives</b>
53165 Green UU's					
53166 Care Core	\$282.00	\$200.00	141.00%	\$82.00	
53168 Racial Justice Initiative	\$7,050.00	\$6,300.00	111.90%	\$750.00	
53169 Partner Church Project	\$235.00			\$235.00	
53180 Immigration Justice	\$7,050.00	\$6,300.00	111.90%	\$750.00	
53181 Finance Committee		\$200.00	0.00%	-\$200.00	
Total 53160 Committee Program Expenses	\$20,920.00	\$22,000.00	95.09%	-\$1,080.00	
53200 Misc Congregational Expenses					
53220 Chalice Lighters		\$1,000.00		-\$1,000.00	
53230 Hospitality	\$500.00			\$500.00	
53250 Bookkeeping Service	\$8,400.00	\$7,200.00	116.67%	\$1,200.00	
53270 Search Committee		\$500.00	0.00%	-\$500.00	
Total 53200 Misc. Congregational Expenses	\$8,900.00	\$8,700.00	102.30%	\$200.00	
<b>Total 53000 Congregation</b>	<b>\$64,238.96</b>	<b>\$61,310.00</b>	<b>104.78%</b>	<b>\$2,928.96</b>	



# 2021-2022 Proposed Budget

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
<b>Expenses, continued</b>					
<b>54000 Office</b>					
54100 Office Expenses					
54110 Treasurer Expenses		\$200.00		-\$200.00	
54120 Payroll Service	\$1,750.00	\$1,750.00	100.00%	\$0.00	
54130 Postage	\$600.00	\$650.00	92.31%	-\$50.00	
54140 Printing	\$500.00	\$500.00	100.00%	\$0.00	
54150 Office Supplies	\$2,200.00	\$3,375.00	65.19%	-\$1,175.00	
54160 Telephone	\$2,200.00	\$2,300.00	95.65%	-\$100.00	
54170 Copier Maintenance	\$2,000.00	\$1,997.00	100.15%	\$3.00	
54180 IT Support	\$400.00	\$360.00	111.11%	\$40.00	
54190 IT Services & Subscriptions	\$8,000.00	\$6,500.00	123.08%	\$1,500.00	
54200 Computer Expenses	\$750.00	\$750.00	100.00%	\$0.00	
54210 Internet Service	\$400.00	\$1,200.00	33.33%	-\$800.00	
Total 54100 Office Expenses	\$18,800.00	\$19,582.00	96.01%	-\$782.00	
<b>Total 54000 Office</b>	<b>\$18,800.00</b>	<b>\$19,582.00</b>	<b>96.01%</b>	<b>-\$782.00</b>	
<b>55000 Worship</b>					
55100 Worship Expenses					
55110 Instrument Maintenance	\$1,000.00	\$1,660.00	60.24%	-\$660.00	
55120 Music Supplies	\$1,140.00	\$330.00	345.45%	\$810.00	
55130 Musicians	\$500.00	\$500.00	100.00%	\$0.00	
55135 England Music	\$312.00	\$595.00	52.44%	-\$283.00	
55140 Worship Supplies	\$350.00			\$350.00	
55150 Worship Misc - A/V Support	\$500.00	\$4,800.00	10.42%	-\$4,300.00	A/V Tech was previously considered a Worship expense in 2021
55160 Speakers	\$1,200.00	\$1,200.00	100.00%	\$0.00	
55180 Summer Services	\$350.00	\$900.00	38.89%	-\$550.00	Reduced by Worship committee; reduced need for music due to Covid resources
Total 55100 Worship Expenses	\$5,352.00	\$9,985.00	53.60%	-\$4,633.00	
<b>Total 55000 Worship</b>	<b>\$5,352.00</b>	<b>\$9,985.00</b>	<b>53.60%</b>	<b>-\$4,633.00</b>	



# 2021-2022 Proposed Budget

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
<b>Expenses, continued</b>					
<b>56000 Religious Education</b>					
56100 RE Expenses					
56110 RE Supplies & Materials	\$4,000.00	\$4,500.00	88.89%	-\$500.00	
56120 RE Staff Development					
56130 Background Checks	\$300.00	\$150.00	200.00%	\$150.00	
56140 Youth Outreach					
56150 Youth Adult Community	\$200.00	\$300.00	66.67%	-\$100.00	
56160 Programs	\$4,000.00	\$3,000.00	133.33%	\$1,000.00	
56170 Youth	\$1,000.00	\$2,500.00	40.00%	-\$1,500.00	
56175 Adult	\$1,000.00			\$1,000.00	
56171 OWL	\$2,000.00	\$1,000.00	200.00%	\$1,000.00	
56180 Coming of Age	\$1,000.00	\$1,500.00	66.67%	-\$500.00	
56190 Diversity Materials		\$500.00		-\$500.00	
Total 56100 RE Expenses	\$13,500.00	\$13,450.00	100.37%	\$50.00	
<b>Total 56100 RE Expenses</b>	<b>\$13,500.00</b>	<b>\$13,450.00</b>	<b>100.37%</b>	<b>\$50.00</b>	
<b>57000 Property</b>					
57100 Property Expenses					
57110 Grounds Maintenance	\$1,600.00	\$2,500.00	64.00%	-\$900.00	
57120 Natural Gas	\$3,750.00	\$3,750.00	100.00%	\$0.00	
57130 Electricity	\$3,750.00	\$3,750.00	100.00%	\$0.00	
57140 Property Insurance	\$8,755.00	\$8,755.00	100.00%	\$0.00	
57150 Janitor Supplies	\$750.00	\$1,120.00	66.96%	-\$370.00	
57160 Mortgage Payment	\$17,200.00	\$17,200.00	100.00%	\$0.00	
57180 Routine Property Maintenance					
57181 Church Maintenance	\$10,000.00	\$16,050.00	62.31%	-\$6,050.00	2021 expenses artificially inflated by MCOE expense (we were refunded by City). Monies for 2022 are closer to historical budgets
57185 High St Maintenance	\$1,824.00	\$3,647.00	50.01%	-\$1,823.00	2022 funds are solely to pay property taxes due. We should not have taxes due in future years
57190 Snow Removal	\$1,500.00	\$1,500.00	100.00%	\$0.00	
57200 Trash Hauling	\$900.00	\$900.00	100.00%	\$0.00	
57210 Water/Sewer	\$2,400.00	\$1,950.00	123.08%	\$450.00	
57220 Equipment & Furniture	\$3,452.00	\$5,500.00	62.76%	-\$2,048.00	
57240 Alarm Monitoring	\$600.00	\$600.00	100.00%	\$0.00	
Total 57100 Property Expenses	\$56,481.00	\$67,222.00	84.02%	-\$10,741.00	
<b>Total 57100 Property Expenses</b>	<b>\$56,481.00</b>	<b>\$67,222.00</b>		<b>-\$10,741.00</b>	



# 2021-2022 Proposed Budget

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
<b>Expenses, continued</b>					
<b>58000 Lead Minister Costs</b>					
58010 Lead Minister Expenses	\$7,137.77	\$9,112.00	78.33%	-\$1,974.23	
58020 Lead Minister Hlth Ins	\$8,513.60	\$9,724.00	87.55%	-\$1,210.40	
58030 Lead Minister Pension	\$7,137.77	\$9,112.00	78.33%	-\$1,974.23	
58050 Lead Minister LTD	\$927.91	\$1,184.00	78.37%	-\$256.09	
58060 Lead Minister Salary	\$43,377.68	\$63,118.00	68.72%	-\$19,740.32	Salary and housing adjusted for 3/4 time in 2022
58070 Lead Minister Housing Allowance	\$28,000.00	\$28,000.00	100.00%	\$0.00	
58080 Lead Minister FICA Allowance	\$5,460.39	\$6,970.00	78.34%	-\$1,509.61	
58090 Lead Minister Dental	\$720.00	\$720.00	100.00%	\$0.00	
<b>Total Lead Minister Costs</b>	<b>\$101,275.12</b>	<b>\$127,940.00</b>	<b>79.16%</b>	<b>-\$26,664.88</b>	
<b>58000 Associate Minister Costs</b>					
58012 Associate Minister Expenses	\$5,462.24	\$3,262.00	167.45%	\$2,200.24	
58013 Moving Expenses		\$3,850.00	0.00%	-\$3,850.00	
58022 Associate Minister Health Insurance	\$6,102.00	\$3,245.00	188.04%	\$2,857.00	
58029 Associate Minister Coaching		\$1,000.00	0.00%	-\$1,000.00	
58032 Associate Minister Pension	\$5,462.24	\$3,262.00	167.45%	\$2,200.24	
58042 Associate Minister Life & ADD	\$229.41	\$274.00	83.73%	-\$44.59	
58052 Associate Minister LTD	\$710.09	\$424.00	167.47%	\$286.09	
58062 Associate Minister Salary	\$25,042.38	\$20,939.00	119.60%	\$4,103.38	Salary and housing adjusted for 3/4 time and 12 months in 2022 (versus 1/2 time and 10 mos. in 2021). Associate is aware and understands that the time adjustment may not be sustainable in the future.
58072 Associate Minister Housing Allowance	\$29,580.00	\$11,680.00	253.25%	\$17,900.00	
58082 Associate Minister FICA Allowance	\$4,178.61	\$2,496.00	167.41%	\$1,682.61	
58092 Assoc Minister Dental	\$1,440.00	\$600.00	240.00%	\$840.00	
<b>Total Associate Minister Costs</b>	<b>\$78,206.98</b>	<b>\$51,032.00</b>	<b>153.25%</b>	<b>\$27,174.98</b>	
Minister Sabbatical	\$0.00	\$2,000.00	0.00%	-\$2,000.00	
<b>Total 58000 Minister Costs</b>	<b>\$179,482.10</b>	<b>\$180,972.00</b>	<b>99.18%</b>	<b>-\$1,489.90</b>	



# 2021-2022 Proposed Budget

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
<b>Expenses, continued</b>					
<b>60000 Staff</b>					
61000 Congregational Staff					
61100 Membership Coordinator					
61111 Membership Coord Salary	\$13,354.69	\$8,103.00	164.81%	\$5,251.69	
61113 Membership Coord Life & ADD	\$112.18	\$47.00	238.68%	\$65.18	
61114 Membership Coord LTD	\$173.61	\$73.00	237.82%	\$100.61	
61115 Membership Coord Pension		\$561.00			
61190 Membership Coord-Dental	\$600.00	\$360.00	166.67%	\$240.00	
<b>Total 61100 Membership Coordinator</b>	\$14,240.48	\$9,144.00	155.74%	\$5,096.48	<b>Membership Coordinator is 10.5 month appointment in 2022 (was only ~2 months in 2021)</b>
61210 Child Care Coordinator					
61220 Child Care Workers	\$3,900.00			\$3,900.00	
61230 Youth Coordinator	\$7,826.92	\$8,414.00	93.02%	-\$587.08	
<b>Total Youth 61200</b>	\$11,726.92	8,414.00	139.37%	\$3,312.92	
<b>Total 61000 Congregational Staff</b>	\$25,967.40	\$17,558.00	147.89%	\$8,409.40	
62000 Office Staff					
62100 Office Administrator					
62111 Office Admin Salary	\$48,700.00	\$48,520.00	100.37%	\$180.00	
62112 Office Admin Hlth Ins	\$7,328.20	\$6,890.00	106.36%	\$438.20	
62113 Office Admin Life & ADD	\$204.54	\$402.00	50.88%	-\$197.46	
62114 Office Admin LTD	\$633.10	\$622.00	101.78%	\$11.10	
62115 Office Admin Pension	\$4,870.00	\$1,198.00	406.51%	\$3,672.00	
62190 Office Admin Dental	\$720.00	\$1,260.00	57.14%	-\$540.00	
<b>Total 62100 Office Administrator</b>	\$62,455.84	\$58,892.00	106.05%	\$3,563.84	
62200 Office Assistant					
62201 Office Assistant Salary	\$10,758.89	\$2,393.00	449.60%	\$8,365.89	
62213 Office Assistant Life & ADD	\$41.84			\$41.84	
62214 Office Assistant LTD	\$37.85			\$37.85	
62290 Office Assistant Dental	\$360.00				
<b>Total Office Assistant</b>	\$11,198.58	\$2,393.00	467.97%	\$8,805.58	<b>Increased hours planned for 2022 as church opens</b>
<b>Total 62000 Office Staff</b>	\$73,654.42	\$61,285.00	120.18%	\$12,369.42	
63000 Property Staff					
63100 Custodian					
63111 Custodian Salary	\$14,579.38	\$13,333.00	109.35%	\$1,246.38	
63113 Custodian Life & ADD	\$113.39	\$99.00	114.54%	\$14.39	
63114 Custodian LTD	\$175.49	\$154.00	113.95%	\$21.49	
63115 Custodian Pension	\$1,349.90	\$1,184.00	114.01%	\$165.90	
63190 Custodian Dental	\$720.00	\$720.00	100.00%	\$0.00	
<b>Total 63100 Custodian</b>	\$16,938.15	\$15,490.00	109.35%	\$1,448.15	<b>Increased hours planned for 2022 as church opens</b>
63210 Director of Facilities					
63211 Director of Facilities Salary	\$14,437.50	\$9,443.00	152.89%	\$4,994.50	
63213 Director of Facilities Life & ADD	\$60.64			\$60.64	
63214 Director of Facilities LTD	\$187.69			\$187.69	
63215 Director of Facilities Pension		\$385.00		-\$385.00	
63290 Director of Facilities Dental	\$720.00			\$720.00	
63295 Contract Labor					
<b>Total 63210 Director of Facilities</b>	\$15,405.83	\$9,828.00	156.75%	\$5,577.83	<b>Increased hours planned for 2022 as church opens</b>
<b>Total 63000 Property Staff</b>	\$32,343.98	\$25,318.00	127.75%	\$7,025.98	





# 2021-2022 Proposed Budget

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
<b>Expenses, continued</b>					
64000 RE Staff					
64100 Director of RE					DREE - in search process
64111 DRE Salary	\$58,041.10	\$65,140.00	89.10%	-\$7,098.90	
64112 DRE Hlth Ins	\$6,598.00			\$6,598.00	
64113 DRE Life & ADD	\$222.55	\$548.00	40.61%	-\$325.45	
64114 DRE LTD	\$754.53	\$846.00	89.19%	-\$91.47	
64115 DRE Pension	\$5,804.11	\$6,514.00	89.10%	-\$709.89	
64120 DRE Expenses					
64121 DRE Prof Expenses	\$5,252.87	\$6,514.00	80.64%	-\$1,261.13	
64129 DRE Moving Expenses	\$4,000.00			\$4,000.00	
64190 DRE Dental	\$808.05	\$1,776.00	45.50%	-\$967.95	
<b>Total 64100 Director of RE</b>	\$81,481.20	\$81,338.00	100.18%	\$143.20	New hire - planned for August 2022 start date
64200 RE Assistant					
64211 RE Assistant Salary	\$10,765.79	\$4,786.00	224.94%	\$5,979.79	
64213 RE Assistant Life & ADD	\$25.56			\$25.56	
64214 RE Assistant LTD	\$129.58			\$129.58	
64290 RE Assistant Dental	\$720.00			\$720.00	
<b>Total 64200 RE Assistant</b>	\$11,640.93	\$4,786.00	243.23%	\$6,854.93	Increased hours planned for 2022 as church opens
<b>Total 64000 RE Staff</b>	\$93,122.14	\$86,124.00	108.13%	\$6,998.14	
65000 Worship Staff					
65100 Music Director Salary	\$11,688.00	\$9,373.00	124.70%	\$2,315.00	
65200 Assistant Music Director Salary (Accompanist)	\$14,026.00	\$14,026.00	100.00%	\$0.00	
65270 Asst. Music Director Personal Days	\$200.00	\$200.00	100.00%	\$0.00	
Assistant for Services					
A/V Tech - Salary	\$7,280.00			\$7,280.00	A/V Tech was previously considered a Worship expense in 2021
A/V Tech - Hlth Ins					
A/V Tech - Life & ADD	\$61.15			\$61.15	
A/V Tech - LTD					
<b>Total 65000 Worship Staff</b>	\$33,255.15	\$23,599.00	140.92%	\$9,656.15	
69000 Staff Benefits					
69100 Workers Compensation	\$1,868.67	\$2,541.00	73.54%	-\$672.33	
53240 Health Ins. Premium Pool to set aside		\$2,000.00		-\$2,000.00	
69200 FICA - Employer Contribution	\$15,401.92	\$13,460.00	114.43%	\$1,941.92	
<b>Total 69000 Staff Benefits</b>	\$17,270.59	\$16,001.00	107.93%	\$1,269.59	
<b>Total 60000 Staff</b>	<b>\$275,613.67</b>	<b>\$229,885.00</b>	<b>119.89%</b>	<b>\$45,728.67</b>	
69900 Service Fees		\$250.00	0.00%	-\$250.00	
75080 Staff Development	\$3,000.00	\$1,500.00	200.00%	\$1,500.00	
75090 Staff Recognition		\$750.00	0.00%	-\$750.00	
Total Other Expenses	\$3,000.00	\$2,500.00	120.00%	\$500.00	
<b>Total Expenses</b>	<b>\$616,467.74</b>	<b>\$584,906.00</b>	<b>105.40%</b>	<b>\$31,561.74</b>	
Net Operating Income					
<b>Net Income - Cash Flow Basis</b>	<b>\$0.00</b>				The proposed budget is balanced
Net Income With Excess Reserves		\$1,013.78	0.00%	-\$1,013.78	



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# Proposed Modification to Bylaws

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## Introduction to Proposed Bylaws Revisions

### Adjusting the size of the Board for an experiment this year

Data from Program-sized churches in the UUA points generally to migrating to smaller sized boards as congregations get larger (Informal poll by Rev. Florence)

More programming and ministry is accomplished by staff in larger congregations, compared to lay-leadership solely running with the baton in smaller congregations.

The Board has chosen to have an experimental year in which the size of the Board is reduced from our traditional makeup. We will assess whether we can accomplish our mission at this smaller size, and report back to Nominating Committee and the congregation as to our effectiveness in doing our job. We will also recommend adjusting the bylaws again at next year's Annual Meeting, if warranted.

This year's proposed Bylaws change is recommended by the Board, in order to not trigger automatic nominations from the floor at the Annual meeting ( a Robert's rules, rule).

If you missed the chance to attend the Board's information meetings, but still have questions about this proposed revision and plan, please feel free to contact me before the Annual meeting - I will be glad to discuss details with you. You are also welcome to contact any member of the Board with your questions.

Respectfully,  
Brian McDermott, Chair  
On behalf of the Board of Trustees

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

## Article VII: The Board of Trustees

**Section 1:** The Board of Trustees shall include ~~six (6) nine (9)~~ elected members and the Clerk and Treasurer for a total of ~~eight (8) eleven (11)~~ voting members. Six of these ~~eight Trustees~~ ~~members~~ shall constitute a quorum.

### Section 2:

The members of the Board of Trustees shall be elected for three-year terms. ~~,with three being elected each year.~~  
Terms shall begin and end with the beginning of the Board Organizational Meeting for the relevant years.



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# Slate of Nominees

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## **Board of Trustees – 1 Member to be elected for a 2-year term**

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

### **David Gross**

David L. Gross is a long-time member of UUCUC having signed the book in 1968. He is a research geologist, now retired, after a long career doing environmental research and service with the Illinois State Geological Survey. Also, he continues with a twenty plus year run as a member and Chairman of the Board of Directors of West Central Bank (western Illinois). This will be a return to the board of UUCUC, having previously served on the board more than twenty years ago. For each of twenty five summers he took some of the UUCUC junior and senior high school youth to Youth Week at Camp Unistar. He reports that a full week with UU teenagers on an island in northern Minnesota was one of the best things that he has done in life, and that the week was never boring.



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

One member to be elected for a two-year term in odd-numbered years and shall begin that term at the beginning of the Board Organizational Meeting of the year elected. The Clerk keeps the records of the Church and the regular meetings of the Board and prepares notices of congregational meetings. The Clerk shall be a voting member of the Board of Trustees but shall not be liaison to any council or group of committees. Additional duties can be found in the church bylaws under Article IV.

### **Jody Hanger**



Jody Hanger will serve as clerk for the next two years. She stepped down as a Board member to serve in this role.

Jody was lucky enough to be raised as a UU in Cleveland Heights, Ohio. She and her husband, Chris Hannauer, began attending UUCUC in late 1993 shortly after arriving in Champaign, and both became members of the church in the 1990s. She has played many small roles at church including: Personnel and Service Auction committee member, RE teacher, temporary office employee, amateur church librarian and for 25 years, choir member.

With both children now grown, Jody is getting accustomed to empty-nesting. Some things she enjoys are: reading cookbooks and trying new recipes, needle crafting (most recently cross-stitch), and hiking. She works as a library clerk at Westview Elementary in Champaign.



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# Slate of Nominees

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## **Financial Secretary — Two-year term**

Financial Secretary: One member to be elected for a two-year term in the odd-numbered years and shall begin that term at the adjournment of the meeting of the election. The Financial Secretary exercises signature authority on all Trust accounts, electronic transfers and merchant services accounts; transfers funds as requested by the Trust Fund Trustees; receives and distributes gifts of stock; and reports on transactions. Additional duties can be found in the church Bylaws under Article IV. Kathy Vance will continue in this role for another two-year term.

### **Kathy Vance**



I'm Kathy Vance. I've lost track of when I became a member of this church. My daughter, Shannon, was in elementary school so that makes it about 20 years ago. Over the years, I've had the pleasure of serving as a R.E. teacher, OWL facilitator, YRUU advisor, Board Member (briefly) and a member of the Trust Committee. After graduating from the UI back in '72 I chose to stay in the area since I kept getting jobs I liked and my network of friends and love of the community continued to grow. When I received my MBA in the 80's I considered leaving but again the community captured my heart. As a fairly new retiree I spend my free time enjoying Krannert, traveling, visiting family and friends and heading East to DC, west to Oregon to visit my two kids and grandsons. In my spare time, I love running in honor of those that can't.

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

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

Jennifer Greene  
Kelly Halcom  
Cloydia Larimore

### **Jennifer Greene**

Jennifer Greene joined the UU church community as a member two or three years after she moved to Urbana in 1999. Our UU church was the first faith community she had engaged since her teen years in New Jersey. Within a short time, Jennifer realized that our church offers a faith, a set of values and principles, and a strong community that meaningfully lives and enacts its commitments. Since then, she has actively contributed to the work of our church – both internal and for outside community causes. She welcomes the opportunity to join our church's nominating committee.





# Slate of Nominees

## Kelly Halcom



Kelly Halcom and her husband, Randy Banning, discovered UUCUC in November 2018 (thanks to Kelly’s mother, who is also a member) and became members shortly thereafter. They are parents to a rising 9th grader, who is currently in the Coming of Age class. Kelly has enjoyed serving the church over the years in many ways, such as various RE roles, Hospitality Team F co-chair, Interim Board member, Ministerial Search Committee member (Florence’s team), 2020 Dream Team member, and tech supporter for the 2020 and 2021 congregational meetings. Kelly is an avid concert-goer who loves the outdoors and has an activist’s spirit. Kelly and her family recently became vegetarians, and with the pandemic year allowing for more time at home, Kelly has lately been discovering new recipes and embracing a new kind of eating. She also works as a School Social Worker in Urbana School District.

## Cloydia Larimore

Cloydia Hill Larimore became a member of UUCU in early 2020 after several years as a friend of the congregation. She currently serves the UU community as a Pastoral Care Associate. Cloydia retired from her position as Vice President of Advancement for Cunningham Children’s Home, Urbana in 2015. She and her husband Rick are life-long Urbana residents who also enjoy spending time at their cabin on the Salt Fork River in Vermillion County.



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

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

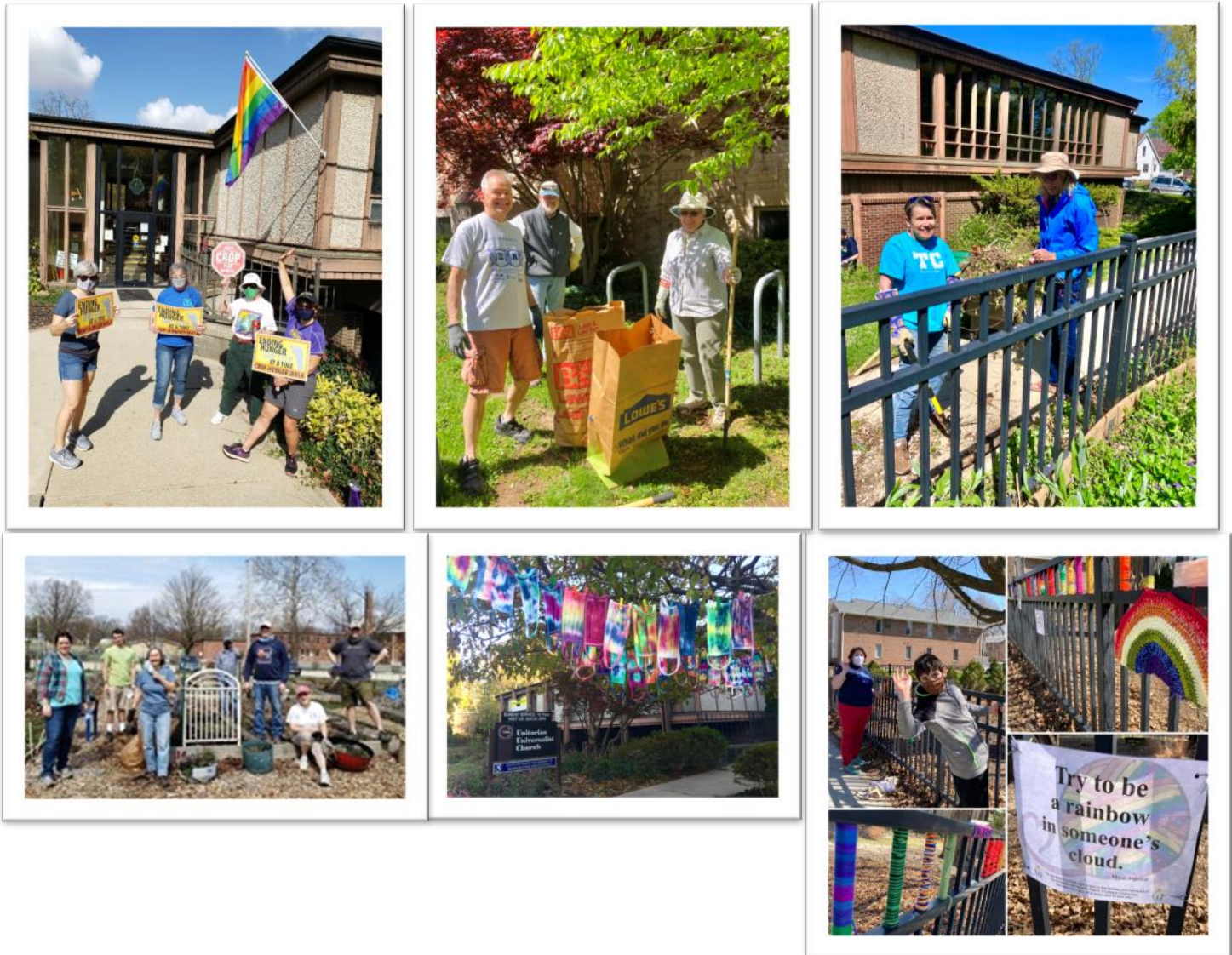
- David Gross
- Jenny Hunt
- Cindy Ingold
- Emily McKown
- Open
- Open
- Open

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

- Open
- Open
- Open
- Open



# UUCUC's Event Highlights 2020-2021



*The photos above include just a handful of event highlights from the past year (left to right, top row): UU Walkers; Garden Party volunteers May 2021. Bottom row, left to right: Randolph Street garden volunteers; tie-dye masks with Rev. Sally; Yarn Bombing Green Street.*

# **APPENDIX**

**Appendix A. Minutes from the Annual Meeting on June 14, 2020 ..... 57**  
**Appendix B. Minutes from the Special Meeting on December 20, 2020..... 65**



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## Appendix A: Minutes from the Annual Meeting on June 14, 2020

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June 4, 2020

Dear Church Member,

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

The Annual Meeting is scheduled from 1:00 to 3:00 pm on, Sunday, June 14, 2020. In the instance that there are technical difficulties on this date that prevent the meeting from successfully concluding, a backup meeting is scheduled from 1:00 to 3:00 pm on Sunday, June 28, 2020. If all business can be completed successfully on June 14, the June 28 meeting will not be held.

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

The agenda will be:

- I. Call to order and verification of a quorum
- II. Finalization of the Agenda
- III. Remarks by the Board of Trustees Chair
- IV. Remarks by the Minister
- V. In Memoriam
- VI. Approval of Minutes from the Annual Meeting on May 5, 2019
- VII. Acceptance of Annual Reports
- VIII. Acceptance of Shelter Rock funds
  - i. Report on Financial condition of the church
- IX. Presentation and vote on the 2020-2021 Annual Budget
- X. Presentation and vote on proposed Bylaws modification of Treasurer's term of office and responsibility for real property
- XI. Election of Officers, members of Nominating Committee and delegates to the General Assembly.
  - i. For these positions, a proposed slate of nominees is attached. According to article XI, Section 7, of the bylaws, "nominations for any office may be made from the floor at any congregational meeting. However, nominations will be accepted only for those who have given their consent either in person or in writing."
- XII. Dream Team: Mission and Vision Affirmation
- XIII. Immigration Justice Task Force: Hospitality Affirmation
- XIV. Paycheck Protection Program funds Affirmation
- XV. Confirm need or cancellation of backup meeting date

Adjourn

Sincerely,

Jenna Zeidler

Clerk, Board of Trustees





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## Appendix A: Minutes from the Annual Meeting on June 14, 2020

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UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN  
Slate of Nominees for Congregational Vote  
Annual Meeting June 14, 2020

Board of Trustees

Three to be elected for a 3-year term

1. Penné Beckett
2. Becky Densmore
3. Jody Hanger

Board of Trustees

This year, the Congregation needs to elect two additional Members to fill open BOT positions.

1. Jennifer Ellis (2 years)
2. Daniel Urban (1 year)

Moderator -1 Member to be elected for a two-year term in even-numbered years

Gail Schiesser

Treasurer -1 Member to be elected for a two-year term

Lan Richart

Trust Fund Trustee -There are three Trust Fund Trustees. They administer, invest, and report on the church trust funds. One position is being filled this year.

Terry England

Nominating Committee

Three to be elected for a one-year term

1. Janet Revell Barrett
2. Jennifer Green
3. Cindy Ingold

Delegates to the General Assembly of the Unitarian Universalist Association

Six candidates who are voting members, including young adults:

1. David Gross
2. Jenny Hunt
3. Cindy Ingold
4. Millie Davis
5. Not Filled
6. Not Filled

Annual Meeting  
Unitarian Universalist Church of Urbana Champaign  
June 14, 2020



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## Appendix A: Minutes from the Annual Meeting on June 14, 2020

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

Chris Hannauer, Moderator, called the meeting to order at 1:30p.m. when it was established that there was a quorum with 120 voting members in attendance.

### **Finalization of the Agenda**

Per our bylaws, the treasurer must make a report on the financial condition of the church. This item will be inserted between items eight and nine in the agenda.

MOTION: Tamara Ducey moved that the agenda be finalized as amended; Beth Cobb seconded. The motion was approved by Zoom vote.

### **Remarks by the Board of Trustees Chair, Randy Locke**

Randy Locke reflected on a year that we will all remember for a long time to come. The Dream Team has done incredible work to engage the congregation in its strategic planning, our Finance Task Force and Budget Task Force, both led by Brian McDermott, the board Vice Chair, have taken up critical work to keep us on solid financial footing both now and into the future.

There were things that we weren't anticipating this year, our congregation has really dug deep and been incredibly generous in the successful effort to bring a second minister to Champaign Urbana, and our minister, Reverend Caplow, the social action committee, the immigration justice Task Force and so many of you have been working for transformative change in response, not only to COVID-19, but also persistent racial injustices that are in our community and in the world. And there is still immense work to do.

Randy thanked Chris Hannauer, our moderator, for leading us through this, our very first virtual annual meeting. Also thank you to the nearly one dozen people that were on the annual meeting planning group. Thank you to the members of the Board of Trustees, your service to the congregation is greatly appreciated. Thank you to Reverend Caplow for your continued inspiration and action as this congregation's spiritual leader. And lastly, thank you to all of you participating in the annual meeting for showing your commitment to our congregation, and for showing your care for one another. It's truly been an honor to serve as your chair and I thank you from the bottom of my heart for that opportunity.

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

Rev. Caplow remarked that we have had such an unexpected year together. And we continue to see the continued growth and vitality of the congregation. We had so many memorials in the fall and that was very hard. There is great energy around the leadership circle with more than 100 people joining to bring a new Associate Minister, the soon-to-be Reverend Sally Fritsche, she ordains next Saturday. Then COVID hit and our sanctuary and church building went dark. We stayed home to protect ourselves, each other, and the larger community. But we did an amazing thing, we became an online congregation and continued to show up in many ways for each other. Rev. Caplow lifted up our remarkable staff for their hard work and creativity. She thanked Shawn Bartell and Chris Hannauer for helping to create amazing online services, as well as Brian Franklin for making our website a kind of virtual sanctuary and fellowship hall for us. Thank you to Sherry Boland, who has done so much to keep our spirit of community alive.



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## Appendix A: Minutes from the Annual Meeting on June 14, 2020

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She thanked the board, who have met every challenge with grace and aplomb, and especially Randy, thank you for your partnership this year and your leadership.

Thank you for the honor and joy of serving as your Minister for another year.

### **In Memoriam**

Charlotte Brady  
Lin Foote  
Yolanda Deal  
Chet Strohecker  
Ray Watson  
Bob Spitze  
Anne Reeser  
Dave Sutton  
Jim McGlathery  
Burt Swanson

### **Approval of Minutes from the Special Congregational Meeting and the Annual Meeting on May 5, 2019**

**MOTION:** Jenny Hunt moved to accept the minutes as presented; Kathleen Vance seconded the motion; the motion was approved by Zoom vote.

### **Acceptance of Annual Reports**

**MOTION:** Roch Ducey moved to accept the Annual Reports as presented; Karen Retzer seconded the motion; the motion was approved by Zoom vote.

### **Acceptance of Shelter Rock funds**

Mona Shannon presented a brief background on the “Wake Now My Vision” campaign encouraging people to include UU institutions in their estate plans.

**MOTION:** Andy Robinson moved that the congregation accept \$32,500 from the Wake Now My Vision Legacy Challenge grant from the Unitarian Universalist Congregation at Shelter Rock and authorizes the inclusion of these funds in the FY 2020-21 annual budget; Doug Jones seconded the motion. After discussion, the vote was taken via Zoom, motion carried. Discussion regarding the motion: Doug Jones asked if it would be more appropriate for these funds to go to our endowment, than to the operating fund.

Mona Shannon said that the matching funds are authorized to be used in any way that the receiving institution wants so it's totally up to us the congregation to decide how we want to use it.

**MOTION:** Doug Jones moved to amend the motion to read that the funds go to our endowment, instead of our operating fund; Elizabeth Simpson seconded the motion. After discussion, the vote was taken via Zoom vote, motion to amend the original motion fails.

Gail Schiesser asked for clarification and suggested that there are two issues, whether to accept the funds and where the money should go.



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## Appendix A: Minutes from the Annual Meeting on June 14, 2020

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Mona Shannon stated, as the person who organized this appeal and as someone who serves on the Financial Task Force, these issues have been considered by the committee that is charged to look at this finance as well as the board and both groups have recommended the original motion without amendment strongly urged that we do not approve this amendment. Approving this amendment would mean amending the budget, people have been very generous but this current budget is based on these funds being in there.

Roch Ducey said we need to accept the funds in a way that would give us the most versatility in the usage of those funds in these uncertain financial times.

Elizabeth Simpson withdrew her second for the motion for the amendment.

Sam Beshers said that we have a proposal on the floor which we hope to vote on to accept the money as part of the current year's budget and argued against trying to split it.

Scott Godlew recommended voting no to the amendment and then voting yes to the main motion.

Umeeta Sadarangani seconded what Roch Ducey said and what Sam Beshers said to give us the most flexibility and to vote on the motion as presented.

Penne Becket asked for clarification on how access to endowment funds are handled.

Randy Locke explained that there are trustees that are voted on and those officers handle the trust funds. We do not look at those funds as a pot of money to remove and put into the budget. Those are separate funds, and we use the proceeds from those funds, the interest that's calculated over a period of time, and only that portion is brought into the budget. The \$32,500 is not money that's been donated by congregants. This is money that's coming as a match from an external source and it does not have specific requirements for its use.

Claudia Gross clarified what we're considering right now is only the amendment and all that does is change the part that says putting it in the operating budget to putting it in the endowment. As part of the congregation that has a legacy that generated this money, I personally hate endowments so I think it goes in the annual budget.

Sandy Finnerty seconded the motion so that a vote could be taken.

Randy Locke said that where these funds would be directed has been given a great deal of consideration and the motion has been developed.

Tamara Ducey stated that she is in favor of the Board's decision in terms of how to spend that money.

### **Report on Financial condition of the church**

Jerry Frye gave a brief report. To date, pledges received are at 88% of what was budgeted. As of April 30th, the Associate Minister set aside account had \$65,000 in commitments. And to date we had received \$41,765 of those committed funds that are resting in a set aside account. This year, we had budgeted \$26,000 in auction income for this particular year, and the actual auction bids came in at \$23,500.



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## Appendix A: Minutes from the Annual Meeting on June 14, 2020

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### **Presentation and Vote on the 2019-2020 Annual Budget**

Brian McDermott presented a budget summary. Overall pledges increased by 2.2% but as Jerry mentioned we had the Associate Minister targeted donations that are being split over two years. If you count the first year's numbers with our pledge forecast, we've had a total increase in our generosity for this forecast of 9.4%. If you look at both years, the congregation has supported an increase of 16.5% from last year.

The total budget is \$586,625, a little more than \$7,000 less than last year and it is a balanced budget that's been proposed.

Part of the budgeting process was looking at COVID-19 and its impact on the church. The assumption built into this budget was that our church building is going to be closed for the first half of the year and open completely for the second half of the year and we made adjustments both on the income side as well as the expense side.

**MOTION:** Sam Beshers moved to accept the 2020-2021 Budget as presented; Karla Peterson seconded the motion. After discussion, the vote was 111 for, 0 against; motion passes.

Discussion regarding the motion: Amy Robeson stated she could not find line number for the \$32,400 grant funds.

Doug Jones stated that there might be some missing numbers in the budget and asked for clarification on the non-recurring income and their role in the budget.

Brian McDermott said that the missing numbers are a forgotten column and that this year's pledge forecast was \$450,000. He then explained that the \$69,000 excessive reserves was for the last fiscal year, this year's excessive reserves are \$1,885. This is one reason despite an increase in Generosity, the budget is lower than last year.

### **Consideration of and vote on proposed Bylaws modification of Treasurer's term of office and responsibility for real property**

Randy Locke briefly explained the proposed modifications to the Bylaws.

**MOTION:** Jerry Frye moved that the Congregation approve the proposed modifications to the Bylaws of the Unitarian Universalist Church of Urbana-Champaign as presented; Mona Shannon seconded.

Discussion regarding the motion: Todd Kinney wondered how the two treasurers would handle duties during the overlapping three months. Specifically signing authority.

Sandy Finnerty asked what the word "real" means in regard to property and what a staff member would be responsible for as opposed to the Treasurer.

Doug Jones shared Todd's concern about overlapping treasurers and proposed an amendment but would like the leadership team to look at it first.

Brian McDermott created an action item for the Board and Finance Task Force to look at potential adjustments.

**MOTION:** Doug Jones moved that we amend the original motion by separating it into two items, the change to section 1 and the change to section 7. Kathleen Vance seconded the motion. The vote on the amendment was taken by Zoom vote, 92 for, 7 against, original motion is amended and split into two separate motions.



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## Appendix A: Minutes from the Annual Meeting on June 14, 2020

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**MOTION:** Steve Troyer moved to table the first motion to modify Section 1; Gail Huetting seconded the motion; vote was taken via Zoom vote, 97 for, 0 against, motion is tabled.

Discussion on the motion: Steve Troyer said this needed to be looked at, but not on the fly during this meeting so tabling is the right way to go.

Todd Kinney was also in favor of tabling and wondered if the Treasurer issue could be addressed via policy.

Scott Rohde asked for clarification of what was included in the first motion.

**MOTION:** Barbara Hudgings moved that the Congregation approve the modification of Section 7 of the Bylaws of the Unitarian Universalist Church of Urbana-Champaign as presented; Jody Hanger seconded. Vote was taken by Zoom vote, 101 for, 0 against, motion carries.

Discussion of this motion: Janet Revell Barrett asked if the pipe organ is considered real property.

Gail Schiesser suggested that the pipe organ was indeed actual property but that the Treasurer is only responsible for custody.

### **Election of Officers, members of Nominating Committee and delegates to the General Assembly.**

Chris Hannauer read the slate of nominees.

The floor was opened for nominations for any open position. There are 3 openings for Delegates to General Assembly. Scott Godlew nominated Theresa Benson to be a Delegate to General Assembly.

**MOTION:** Kathleen Vance made a motion to accept the slate of nominations as presented; Kathleen Holden seconded the motion; After discussion, the vote was taken by Zoom vote and the slate was adopted.

Discussion: Kelly Halcomb asked who the two Board members leaving early were. Those two members are Randy Locke and James Englehart.

### **Dream Team: Mission and Vision Affirmation**

Becky Densmore described how the vision statements were developed.

**MOTION:** Roch Ducey moved that the Congregation affirm the Mission and Vision statements; Priscilla Kron seconded the motion; Vote was taken by Zoom vote, 97 for, 1 against, motion carries.

### **Immigration Justice Task Force: Hospitality Affirmation**

Pam Richart presented information about the Hospitality effort of the Immigration Justice Task Force.

**MOTION:** Millie Davis moved that the Congregation affirm the Immigration Justice Task Force of the Social Action Committee to carry out its hospitality and emergency refuge program for immigrants eligible for asylum (or those petitioning for an extension in their application period) who feel threatened when U.S. Immigration Customs and Enforcement (ICE) is in town. Such hospitality/emergency refuge would generally not be for more than five consecutive days; Jessica Augustson seconded the motion; vote was taken via Zoom vote, 99 for, 0 against, motion carries.



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## Appendix A: Minutes from the Annual Meeting on June 14, 2020

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### **Paycheck Protection Program funds Affirmation**

Randy Locke presented information about the Paycheck Protection Program.

**MOTION:** Jenny Hunt moved that in the event that some or all of the Paycheck Protection Program funds are forgiven, the Congregation affirm acceptance of forgivable funds up to the full amount of the loan (\$73,500). In the event that a portion of the loan is not forgiven, it will be at the discretion of the board to determine how to handle that portion; Wendy Graves seconded the motion; After discussion the vote was taken via Zoom vote, 99 for, 1 against, motion carries.

Discussion: David Gross supported the motion and thanked the Board.

Kathleen Frizzell asked about what the money will be spent on and who decides that. And also expressed concern that any unforgiven portion would be debt that the church had not budgeted for.

Brian McDermott explained spending per the PPP stipulations.

Doug Jones asked if this motion addresses the bylaw requirement of accepting income/donations over \$5,000.

Randy answered that this motion does proactively try to help create some clarity around it.

Dave Sharpe said as the chair of the Personnel Committee, and we had a part in this. The part that we played was allowing these funds to increase the health care of our staff. That is to realize how dangerous as illness can be, and that it would overwhelm sick leave, vacation time and so on. This allows us to extend sick leave under those conditions. So it's not only financial but it's a humanitarian step that we're taking.

### **Confirm need or cancellation of backup meeting date**

Not needed as all items were covered at this time.

### **Adjourn**

**MOTION:** Becky Densmore moved to adjourn; Roch Ducey seconded the motion; vote was 96 for , 0 against, the meeting was adjourned at 4:20p.m.



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## Appendix B: Minutes from the Special Meeting of the Congregation on December 20, 2020

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December 10, 2020

Dear Church Member,

This letter constitutes a written call for a Special Meeting of the Congregation of the Unitarian-Universalist Church of Urbana-Champaign under Article V of the church Constitution and Article II of the By-Laws. This meeting has a shorter agenda and will require far less time than our Annual Meeting in June. Please make a plan to attend this meeting as we require enough voting members to obtain a quorum.

The Special Meeting is scheduled to begin at 1:00 pm on Sunday, December 20, 2020. In the instance that there are technical difficulties on this date that prevent the meeting from successfully concluding, a backup meeting is scheduled to begin at 1:00 pm on Sunday, January 3, 2020. If all business can be completed successfully on December 20, the January 3 meeting will not be held.

In accordance with the Constitution and Bylaws, this meeting will take place virtually via Zoom and votes made at this meeting will be binding. Additional details about how the meeting will be conducted are available from the website at: <http://uucuc.org/specialmeeting-december2020>. This meeting will be recorded.

The agenda will be:

- I. Call to order and verification of a quorum
- II. Remarks by the Board of Trustees Chair
- III. Remarks by the Minister
- IV. Congregation's Affirmation of the Dream Team-generated Strategic Plan
- V. England Endowment - additional gift acceptance
- VI. Confirm need or cancellation of backup meeting date
- VII. Seasonal carol

Adjourn

Sincerely,

Jenna Zeidler

Clerk, Unitarian-Universalist Church of Urbana-Champaign





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## Appendix B: Minutes from the Special Meeting of the Congregation on December 20, 2020

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Special Meeting  
Unitarian Universalist Church of Urbana Champaign  
December 20, 2020

### Call to Order and Verification of a Quorum

Gail Schiesser, Moderator, called the meeting to order at 1:13p.m. when it was established that there was a quorum with 87 voting members in attendance.

### Remarks by the Board of Trustees Chair, Brian McDermott

Brian McDermott thanked everyone for attending and, on behalf of the board of trustees, encouraged everyone to vote affirmatively to both of the agenda items today.

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

Reverend Caplow commented on how appropriate it is that this five year strategic plan and the England gift are together in this special meeting. This strategic plan is a real work of art and is like the keel that helps us know where we want to go. And our generosity of those like the Englands, which we are so touched and grateful for, is like the wind in the sails so that we can manifest visions that are really very powerful and grand. Rev. Caplow also thanked the United Dream Team and Karen folk, who led a process over nearly two years, to create this remarkable new plan.

### Congregation's Affirmation of the Dream Team-generated Strategic Plan

Karen Folk, Chair of the Dream Team, gave a quick overview of the process that our congregation went through to create the plan presented. The visions that were approved at the June 2020 Annual Meeting, using more congregational input, were narrowed down to 5 goals and action steps for each of those goals were created.

**MOTION:** Karen Folk moved that the congregation affirm the 2021-2026 Strategic Plan to guide annual goals and action plan formation by ministers, Board of Trustees, staff, and church leadership over the next five years. Sam Beshers seconded the motion.

The vote, taken by Zoom vote, was 90 for, 0 against, the motion carries.

### England Endowment - additional gift acceptance

Brian McDermott briefly described the purpose of the following motion.

**MOTION:** Brian McDermott moved that the congregation authorizes the acceptance and gift of \$50,000 from Terry and Barbara England to be added to the England Endowment under the same terms as the original endowment. Further, the congregation authorizes acceptance of any future gifts to the England Endowment under the same terms.

Jenny Hunt seconded the motion.

The vote, taken by Zoom vote, was 89 for, 0 against, the motion carries.



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## Appendix B: Minutes from the Special Meeting of the Congregation on December 20, 2020

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### Confirm need or cancellation of backup meeting date

Not needed as all items were covered at this time.

### Seasonal Carol

The meeting attendees sang Silent Night together.

### Adjourn

**MOTION:** Sam Beshers moved to adjourn; Scott Godlew seconded the motion; The vote, taken by Zoom vote, was 80 for, 0 against, the meeting was adjourned at 2:07p.m.



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