



ANNUAL REPORT

FISCAL YEAR 2020—2021

UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN

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2020-2021 Annual Report

PRINCIPLES, MISSION, AND VISION

Our Unitarian Universalist Principles

We affirm and promote:

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

Mission Statement

At UUCUC, our mission is simple:

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

Build Community. We come together to provide a caring community, to encourage and to support one another in our religious, spiritual and personal development - and to promote a more just and peaceful world.

Seek Inspiration. We are moved by acts of kindness and love; we are awed by the beauty and wonder of the natural world; we are lifted up by the power of reason. Join us to find *your* inspiration.

Promote Justice. We value deeds over creeds - its our actions that define us. Whether you're passionate about LGBTQIA issues, addressing immigration justice, or promoting sustainability , this community provides opportunities for better understanding... and collective action.

Find Peace. We each have different concepts of what peace means to us, but without peace within ourselves, within our families and our congregation we will have difficulty bringing peace to our community and larger world.

Congregational Visions

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.

PRINCIPLES, MISSION, AND VISION

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.

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.

PRINCIPLES, MISSION, AND VISION

Service to Others

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

Spirituality

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

Learning

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

Approved June 14, 2020

Background to Mission/Visions Creation

Mission. (adopted on December 4, 2005) Mission was reaffirmed at 2019 Dream Buffets and the November 2nd, 2019 "Shape Our Future" Mission/Vision workshop with Rev. Lisa Presley, UUA Midwest Regional consultant. Possible modifications to Mission wording will be considered as continuing work in the Five Year Strategic Plan to be created and voted on in November, 2020.

Visions. These Nine Visions are the most common themes reflected in the four data sources reviewed: 1) "My dream for the congregation is..." cards collected at Installation and Jan 2018 service; 2) Sept 2019 Dream Buffet notes; 3) Aug-Sept 2019 ENews surveys; and 4) Jan 12, 2020 Sunday service on our Mission. These future visions reflect the best of what the congregation would like UUCUC to become in the next five years. Created by the Dream Team planning task force with Committee input, February 2020 and slightly revised with congregational input from two informational meetings held March 8th and March 29th, 2020. Vision statements approved by congregational vote on June 14, 2020.

Provided by Karen Folk, Chair, Dream Team Strategic Plan Taskforce

COVENANT

Congregational Covenant

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

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

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

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

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

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

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

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

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

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

Approved October 2, 2005

2020-2021 CONGREGATIONAL GOALS

CONGREGATIONAL GOAL #1

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

*

CONGREGATIONAL GOAL #2

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

*

CONGREGATIONAL GOAL #3

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

As voted by UUCUC Board of Trustees November 2017

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BOARD OF TRUSTEES AND OFFICERS, 2020-2021

Officers of the Congregation:

CHAIR: Brian McDermott

VICE-CHAIR: Jerry Frye

CLERK: Jenna Zeidler

TREASURER: Lan Richart

FINANCIAL SECRETARY: Kathy Vance

MODERATOR: Gail Schiesser

Board of Trustees:

Brian McDermott, CHAIR

Jerry Frye, VICE-CHAIR

Jenna Zeidler, CLERK

Lan Richart, TREASURER AND FINANCE COMMITTEE LIAISON

Adam Davis, LEADERSHIP LIAISON

Becky Densmore, COUNCIL ON SHARED LEADERSHIP LIAISON

Jennifer Ellis, SOCIAL ACTION COMMITTEE LIAISON

Karen Folk, PERSONNEL COMMITTEE AND DREAM TEAM LIAISON

Jody Hanger, RE COUNCIL LIAISON

Dan Urban, COVID-19 ADVISORY TASK FORCE LIAISON

Staff at UUCUC 2020-2021

The Reverend Florence Caplow, Minister (July 2020—June 2021)

The Reverend Sally Fritsche, Minister (September 2020—June 2021)

Kate Barton, Director of Facilities (July 2020—December 2020)

Sherry Bohlen, Director of Congregational Engagement (July 2020—August 2020)

Juan Camacho, Accompanist (December 2020—June 2021)

Austin Cody, Choir Director (July 2020—June 2021)

Brian Franklin, Director of Congregational Administration (July 2020—October 2020)

Kendra Gibson, RE Assistant (December 2020—June 2021)

Matthew Gladden, Assistant Music Director (July 2020—December 2020)

Michele Townsend Grove, Interim Dir. of Religious Education (July 2020—June 2021)

Emily McKown, Youth Coordinator (July 2020—June 2021)

Erinn Miller, Web and Communications Asst. (December 2020—June 2021)

Kerri Peters, Director of Facilities (December 2020—February 2021)

Adam Rahn, A/V Tech (March 2021—June 2021)

Zoe Valentine, Director of Congregational Administration (October 2020—June 2021)

Shornor Vineyard, Custodian (July 2020—June 2021)

Tim Voelker, Director of Facilities (February 2021—June 2021)

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2020-2021 YEAR IN REVIEW

BOARD OF TRUSTEE'S CHAIR

This was a very interesting and unusual year for both the Board of Trustees and the church as a whole. The first time new Board members were voted in by the membership at the first-ever virtual Annual Meeting (but not the last, as we now all know). The 2020-2021 Board met entirely virtually through the whole year; every Business meeting and every study session. New Board member training and on-boarding also was done virtually last summer. We continued the same pattern as last year of having the study sessions at the beginning of the month and the business meetings at the end, in continued facilitation of Staff reporting and Board action. One benefit of doing the study session first was allowing the new Board member's time to understand their roles, Board leadership, and liaison positions prior to being asked to vote on these positions.

Jenna Zeidler, our warmly appreciated board clerk, kept the business meeting minutes, which are the official record of our activities and are available to everyone from our UUCUC website. The Board held 11 study sessions and 13 business meetings during the year.

The 2020-2021 board year presented some big challenges for the church as well as some big opportunities. The Covid-caused Pandemic had a profound impact on the way we approach church life and connections, and the pandemic still is exerting its influence as I write this. Among the major issues that were acted on or supported by the board were:

- Cheering on the Dream Team as we all affirmed the 5-year strategic vision and plan in December,
- Adoption of the Board's Statement on Black Lives Matter last June as one of the first actions of our newly-formed Board, and the support and efforts of our RJP team to help create the Statement and to keep our attention on racial justice issues,
- Welcoming our first-ever, part-time Associate minister (Rev. Sally Fritsche) and humbled by the generosity of the congregation in enabling her half-time position to be funded,
- The adaptability and detailed planning of the UUCUC Immigration Justice Task Force for hospitality in the midst of a pandemic,
- Watching the house at 310 High Street go the way of all good things that have run (well past) their time, leaving an prettier and more-open south entrance to the church,
- Development of an operating budget for fiscal year 2021 (July 2020 – June 2021) during continued times of great social uncertainty (with well-deserved accolades to the Generosity Team, Budget Task Force, Finance Task Force, Minister, and Board on this heavy lift!) - and then, adapting said budget as the pandemic and its impacts continued longer than we had originally anticipated,
- Discharge of the \$73,500 Paycheck Protection Program loan that will free up residual funds for one-time use needs within our church,
- The work of the staff and the volunteers on the Covid-advisory taskforce and their efforts culminating in the draft reopening guidelines for our church to eventually return to whatever "new normal" is in our future,
- Continued closure of the building and use of streaming services all year - strong kudos to Rev. Florence Caplow, Rev. Sally Fritsche, our Interim DRE Michele Grove and the whole worship staff and Worship Committee for all their work to make these happen every Sunday,
- The creation of the UU Utility Fund at the Urbana Township to help those in our community who needed assistance with their utility bills,
- Creation of the Covid Hearts Memorial, honoring those in Champaign County who have died from Covid 19,
- Watching in awe as our Treasurer Lan Richart created the best ever financial reports, and a superlative executive summary each month to explain to everyone in lay terms their implications,
- Supporting our Lead Minister & Chief of Staff, Rev Florence Caplow and the Personnel Committee, as our church experienced almost complete turn-over of all our staff in the year,
- and of course, all the 'routine stuff' that our excellent staff and volunteers do to keep things humming.

(continued on page 15)

BOARD OF TRUSTEE'S CHAIR

(continued from page 14)

Our major strides forward were in large part a result of **both** our ministers, our staff, volunteers, and many of you. We have been honored to work with so many dedicated and visionary people and to serve this congregation in times when its ideals and actions are so essential. We will forge ahead while finding new ways to continue to support and care for each other, our church, and our community. To new frontiers, together.

**Respectfully submitted,
Brian T. McDermott, 2020-2021 Chair**

On behalf of the 2020-2021 Board of Trustees:

- Brian McDermott, Chair
- Jerry Frye, Vice-Chair
- Lan Richart, Treasurer and liaison to Finance
- Jenna Zeidler, Clerk
- Adam Davis, Building and Grounds
- Penne Beckett, Membership Committee
- Daniel Urban, Covid Advisory Taskforce
- Karen Folk, Personnel and Dream Team
- Becky Densmore, Leadership
- Jennifer Ellis, Social Action
- Jody Hanger, Religious Education Council
- Reverend Florence Caplow, Ex-Officio Member

LEAD MINISTER

As I reflect back over the last church year, what I am touched by is the resilience, creativity, and determination of the members of this congregation, along with many losses, tears, and struggle.

I am particularly conscious of the heavy burden our parents of school-aged children have carried, 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.

“Trauma” is the appropriate language for this year. Lives were turned upside down. We lost our very own beloved Claire Szoke to COVID, and others lost loved ones. We must be very gentle, and very kind, to one another, as we go forward.

I want to say that I think we need to honor and respect the magnitude of what we have been through and continue to experience. I want to particularly commend your Board and your Board Chair Brian McDermott for their commitment, determination, and leadership in a really tough year, as well as the new Board and Board Chair, Becky Densmore, entering leadership for the 2021-22 church year.

In the midst of all this, the congregation brought on Rev. Sally Fritsche as your first-ever Associate Minister for Congregational Life, and passed a powerful and visionary new five-year Strategic Plan, after a nearly two year planning process involving the congregation in many ways. Your Board voted on a Black Lives Matter statement with real commitments, and at the Annual Meeting in June you became one of the 100+ UU congregations to affirm the 8th UU Principle, dedicated to racial justice and the ongoing work toward Beloved Community.

You also completed a three-year Interim Religious Education process, led by Interim DRE 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. Michele transitioned away from UUCUC, as planned, at the end of July, to make room for our new “Religious Exploration and Engagement” staff team, hired after a lengthy and thoughtful search process (thank you, RE search team!).

I will be going on medical leave in the fall of 2021, but hope to be able to return toward the end of the calendar year, if my health improves sufficiently. I am delighted that a well-respected and deeply compassionate local minister, Rev. Karen Bush, will be coming out of retirement to provide support to the congregation, staff, and leadership during my time away.

I hope that we will resume in-person services, events, and RE sometime during the upcoming 2021-22 church year. You will find, I think, that we have been changed. 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 *know* it will manifest in the coming year.

**Respectfully submitted,
Rev. Florence Caplow**

OFFICER REPORTS

BOARD OF TRUSTEE'S TREASURER

Overview

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. Despite these challenges and because of the continued generosity of our congregation, UUCUC remained financially healthy and an important vehicle for good in our community and beyond. A copy of our financial spreadsheet for FY 2020/2021 is included in this Annual Report.

Over the course of the past year, I have endeavored to make the details for our finances more easily understood by all members of the congregation. This included the preparation of "A Layperson's Guide to UUCUC Finances" that explains the line items on the monthly financial spreadsheet. If you would like a copy, contact me at treasurer@uucuc.org.

Thanks to 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. On June 5, 2021 we received official notice that our loan had been forgiven. This removed a \$73,500 liability from our balance sheet.

Direct Aid

Beginning with this year's Annual Report, the Treasurer has been directed to summarize and report on all financial and in-kind support provided for outside organizations. During this past year, we contributed \$74,036 in direct financial aid to outside organizations. Over \$59,483 was distributed through special donations and our Shared Offering. Of that amount, \$20,652 went to the Cunningham Township Utilities Fund to help those facing utility shut-offs during the COVID crisis. We also donated \$4,400 to our Partner Churches in India and Transylvania, and the Racial Justice Project, immigration Justice Task Force and Social Action Committee provided \$10,080 in direct support for community organizations.

In-Kind Goods and Services

In addition to direct financial aid, UUCUC provided numerous in-kind good and services to the community. The Immigration Justice Task Force purchased twelve backpacks for unaccompanied minors in the CU public school systems. These backpacks contained a blanket, towel, toiletries and a gift card for clothing. Two members of IJTF represented UUCUC on the Emergency Assistance Fund of CU Immigration Services.

The Racial Justice Project provided volunteers for the League of Women Voters, ACLU, NAACP and Community Coalition. They also organized a Racial Justice Game Night, with proceeds going to the Randolph Street Community Gardens. They promoted the Little Neighborhood Pantries hosted by A.J. Herzog and Julie Laut. In September, UUCUC was able to provide free space for Uniting Pride to coordinate its live-streamed Pride Fest 2020, while still complying with Health Department guidelines for COVID. In October of 2020, members of our church formed the UU-Walkers and participated in the CU CROP Hunger Walk. This group helped raise approximately \$6,000.

These are but examples of the reach that our congregation has had in the last twelve months. Despite our facilities being closed this past year, UUCUC, through its generosity, made a significant contribution the wider community. This commitment continues.

Looking Forward

The coming year is already offering new challenges, as we seek to reopen and *(continued on page 19)*

BOARD OF TRUSTEE'S TREASURER

(continued from page 18) continue to support a professional staff necessary for a growing church membership. 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.

My thanks to the congregation for its amazing generosity and to the Board of Trustees; members of the Finance Committee; the Generosity Team; Rev. Florence; our Financial Secretary; and our Director of Congregational Administration for their support and collaboration in managing our financial ship. It takes a team.

**Respectfully submitted,
Lan Richart, 2020-2021 Treasurer**

FINANCIAL SECRETARY

This year has continued to be another year of challenges and opportunities. The Financial Secretary is responsible for managing the bank and investment accounts associated with the General Trust Fund, the Victor A. Hoersch Elderly Services Trust (VAHEST), the England Endowment and other special non-operating funds, as requested by the Board of Trustees (BOT), including signature authority for investment accounts and VANCO Payment Solutions which allows members to make online contributions to the church.

The Financial Secretary works closely with the Trust Fund Trustees to provide them with financial information on investment accounts and assist in determining the annual allocation of funds from the trust fund accounts to the church's general operating account. In addition, the Financial Secretary communicates with the VAHEST Committee to determine the total allocation amount for grants to various community organizations serving the elderly. A summary of the financial status of the various trust fund accounts is reflected in the Trust Fund Trustees annual report (*see page 21*).

Highlights of the past year include the following:

- Reestablished quarterly giving statements and annual tax statements that reflect donors pledge information as well as other financial contributions to the church.
- Continued to work on revising and updating the donor recognition policy in collaboration with Mona Shannon, Generosity Chairperson and Zoe Valentine, former Director of Congregational Administration (DCA). This will be completed in the coming year with additional input from Brian Franklin, our new DCA.
- In collaboration with the DCA, initiated a process for thanking all first-time donors to the church, regardless of the amount of the gift.
- With support from Rev. Florence and the DCA, the church had a successful special campaign to raise funds for the UU Utility Fund. These contributions went to Cunningham Township to provide financial assistance to local residents unable to cover costs of utilities due to the impact of COVID-19.

It is with gratitude that I extend a special thank you to Zoe Valentine for her input and support, to Mona Shannon for being a sounding board for new ideas and to Lan Richart, Treasurer as we fine tuned our accounting procedures related to Trust Fund accounts and General Operating accounts.

**Respectfully submitted,
Kathy Vance, 2020-2021 Financial Secretary**

TRUST FUND TRUSTEES

General Trust Fund (excluding England Endowment)

The General Trust Fund provides ongoing income to the church. The trust is invested in stocks (50%) and bonds (50%), primarily using socially responsible index funds.

Starting Balance, July 1, 2020	\$412,519.67
TD Ameritrade	\$395,519.43
Bank of Rantoul	\$17,000.24
Busey Bank	\$0 (not yet opened)
Trust Fund transfer to church operating fund	(\$18,598.45)
Other income to the trust	
TD Ameritrade - dividend & interest	\$7,430.08
Bank of Rantoul – interest	\$8.34
Bank of Rantoul - memorial gifts	\$200.00
Bank of Rantoul - VANCO	\$58.03
Ending balance, June 30, 2021	\$472,832.97
TD Ameritrade	\$472,515.00
Bank of Rantoul	\$261.77
Busey Bank	\$56.20
Distribution of the General Trust Funds – 6/30/21	
Nuveen Small Cap ETF (NUSC)	\$62,442.45
Calvert US Large Cap (CISIX)	\$148,756.81
Calvert Int’l Responsible Index (CDHIX)	\$54,590.90
Calvert Short Duration Income (CDSIX)	\$80,660.28
Calvert Bond (CBDIX)	\$82,712.13
TD Ameritrade Money Market	\$43,352.43
Bank of Rantoul	\$261.77
Busey Bank	\$56.20

Carolyn McMahon Memorial Fund (Special sub-fund of the General Trust)

Starting balance July 1, 2020	\$1,892.06
Transfer to operating fund (AV equipment)	\$1,892.06
Ending balance June 30, 2021	\$0.00

Future Capital Campaign Fund (Special sub-fund of the General Trust)

Starting balance July 1, 2020	\$635.70
No transactions	\$0.00
Ending balance June 30, 2021	\$635.70

(continued on page 22)

TRUST FUND TRUSTEES

(continued from page 21)

England Endowment

The England Endowment began in 2019 with a generous gift from Terry and Barbara England. An additional gift of \$50,000 was made by the Englands in December 2020. Earnings are used for general operations (75%) and for musical activities (25%).

Starting Balance, July 1, 2020		\$50,000.00
Transfer to church operating fund		\$1,249.29
75% for general use	\$936.97	
25% for music use	\$312.32	
Other income to the endowment		
Dividends & interest	\$1,516.63	
Additional contribution	\$50,000.00	
Distribution of the England Endowment – 6/30/21		
Calvert Balanced (CSIFX)		\$115,324.18

Victor A. Hoersch Elderly Services Trust (VAHEST)

The Victor A. Hoersch Elderly Services Trust Fund annually disburses money in the form of grants to organizations providing services to needy elderly in our community. Grants are screened and selected by the VAHEST Advisory Committee.

Starting balance July 1, 2020		\$274,589.52
Grants for current year		-\$12,728.00
Vanguard – dividends & interest		\$20,193.18
Busey Bank – interest		\$3.82
Ending balance June 30, 2021		\$321,659.79
Distribution of VAHEST Funds – 6/30/21		
Vanguard Wellington Fund (VWENX)		\$281,257.08
Busey Bank		\$40,402.71

Highlights

This year we welcomed Terry England as a Trust Fund Trustee.

In addition to meetings in July and January to address trust funds allocation and performance, we met with Russ Rybicki 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.

An additional gift of \$50,000 to the England Endowment was received in December 2020.

Investments have performed satisfactorily.

In keeping with prior years, 4.5% of the 3-year rolling average of December 31 values *(continued on page 23)*

TRUST FUND TRUSTEES

(continued from page 22) was allocated for transfer to the church's general operating fund and VAHEST.

Trustee activities were ably and generously assisted by Kathy Vance, Karen Folk, and Russ Rybicki.

Respectfully submitted,
Terry England
Mike Retzer
Debbie Rugg

VICTOR A. HOERSCH ELDERLY SERVICES TRUST

The Victor A. Hoersch Elderly Services Trust (VAHEST) was established in 1984 after the death of Victor Hoersch, who was a member of the church. The purpose of the Trust is “to provide for the needy elderly of our society such advocacy, ombudsman, and personal services as it deems appropriate” in Champaign County. The Trust is held and managed by the Trust Fund Trustees of the church who established the Trust Committee to advise them on the allocation of funds and to evaluate current projects. The Advisory Committee is composed of individuals who have experience and expertise in the area of services for older adults in Champaign County. In 2020, the following individuals served on the Committee: Marsha Clinard, Amy Meyer, Claire Barker, Kathy Frizzell, and Pamela Van Wyk.

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

In 2020, the total amount available for grants was \$12,260. Seven applications were considered and all received full funding of their requests. As there was extra money each program received an additional \$150. The Advisory Committee recommended grants for the following programs, Peace Meal Senior Nutrition Program (general support of program); four programs of the Family Service of Champaign County Senior Resource Center – Emergency Food Fund, the Retired and Senior Volunteer Program (RSVP) for volunteer mileage reimbursement and auto insurance, Volunteer Mileage Reimbursement, and Home Care Services; Champaign County Regional Planning Commission Senior Services (financial grants for low-income seniors to cover emergency needs); and the East Central Illinois Refugee Mutual Assistance Center (ECIRMAC), for family support and strengthening. An additional program, Minds in Motion also applied for funds, but because of COVID, this program probably would not take place this next year. The program was encouraged to apply next year.

**Respectfully submitted,
Marsha Clinard**

STAFF REPORTS

ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

This is a new position for UUCUC, officially beginning September 1, 2020, in the middle of the COVID-19 pandemic. The essential functions of the position center on membership, pastoral care, Sunday services, adult religious education, and rites of passage. Beyond the written job description, my deeper priority this year was to get to know the UUCUC community, and to support Rev. Florence's need to work at a more sustainable pace.

Membership

The work of membership encompasses a great deal: turning strangers into visitors, visitors into members, and members into committed volunteers and leaders. I was grateful to collaborate with the lay leaders on the Membership Committee this year, as well as the volunteer facilitators of our Soul Matters small group ministry.

Publicity:

It is important that UUCUC remain visible in our community, so that future members can notice and learn about us. Upon arriving at UUCUC in the fall, I wrote a press release and spoke to a journalist at our local paper, the News Gazette, which led to an October 21st story highlighting our congregation's commitment and growth through the pandemic. We also invested this year in our social media presence, regularly creating content for our Instagram and Facebook pages, and recruiting Umeeta Sandragani as our first Instagram volunteer to help craft a welcoming and active online presence. One social media post made in March 2020, promoting UU's embrace of LGBTQ identities, was seen by over 2,400 people!

Visitors and New Members:

Tracking visitors in a virtual setting is a challenge compared to spotting them at in-person Sunday services. Our administrator, Zoe, would alert me whenever someone new subscribed to our E-News newsletter, and we categorized those folks as "visitors." Visitors' contact info was given to Holly Jordan, who would write a brief note of welcome to each of them (Holly took over this task from Deedy Marble at the beginning of this year).

Rev. Florence and I held two new member classes this year, on August 16, 2020 and February 7, 2021, and UUCUC has welcomed fifteen new members since Aug 2020, and lost at least six to resignation, death, or moving away. Our new members are largely young and mid-life professionals, including some parents of young children. The Membership Committee made the decision this winter not to perform their semi-regular culling of the membership rolls, because the pandemic makes it too hard to formally assess who is still "attending" or participating in UUCUC community, and many folks who moved away are actually just as involved as they'd always been.

The Membership Committee held a joyful in-person picnic to welcome new members in June 2021, generously hosted by members David and Claudia Gross. Over thirty new members were invited, to give pandemic-era newcomers a chance to sign our membership book and be recognized in person. Rev. Florence and I both attended, and relished the chance to get to know some of our newest members.

Soul Matters:

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 ~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 Ursulla Idleman. The eleven facilitators met monthly for peer and staff support, planning, and problem solving.

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. The plan is to once again use our Membership budget line to renew our subscription to Soul Matters packets, reshuffle our *(continued on page 27)*

ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

(continued from page 26) eight groups over the summer (with the potential for more experimental formats and adding more facilitators) and intentionally reach out to invite newcomers to join in August and September 2021.

Deepening congregational bonds:

The weekly Fellowship Hour Zoom was central to the rhythm of this year of virtual church. Most Sundays, I was hosting this space, allowing all who showed up to check in, discuss the service, and reconnect with long-distance community members.

The year was also punctuated by three big and colorful membership events, one per season, in which all ages gathered outside at church to work and play together. The Membership Committee planned, funded, and hosted three in-person events open to the whole congregation, aimed at nurturing a sense of togetherness and joy: tie-dying in October, yarn-bombing in March, and gardening in May. Between 20 and 40 members/friends participated in each event, and together we added a little more color and beauty to the world!

Pastoral Care

Direct Care:

This year brought a lot of hardship to members of the UUCUC community, which meant a lot of pastoral care was needed. I held weekly open “office hours,” during which many UUCUC members and friends scheduled appointments to discuss life transitions, mental health struggles, and emotional hardships. I worked closely with Rev. Florence and with the volunteer leaders of Care Core, to keep track of who needed a listening ear, who was being hospitalized, and how I could support our community network of care. As our local COVID numbers decreased, I was able to make a handful of in-person visits to nursing home residents and hospitalized members. Rev. Florence and I even did a whirlwind tour to visit the homes of some of our homebound on the day of our Flower Communion. It was a joyful and much needed chance to connect, and well timed, as COVID numbers have since returned to unsafe levels.

UU Companion Ministry:

On Nov 1, 2020, Jenny Hunt, Virginia Brubaker, Alice Englebretson, and Cloydia Larimore were commissioned by the congregation to serve as Pastoral Care Associates (group name has since been changed to UU Companion Ministry), providing emotional support and confidential care to UUCUC members in need of a listening ear during times of hardship and loss. I have been meeting regularly with these four for reflection and supervision, and have made referrals to connect them with congregants in need of their services. 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 extra support.

Support Groups:

This year, UUCUC has held regular meetings on Zoom for a parent support group and for a grief support group. The parent group meets every Saturday morning for an hour-long check in and reflection prompt, facilitated by either myself, Rev. Florence, or volunteer Paul Kaiser. A reliable core of participants make this a robust group, with a new email group being formed so they can continue to be in touch with each other beyond the weekly check-ins. This group began with the pandemic, but shows signs of being a meaningful source of community within UUCUC long term.

Beginning in December 2020, two members of the UU Companion ministry began leading a twice-monthly grief and loss support group, also on Saturday mornings, open to all UUCUC members. Participation in this group has dwindled to a small number, but those who show up are very appreciative of the space, and hope to continue meeting in some form in the coming year. *(continued on page 28)*

ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

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Sunday Services and Spirituality

I planned and led thirteen services this year—approximately one per month plus four co-led with Rev. Florence—preaching on a variety of topics, from doomsday prepping to theopoetics. I made an effort to interweave themes of social justice, world religions, personal spiritual practice, and UU history and identity into every Sunday, and enjoyed collaborating with our many volunteer readers, chalice lighters, and musicians.

Before the year began, there was some discussion and excitement about creating “alternative” opportunities for worship or spiritual practice outside of Sunday morning, but other church priorities rose to the surface once the year began, and this did not end up happening. It’s still a worthwhile goal, and should be kept in mind for the future.

Adult Religious Education

Adult RE was a vital touchstone and source of connection during this year of distancing and online church, and I was delighted to be able to be part of this largely lay-led effort. I offered one eight-session course in the fall: “There is No Good Card for This,” inspired by the book of the same name, focused around getting past uncertainty and actually reaching out to one another during hard times. The class had ~20 participants, and was a great way to get to know some core members more deeply.

In the spring, I joined Rev. Florence and Michele Grove in planning and participating in the multi-congregation Widening the Circle of Concern study group. Over the course of eleven weeks, the 60 or so participants, around half from our congregation, read and discussed the UUA’s recent report on the state of race, inclusion, and progress within our faith movement.

Rites of Passage

UUCUC held two virtual memorial gatherings via Zoom this year, both for beloved and longtime members. I officiated Nan Erlich’s memorial on January 31, 2021, and co-officiated Claire Szoke’s memorial on February 27, 2021. On January 19th, we also held an in-person dedication of our Open Hearts memorial to those who have died of COVID locally, which was attended by the University of Illinois chancellor and the director of the CU Public Health Department, among others. No weddings took place within UUCUC this year, but I did have the joyful opportunity to provide pre-marriage counselling to member Erin Dittmer and her fiancé Nick Thompson, who were married August 2, 2021.

Professional Development & Training

I was accepted into Preliminary Fellowship as a UU minister in December 2019, and was ordained in June 2020. This past church year marks the first of a three-year process of renewing my fellowship with the UUA’s Ministerial Fellowship Committee (MFC). I met monthly all year with a mentor, Rev. Kimi Reigel, as well as with a committee of UUCUC members, who helped guide and provide feedback on my development. This year’s committee was made up of: Sam Beshers, Kathleen Robbins, Laura Robinson, Emma Herzog, and Theresa Benson.

I also attended the First Year Ministers’ Retreat offered by the UU Ministers Association, held virtually this year, and Rev. Florence and I regularly met with Rev. Christine Robinson, who coached us on our relationship and the practicalities of a two-minister system. On July 1, 2021, I submitted the evaluations and paperwork necessary for having my fellowship renewed, and will hear back from the MFC with results in November 2021. This coming year will require a similar process, with the addition of creating and following a professional development plan aimed at rounding out my skills as a UU minister.

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ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

(continued from page 28)

The budget provided for my work expenses and professional development went toward registration for the 2021 UUA General Assembly, an online training from the People's Hub workshop, a silent retreat at a Jesuit center near Chicago, several books and T-shirts from the UUA's inSpirit store, pre-registration for a 2022 conference offered by the Institute for Learning Ministry, and a handful of gifts and snacks used to thank and celebrate staff members, volunteers, and church leaders throughout the year.

Moving Forward

I am right there with you in all the mix of tentative hope, frustration, and crushing screen fatigue these long months have brought. I wish, more than anything, that we could be striding joyfully back into the sanctuary this fall, voices raised in song, our beloved Rev. Florence leading us from the pulpit. Unfortunately, reality refuses to cooperate. Painful as it is, our task is to let go of wishful thinking and instead hold tight to the core values that have kept us afloat thus far: protect the most vulnerable, listen to trusted experts, support each other, and breathe through the ambiguity and grief together.

UUCUC has some of the most caring, connected, and capable leaders and members I've ever had the pleasure to know. It is my absolute joy to be your associate minister, and I will continue to serve in that role this year, with every intention of staying with UUCUC long term.

Let me remind you that despite the turbulent times that lie ahead, there is a fundamental stability beneath the waves—a stability built on your bonds and commitments to each other. Ministers come and go, members join or move away, leadership changes, buildings are built and renovated and torn down, but the church community lives on in your love and commitment to each other, and to the greater cause of building community, promoting justice, and finding peace

**Respectfully submitted,
Rev. Sally Fritsche**

INTERIM DIRECTOR OF RELIGIOUS EDUCATION

The third year of the interim director of religious education relationship with the Unitarian Universalist Church of Urbana (UUCUC) is a bonus year in so many wonderful ways!

When I first agreed to be a part of staff in beginning August 2018, I had signed a 2-year contract. In the next few months as a small group of dedicated leaders organized the beginning stages of the strategic visioning process, it became clear that there were many parallels between the strategic visioning process and the interim religious education process. To align the two processes, UUCUC extended the interim religious education process an extra year. It was a smart and systematic move that paid off in great dividends. This bonus year may have been challenging due to a global pandemic, but it was also rewarding in the work that UUCUC did in creating a long-term vision for the church, community and beyond. Lifespan religious education is an integral part of this plan.

Strategic Vision and Lifespan Religious Education

Learning is one of UUCUC's nine visions. Learning is also central in the first goal of the strategic plan as well as one of the methods to be utilized to reach all five of the strategic plan goals. The religious education exploring the future team (REEF) which served as the interim religious education transition team was an integral part of the Dream Team which led the strategic vision. UUCUC passed the strategic plan at a special meeting in December 2020. Now, the congregation has the exiting opportunity to live out the plan! These are exciting times and exciting opportunities.

A special thank you to the members of REEF who guided the interim religious education process while also working with the Dream Team to design the final version of the strategic vision: **Lara Breeze-Troyer, Kathleen Holden, Randy Locke, Karla Peterson, David Sharpe, and Carol Veit.**

Religious Education Council

First and foremost, a bucket-full of gratitude is given to **Barbara Hudgings** who served as the first religious education chair during fiscal year 2020. Barbara was the leader of the first religious education council and brought dedication, wisdom and experience to the role. Then in the fall of 2020, **Jenny Hunt** became the chairperson of the Religious Education Council and continued the legacy of excellence. Jenny's understanding of the lifespan religious education vision and its intersection with UUCUC's mission and vision took the religious education council to the next level. This is a year of building teams! The following leaders took important religious education council roles.

- **Wendy Graves** and **Mona Shannon**, children religious education team leads
- **Paul Kaiser** and **Julie Laut**, youth religious education team leads
- **Priscilla Kron** and **Debbie Rugg**, adult religious education team leads
- **Joe Reichlin**, multi-generational team lead (beginning July 2021)

The religious education council met 3 times during the year and included the leadership listed above along with program leaders, parents, and staff. At council meetings, large visions, dreaming and planning took place. This is also where policy is set. In between religious education council meetings, each team meets to coordinate its education ministry. These leaders work with ministers and staff to create an amazing leadership team. It was a good year of growth and connection despite pandemic challenges.

Lifespan religious education during a Pandemic Year

It was a challenging and different year for lifespan religious education. The trauma of the COVID Pandemic along with a constant state of doubt left everyone off-balance. And still, there were amazing opportunities of learning and connection for UUCUC lifespan religious education.

- The work of anti-racism, anti-oppression, implicit bias, and multiculturalism is woven into everything we did this year. There was a consistent focus on the diversity of authors of our *(continued on page 31)*

INTERIM DIRECTOR OF RELIGIOUS EDUCATION

(continued from page 30) curriculum, materials, library books, speakers, and more. This focus should continue and grow in the years ahead.

- Adult religious education flourished with 132 people participating in one or more adult learning options. This is not just an increase due to the pandemic. Prior to shut down in March 2020, there was enthusiastic participation in a variety of adult learning opportunities. Several of the programs focused on anti-racism work including an anti-racism book group, Community of Communities with **Paula Cole Jones**, and a central Illinois Unitarian Universalist congregation joint study of the UUA Commission on Institutional Change's report *Widening the Circle of Concern*.
- The youth continued to stay connected under the leadership of staff person, **Emily McKown**, and the dedicated advisors. Youth balanced many challenging situations and continued to meet and stay connected through online media.
- A group of seven youth joined a shortened and meaningful Coming of Age program from February to June. Emily McKown and I led this group with an amazing group of youth and mentors. They explored implicit bias, theology, core values, UUCUC and UU history, the seven principles and 6 sources and the connection between our values and the greater world. By the closing worship on June 6th, this group demonstrated a connection to their own values and gifts they will share with the larger world.
- There were opportunities for children and families to connect through Navigators, COLLAGE, and the Storytelling Channel. Online platforms are difficult for this age group who spent a great deal of time in online school. There were enough opportunities to connect children and families knowing that everyone missed being together.
- One of the greatest avenues for multigenerational connection was Popcorn Theology. We watched movies and connected online with one to two viewing options each month. Viewing groups ranged from 6 to 36 people. It was fun to have all the ages together in one virtual space.
- The Navigator troop met at least once a month online or in safe outdoor venues to work on badges and explore the world. Thank you to **Tania Madrigal** and **Amber Schultz** for your leadership of this child and youth troop.
- There was no Our Whole Lives (OWL) since we could not meet in person but continue to plan for next year. **Terri Fredericks, Matt Burack, Kim Kranich, Michaela Kruse, Paul Kaiser, and Miriam Larsen** are the current leads for elementary and youth OWL and spent the latter part of fiscal year 2021 planning for fiscal year 2022. Due to the pandemic, the large OWL training event planned for August 2020 did not occur. We attempted to reschedule for 2021 but the pandemic still made it difficult to gather in person. Our Whole Lives continues to be a needed and wanted program by the UUCUC and larger Champaign County community. Ensuring new trained OWL facilitators in elementary, youth and adult OWL is essential for the longevity of this ministry.

Closing

It was a hard year and a successful year. The pandemic motivated us to look at new ways of learning and being in community. These new models should not be seen as only relevant because we were in the middle of a pandemic. It is time for all congregations to look at how and why we engage in lifespan religious education programming and re-vision it to meet the needs of the present and future community. This re-visioning began during the 3-year interim process. The re-visioning is not over. It is my hope that this congregation continues to look and live into cutting edge models of lifelong learning.

It has been a wonderful Three years and I have loved my time with this community. Thank you for your presence and your service! I wish you well as you move into the next era of your lifespan religious education ministry.

Respectfully submitted,
Michele Townsend Grove, D.Min., MCRE

DIRECTOR OF CONGREGATIONAL ADMINISTRATION

The Director of Congregational Administration (DCA) is responsible for all aspects of the church office, communications, and publications. The DCA works under the supervision of the Minister, supervises several staff and program volunteers, and works in close collaboration with the other members of the church staff and congregational leaders.

The theme of the past year was: transition. The pandemic had a significant effect on staff, lay leaders, and members, especially with regard to operations of the church and services.

Highlights of the past year include:

Staffing and Personnel

- Hired a remote Web & Communications Assistant to aid with the website and ENews, in addition to assisting the DCA with Zoom requests and other special projects as assigned.
- Took on supervision of the A/V Technician and Director of Facilities between March and June of 2021
- Assisted with all aspects of new hires and exiting staff members, developing a much more robust set of HR practices within the DCA role
- Researched and implemented the first of an annual training series for all employed staff members on anti-harassment, per Illinois state law
- Hired between July 2020 and June 2021: Zoe Valentine, Juan Camacho, Kerri Peters, Kendra Gibson, Erinn Miller, Adam Rahn, Tim Voelker, Benjamin Hanson, Adrienne Summerlot, Rose St. Clair, Brian Franklin
- Between July 2020 and June 2021, said goodbye to: Sherry Bohlen, Brian Franklin, Matthew Gladden, Kate Barton, Kerri Peters, Austin Cody, Emily McKown, Michele Grove, Zoe Valentine
- At Florence's direction, updated evaluation forms for staff and supervisors
- Cross-trained on payroll and the deposit process with Director of Facilities

Finance

- Worked with the Financial Secretary to establish a new donor recognition process (general donations of \$100 or more and generous donations that come from Rev. Florence)
- Assisted with budget forecasting, generosity campaign
- Carried out payroll audit and established new procedures for working on the insurance policies with Church Mutual (workers' compensation and commercial property)
- Updated/organized files and procedures

Board/Membership

- Worked with staff and Board members to carry out UUA certification process in February
- Coordinated Special Meeting of the Congregation in 2020
- Gathered information and put together Annual Meeting Packet
- Learned the process of creating a PDF membership directory; issued a survey, organized records in Breeze, and distributed membership directory in April; documented the process so it can be redone with ease 2x a year.
- Took over some Membership duties such as keeping accurate records and communicating with Rev. Sally and the Membership team about Visitors, resignations, inquiries, etc.
- Worked with Covid Advisory Task Force to establish reopening guidelines and an "at a glance" matrix; issued surveys to members on reopening and vaccines

Office

- Updated and organized files and supplies
- Worked at cleanup of the office space and updated equipment
- Installed two ethernet cables for the desks in the inner office
- Cleaned up some Google Suite administrative functions (users, groups, Drive folders) *(continued on page 33)*

DIRECTOR OF CONGREGATIONAL ADMINISTRATION

(continued from page 32)

- Kept extremely detailed notes and files as a “living document” on how to perform the role of DCA
- Assisted Florence and staff with overall reopening/office transitions.

**Respectfully submitted,
Zoe Valentine**

DIRECTOR OF FACILITIES

The Director of Facilities position has experienced some turnover over the course of the past year. The position was originally held by Kate Barton and upon her leaving the position in November of 2020, taken over by Kerri Peters. Ms. Peters was unable to keep the position due to health reasons, left the position in February 2021 and was replaced by Tim Voelker who has held the position since.

I am currently managing the Custodian position. The Personnel Committee along with Florence agreed to change the position's official title to Building Care, and the position continues to maintain the cleaning practices and schedule established by Kate Barton and Kerri Peters prior to my onboarding.

On the event side of my position, although I come with extensive event and wedding experience, I have not worked with or hosted any events at the church due to the building being closed to the public and events. It is difficult for us to commit to an event considering the circumstances and whether it is safe to do so.

I continue to work and communicate with the BAGAT committee to advise me on various building issues the church faces. Jerry Carden, the chair of the committee, has been an invaluable source of information for me and I am grateful for his assistance.

Since February, I was able to complete several projects that were needing attention. I had a larger than average maintenance budget due to us expecting some maintenance issues from the MCORE project along Green Street. Fortunately, Jerry Carden appealed to the City of Urbana who reimbursed us for some of the plumbing issues we had previously faced and this allowed me to tackle some other projects. I hired an electrician to upgrade and replace the Sanctuary lights from incandescent bulbs to LED bulbs. This has improved the quality and amount of light in the space and should hopefully save us on electricity costs long term. Additionally, I was able to upgrade the thermostat in the Sanctuary and this should allow me to control the temperature better in that space and protect the organ and piano from extreme temperature fluctuations. I was also able to replace the refrigerator in the kitchen. There were some residual plumbing issues from the MCORE project in the mens restroom in Fellowship Hall that were resolved. A potential issue with the building being shut down for so long is that legionnaire's disease could have bred in our plumbing. I tested our water for legionnaires and heavy metals and am happy to report that the water is safe for consumption, I also have to give credit to Randy Locke for going around and flushing the toilets to keep water rushing through our plumbing system, this alone is enough to prevent such issues.

I have worked with the Covid Task Force and we were successful in drafting up a reopening framework as a guideline for us to navigate through Covid-19 safely. We established five levels for the building to operate at and listed or explained what is allowed or not allowed at each level. I hope for us to reach a level where it is considered safe for the church and congregants to gather safely indoors.

**Respectfully submitted,
Tim Voelker**

COMMITTEE REPORTS

BUILDING AND GROUNDS ADVISORY TEAM (BAGAT)

This team was formed when UUCUC decided to hire a paid Facilities Director. The team exists to provide archival and historical information about the building and grounds, also provides feedback and brainstorming with our Facilities Director on current issues and projects. The chair of the team is Jerry Carden; members include Anne Sharpe, Tim Temple, Wendy Graves, and Jon Ellis. Also included is BOT liaison Adam Davis, and Facilities Director Tim Voelker.

Since the advent of Covid, much of our communication is via email, Zoom, and as requested when Tim V. needs input on some aspect of our facilities. We have been in regular contact with Tim on all the issues he mentions in his report (see page 34).

**Respectfully submitted,
Jerry Carden, Chair**

COUNCIL OF SHARED LEADERSHIP

The Council of Shared Leadership used the 20 – 21 church year as a planning year to determine its strategic direction to ensure a robust leadership talent pool from which to draw upon to lead our mission sensitive initiatives. Partnering with the Religious Education Council, a pilot is currently underway for a blended learning model to help develop UUCUC's leaders as well as offer learning and information to help amplify current leadership voices. The multi-series workshop session, Claiming our Spiritual Leadership, is a UUA sponsored and facilitated learning opportunity that leverages a cohort model comprised of our congregation members and is held over a course of seven consecutive months throughout the church year. Once this pilot is complete, the RE Council will use feedback to inform future leadership-focused sessions to ensure we are fully meeting our leadership development needs within our congregation.

**Respectfully submitted,
Becky Densmore, 2020-2021 BoT Liaison**

FINANCE COMMITTEE

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 creating 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. We discussed possible uses for our PPP loan from the federal government in the event (happily, realized) that it was forgiven. 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.

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)

**Respectfully submitted,
Chris Hannauer, Chair**

AUCTION COMMITTEE

SUB-COMMITTEE OF FINANCE COMMITTEE

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. We embarked on our publicity campaign, utilizing Facebook, the church E-News and video's during services.

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. Thank you to all the people who donated and bid, despite having to participate virtually for a second year.

The 2021 Service AUUction Committee consisted of:

- Natalie Becerra
- Jonny Beckett
- Penne Beckett
- Barb Childers
- Bill Childers
- Stephanie Cobb
- Jody Hanger
- Chris Hannauer
- Andrew Kerins
- Jared Lofrano (co-Chair)
- Cindy Loui
- Katie Madigan (co-Chair)
- Anne Sharpe
- Matthew Stasiewicz
- Maggie Verklan

**Respectfully submitted,
Jared Lofrano, co-Chair**

GENEROSITY TEAM (AKA STEWARDSHIP COMMITTEE)

SUB-COMMITTEE OF FINANCE COMMITTEE

We are very grateful for our FY 20-21 donors and to everyone who has made a pledge for FY 21-22. Your generosity is what makes this community possible. Generosity fuels our mission and allows us to fulfill our shared strategic plan.

What we did: The primary focus of the generosity team is to run the annual pledge campaign, help estimate expected pledge income, and to celebrate generosity. The Generosity Team coordinated with the minister and the Board of Trustees to communicate congregational achievements, goals, and priorities. Our small team prepared and distributed the annual pledge packet, including a paper and electronic pledge brochure. We also coordinated communications, recognized pledgers, and assisted with our celebration. The Music Committee greatly enhanced this year's program by organizing a Beloved Community virtual Coffee House. Members of the congregation connected by performing and watching! Other congregants recorded testimonials for our services. Zoe Valentine, our former Director of Congregational Administration, ably ran our pledge administration. A team of volunteers wrote personal thank you cards to every pledging family! The Finance Committee and Generosity Team worked together to project FY22 income for budget prep and to monitor FY 21 income.

Outcome of the FY21-22 Pledge Drive: At the time we prepared the budget, 184 families had pledged a total of \$487,600 and we projected 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 during a very challenging period. **We are awed and incredibly grateful!**

Projections for FY 22: People want to know if the FY 21-22 pledge drive has met financial targets, but it is hard to answer that question. We have **not yet** received pledges for all the income that we included in our FY22 budget. That isn't unusual. We typically receive new pledges and gifts throughout the year and we hope that generosity continues into FY22. Pledging and giving are very fluid. The Generosity team and the Finance Committee work together to project, review, and adjust our projections. We have received 95% of the FY 20-21 pledge total and continue to receive gifts for that pledge fund. Although it is hard to predict giving while Covid restrictions continue, this congregation continues to be generous and committed. Generosity and the Finance Committee continue to review donation totals and report successes and concerns to the Board of Trustees.

Generosity Team Members:

- Mona Shannon
- Tanja Hodges
- Jocelyn Karsk
- Liberty-Rose Urban
- Steve Troyer
- Florence Caplow (Minister)
- Deedy Marble (thank you notes leader)

Respectfully submitted,
Mona Shannon, Chair, generosity@uucuc.org

PLANNED GIVING TEAM (AKA WILLS AND BEQUESTS)

SUB-COMMITTEE OF FINANCE COMMITTEE

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, fulfill our mission, and implement our strategic plans. Our team would love to hear from you. Our members are: Terry England, Jerry Carden, Tim Temple, and Mona Shannon. We would love to hear your ideas or help you plan a current or future gift.

This fiscal year we assisted with these special gifts:

- Acceptance of a \$50,000 addition to the England Endowment in December 2020.
- Acceptance of gifts 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.

Will you be next?

Respectfully submitted,

Mona Shannon, Chair, plannedgiving@uucuc.org

MEMBERSHIP COMMITTEE

The mission of the UUCUC Membership Committee is to encourage congregational growth, and to enhance connections between members and friends and the church.

This year was a challenge for all the committees, but we rose to the challenge and had a successful year, thanks to our ministers, committee members, and volunteers-at-large within the church. We welcomed Rev. Sally Fritsche as our membership committee leader and planned a wide range of safe, socially-distant monthly activities.

Our Tie-Dye Event was the first of these activities, with congregants invited to tie-dye masks and their own t-shirts. As our committee met via Zoom throughout the year, we had many discussions on how to bring church members together safely during the pandemic and how best to celebrate new members. Winter weather kept us waiting for spring when we could gather outdoors. In our meetings, we agreed to seek out future projects where collaboration with other committees would be possible.

An activity survey was quite helpful in determining which activities new members would most like to participate in. Group hikes and outdoor potlucks were the most popular. We hosted a Yarn Bonding Event where people could wrap part of the Green Street fence in colorful yarn. This kept us outdoors and safely distanced, but still able to enjoy some conversation, creativity, and lively music. When the Green UUs had a gardening party to clean up the church grounds and plant flowers, church members were invited to join in, and children created chalk art on the sidewalk. We closed out the church year with an outdoor New Members' gathering, hosted by Claudia and David Gross. New Members were invited to sign the book, enjoy a box lunch, talk with committee members, and receive t-shirts and other UU swag.

At the end of the year, we donated our remaining \$1,060.89 back to the church treasury to facilitate the re-opening of the church building. A search committee will be formed in the fall of 2021, to find a new part-time Membership Coordinator. We look forward to welcoming this new person to our church and working with them, beginning in January of 2022.

All in all, it was in many ways a good year. Despite all the challenges, we were able to come together (virtually and socially-distanced,) to share ideas and work together, in order to "build community, seek inspiration, promote justice, and find peace."

Membership Committee Members, 2020-2021:

- Rev. Sally Fritsche
- Penne Beckett (BOT liaison)
- Mona Shannon
- Cindy Loui
- Marcy Joncich
- David Gross
- Claudia Gross
- Sylvia McDermott (co-Chair)
- Anne Newman (co-Chair)

**Respectfully submitted,
Anne Newman, co-Chair**

CARE CORE COMMITTEE

SUB-COMMITTEE OF MEMBERSHIP COMMITTEE

Care Core Committee met monthly via Zoom, July 2020 through May 2021. We met in person at our June 2021 meeting, following all recommendations of the Covid Task Force for safe in-person meetings. Going forward, we will follow the Risk Level Reopening Matrix issued in June 2021. Rev. Sally Fritsche began attending meetings in September 2020 as our pastoral liaison.

We continued to provide support to the congregation while addressing ongoing needs. Covid 19 pandemic restrictions continue to impact services we can offer (e.g. memorial receptions), but we have supported members and friends in many ways:

- Provided transportation to medical and other appointments
- Coordinated a meal schedule for seven UUCUC families
- Sent and/or arranged for cards and letters to a multitude of members experiencing illness, surgery, grief or "Covid weariness"
- Made phone calls, emailed and met regularly with 20+ individuals who have significant needs related to many life circumstances
- Notified the congregation of UUCUC members (or family) who passed away
- Communicated to the congregation information about the Little Free Pantries; how to make donations to overseas family serving in the military; the ride share program.

The **Pastoral Care Associates (PCA) program** "went live" in October 2020.

Repair Core "returned" in April 2021 under Herb Hiestand's leadership with some new volunteers and a tech component added to minor home repairs and/or advice.

Budgeted funds were spent on mailing costs, food donation to family after death in the family, phone calls to a friend of the congregation in prison, small gifts or flowers.

To Build Community is part of UUCUC's mission and Care Core activities are vital to that goal.

co-Chairs

- Cindy Loui
- Joanne Vician

Committee Members

- Phil Abruzzi
- Sally Babbitt
- Chuck Cooper
- Jennifer Greene
- Sandy Hannum
- Herb Hiestand
- *Holly Jordan
- *Julie Laut
- Deedy Marble
- Rev. Florence Caplow
- Rev. Sally Fritsche

*Holly Jordan and Julie Laut retired from the committee May 2021 and July 2021 respectively.

Respectfully submitted,
Joanne Vician, co-Chair

HOSPITALITY TEAMS

SUB-COMMITTEE OF MEMBERSHIP COMMITTEE

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).

**Respectfully submitted,
Peggy Patten**

MUSIC COMMITTEE

Your church musicians endured another challenging year. Covid caused us to only be able to perform with the Herculean effort it takes to create virtual choral performances. Virtual choir is...hard. Imagine doing something you usually enjoy, but the task is now all of the work, very little of the fun, and in addition tack on a big fat pile of extra technical tasks that most people are not that comfortable with. That is where we are...and where we may be for the foreseeable future. Just, please be nice to us. We're doing the best we can.

That said, Austin Cody-our director-kept the choral ship afloat with his dedication, kindness and understanding. The choir submitted multiple virtual performances (almost one each month) and a lovely Christmas performance. During this year the CrUUners performed twice, and the music committee sponsored two Virtual Coffeehouses. Various choir members also participated in special UU virtual performances involving people from many churches.

At various points the singers participating as CrUUners, Women CrUUners and/or 'back up' CrUUners were Claire Barker, Katriena Knights, Tegan Stynoski, Joanne Vician, Jerry Carden, Austin Cody, Tyler Zimmerman, Tanja Hodges, Pamela Van Wyk, Marsha Clinard, Deatri King-bey, Amy Hassinger and Jody Hanger.

This year a special shout out goes to Paul Weston – he used his technical skills to put together literally every performance video we made. We could not be more grateful for his service to our music groups.

We look forward to starting up again with our new choir director Benjamin Hanson. It will not be as we hoped, at least for now, but at least we will try to sing together sometimes.

**Respectfully submitted,
Tanja Hodges, CrUUners Coordinator and Music Committee Chair**

NOMINATION 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)

1. 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 2 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
 1. This will be considered an experiment to assess whether, as a smaller Board:
 1. Board business will be done thoughtfully and effectively
 2. Necessary discussions/debates will be done more deeply as needed
 3. Critical groups within the congregation will continue to be supported by staff and Board.
 4. The strategic plan and its action initiatives will be supported as the primary work of the Board.
 1. 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
 1. If permanent changes are planned, the Board is to share results and findings with the congregation.
 2. After congregational discussions, propose amendments to the Constitution and Bylaws, and Board Job descriptions, as appropriate.

Board of Trustees: Three members to be elected for a 3-year term The Board of Trustees includes nine members, a Treasure, and a Clerk. Three members are elected annually. The Board has primary responsibility for conducting business matters of the church.

- We had **one** nomination this year, which was David Gross. This is why we had the resolution above.

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

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 (*continued on page 47*)

NOMINATION COMMITTEE

(continued from page 46) shall maintain and prudently exercise signature authority on all accounts held by any Trust or Endowment owned by the Church.

- Kathy Vance will continue in this role for another two year term.

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 Halcolm
- Cloydia Larimore

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 McGowan
- Open
- Open
- Open

At the annual meeting held on June 6, 2021, all of the people running for positions were voted in and the resolution for a reduced BOT was also accepted

**Respectfully submitted,
Cindy Ingold, 2021 Nominating Committee Chair**

PERSONNEL COMMITTEE

Purpose and Operational Guidelines

The Personnel Committee Covenant (2021) summarizes our purpose as follows: “We understand that the purpose of the Personnel Committee is to ensure employment of staff to fill the positions necessary for the smooth operation of UUCUC. Fair and equitable salaries and working conditions in accord with UUA salary guidelines are essential to this process.”

“We pledge to create staffing that represents diversity in all of its aspects and that reflects the makeup of the congregation. The 8th Principle and concepts from Widening the Circle are essential in creating staffing for diversity.”

“We pledge to work under guidance from the ministerial staff and the Board of Trustees, and to fulfill with integrity and confidentiality tasks appropriated to the Personnel Committee.”

Challenge

Our fast-growing and dynamic church community has led to our emphasis on “staffing for growth,” assuring that:

- The Personnel Committee has a clear vision of its mission and responsibilities with regard to personnel matters. The Personnel Committee developed the Covenant, quoted above to summarize these responsibilities.
- We have the staff to provide vital support to our congregation. Currently, UUCUC has 17 staff positions, including the Lead and Associate Ministers. Some positions are currently unfilled due to the Pandemic, e.g., the Director of Congregational Affairs. The Child Care Providers position envisions five individuals to provide adequate child care, e.g., during services and other Church events.
- Position descriptions for each position are kept up-to-date, both to guide our searches for new staff and to assure that the staff have clear guidance in their work. We periodically review the position descriptions of new and ongoing staff positions, and recommend changes as appropriate. In this capacity we provide a forum for ongoing discussion of current and developing needs for staff.
- Using UUA’s salary recommendations for staff position, the Personnel Committee plays a lead role in developing the staff budget for the upcoming Church Year. This process begins in December, and comes to fruition in a budget approved by the congregation in May or June. Our main tool is a spreadsheet that includes salaries and all indirect costs for each staff position, some of which are ongoing, while others may be new positions. This allows us to adjust the proposed staff budget as the result of the Generosity Campaign becomes clear, in order to use the contributions of members and friends to the greatest benefit of the congregation. As a consequence of the Pandemic this year, some new and currently empty positions remain unfilled during FY2022.
- The benefits package is important to staff. Several years ago, UUCUC improved its Health benefits to meet UUA recommendations. Currently, four of the staff working half-time or more qualify for UUA’s Standard PPO health insurance.
- Periodically, the Personnel Committee recommends to the Board of Trustees changes in the benefits provided to staff. This year we recommended two changes, which were adopted: that the Presidential election day (every 4 years) be a paid holiday for employees who work 15 hours or more hours per week: that qualified staff be granted 10 days of vacation time, effective after their 90-day probation period. Previously, one week of vacation was provided during the first year.
- Assure that the Employee Handbook is up-to-date, and accurately describes staff responsibilities and benefits. The Employee Handbook is the comprehensive “Go-To” source of information for staff. We review the Handbook as information changes, e.g., the leave and vacation benefits described above, and other information needs to be updated, e.g., legal and other responsibilities. All staff receive a copy of the Handbook upon hiring.
- We have a standard procedure to process staff when they resign. In addition to the check list used by the Director of Congregational Administration, each departing staff is interviewed, *(continued on page 49)*

PERSONNEL COMMITTEE

(continued from page 48) usually by a member of the Personnel Committee – 6 of 8 resigning staff this year. We use a standardized questionnaire. Many of the departing staff's responses are valuable in helping us improve staff policies, position descriptions and other aspects of staffing at UUCUC.

Summary

Personnel Committee meetings provide a forum where the Church's dynamic, evolving personnel needs discussed above can be weighed against the Church's resources and the many competing uses for these resources. The Personnel Committee's recommendations concerning staffing come out of this forum.

Personnel Committee Members

- Rev. Florence Caplow (Lead Minister, Chief of Staff, ex officio Personnel Committee member)
- Karen Folk (BOT Liaison 2019-2021, continuing as Personnel Committee member)
- Tanja Hodges
- Kathleen Holden (Secretary)
- Karla Peterson
- David Sharpe (Chair)

**Respectfully submitted,
Dave Sharpe, Chair**

RACIAL JUSTICE PROJECT

We 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 (Strategic plan 4.2)
- 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. (Strategic plan 3.4)
- 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 (Strategic plan 3.4)
- Organized our church's effort to adopt the 8th Principle. Over the course of 6 months, we submitted multiple informational articles to the e-news and the church web page, supported the ministers in offering two Sunday services on the 8th Principle (one involving an interview with Paula Cole Jones), held 3 listening/feedback sessions for church members to ask questions or raise concerns, and led the discussion at the annual meeting that preceded the vote. The successful vote was 80-1 in favor of adopting this principle. This work done by Karla Peterson, Sandy Hannum, Millie Davis, Jim Hannum, and Mona Shannon (Strategic plan 3.1)
- Financially contributed to community and national 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, Education Justice Project, Lakota Peoples Justice Project (Strategic plan 4.1)
- 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 (Strategic plan 4.3)
- 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 (strategic plan 3.4)

We contributed money to the following social justice/racial justice programs/purposes:

- | | |
|---------------------------------|--------|
| • NAACP Freedom banquet | \$1000 |
| • Act-SO (NAACP program) | \$500 |
| • Black Lives of UU | \$750 |
| • CU Trauma & Resiliency | \$1000 |
| • Showing Up for Racial Justice | \$250 |
| • BuyBlackChambana | \$500 |
| • Racial Justice Game night | \$300 |
| • Education Justice Project | \$750 |
| • Lakota People's Law Project | \$1000 |
| • Black Lives Matter yard signs | \$250 |

(continued on page 51)

RACIAL JUSTICE PROJECT

(continued from page 50)

Active members included

- April Ayers
- Millie Davis
- Nan DiBello
- Terri Fredrick
- Jerry Frye
- Jim Hannum (Chair)
- Sandy Hannum
- Priscilla Kron
- Joe Minarik
- Melissa Minarik
- Matt Mooney
- Karla Peterson
- Kathleen Robbins
- Beth Simpson
- Pamela Van Wyk

**Respectfully submitted,
Jim Hannum, Chair**

RELIGIOUS EDUCATION COUNCIL

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. The adult team, under the leadership of Priscilla Kron and Debbie Rugg, met on a monthly basis with several team members involved, plus the participation of Michele, Rev Florence and Rev Sally. The youth team, Paul Kaiser and Julie Laut, met with Emily as the staff member. The children's two team leads, Mona Shannon and Wendy Graves, met with Michele as needed. The core leadership group made up of the team leads met every 6 weeks to check in.

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 spring retreat also included a Friday evening listening session with congregation members about concerns about COVID and the coming year and what they would like to see and felt comfortable with for the coming year.

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.

And as we draw the 2020/2021 RE year to a close, we welcome in the new era of REE, Religious Exploration and Engagement, as identified by the REEF group and the strategic visioning process.

**Respectfully submitted,
Jenny Hunt, Chair**

COMMITTEE ON SHARED MINISTRY

The Committee on Shared Ministry considers all the ministries of the church and advises the Lead Minister on matters of church life, as well as providing support to other leaders when needed. Members are jointly appointed by the Lead Minister and Board of Trustees, and the committee meets monthly.

Members for the 2020-2021 church year:

- Julie Laut
- Jenny Hunt
- Umeeta Sadaranganu
- Kathleen Robbins
- Steve Herzog
- David Gross

**Respectfully submitted,
Rev. Florence Caplow**

SOCIAL ACTION COMMITTEE

During the fiscal year 2020-2021, the Social Action Committee did not have a committee chair and was not meeting regularly, though many of the SAC sub-committees were quite active (see pages 55— 59).

The committee continued its traditional role as the organizer of the shared offering process, and selected the following organizations to receive a share of the Sunday offerings:

- July 2020: Wesley Food Pantry
- August 2020: Mom's Demand Action for Gun Sense
- September 2020: CU Trauma and Resiliency Initiative
- October 2020: Cunningham Township: Angel Fund
- November 2020: Unitarian Universalist Service Committee
- January 2021: Eastern Illinois Foodbank
- February 2021: CU at Home
- March 2021: UC Books to Prisoners
- April 2021: Prairie Rivers Network
- May 2021: Equal Justice Initiative
- June 2021: Greater Community AIDS Project

Respectfully submitted,
Brian Franklin, Director of Congregation Administration

IMMIGRATION JUSTICE TASK FORCE

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

1. Hospitality / Emergency Refuge Project. The Task Force continued its work to provide temporary shelter for immigrants feeling threatened by U.S. Immigration and Customs Enforcement (ICE) agents. During the past year, we:

- Obtained approval from the COVID-19 Task Force and Board of Trustees to carry out our program at church during COVID. This included multiple meetings with the Task Force and Board of Trustees, along with significant updates to our manual that included procedures; checklists for COVID protocols; and waivers of liability.
- Held a volunteer meeting to solicit volunteers from our congregation to help carry out this program. We have prepared a volunteer guide for each area: meals, hosting, cleaning, laundry, and have leads to ensure each task is adequately staffed to serve our guests.
- Purchased cots and other supplies to be able to host a maximum household of seven. We asked for, and received, donations from members of the congregation, including: dishes; coffee mugs; coffee maker; blankets; towels, etc. Our members have been generous! These items can be used by UUCUC members for other activities or events hosted in the YRUU room.
- Set up the YRUU room, including making curtains for the Children's chapel that can be placed in windows to provide privacy for volunteers staying overnight. IJTF will be able to solely separate staff and volunteers from our guests during COVID, except for an initial greeting, and will take appropriate precautions during that time.
- Met with a representative of the First Mennonite Church to explore support for our hospitality program. Ten members of First Mennonite subsequently expressed interest in participating. The Task Force will meet with them in September.

2. Know Your Rights Training, #1. We held our first Know Your Rights training with the Immigration Project in October, 2020. The purpose of this training was to help our Task Force learn about the rights of our immigrant friends and neighbors, and how we can exercise OUR rights to help protect them when encountering the police or immigration enforcement either at church; while transporting them to Chicago for a court date; or otherwise spending time together.

3. Co-Hosted, with Religious Education, a Two-Part Series on Immigration. This was led by Professor Lauren Aronson, Immigration Law Clinic, College of Law, UIUC, with the support of her students. Each was attended by more than 30 people, including members of our Task Force; immigrant justice advocates in our community; and other interested UUCUC members.

- Part I, January 25. This program focused on the Trump administration's actions taken to block political asylees, and executive actions already taken by the Biden administration to begin to unravel the damage.
- Part II, April 19. Professor Aronson and her students highlighted Joe Biden's proposals for comprehensive immigration reform.

4. Sign-On Letter to Stop Expelling Families and Single Adults at the Border. We authored a heavily-footnoted, [7-page sign-on letter](#) to the Secretary of the Department of Homeland Security. This letter urged the Biden administration to stop using the former Trump administration's practice of expelling immigrants, based on an outdated public health law. In addition, we asked the new administration to: establish and follow safe protocols for COVID at processing centers run by the Border Patrol, and to immediately allocate resources (people and funding) to the U.S. / Mexico border to better serve asylum seekers and unaccompanied minors. The letter was signed by 23 organizations in the CU community who work on immigration justice and advocate immigrant rights. It was sent to Secretary Mayrokas, Vice-President Harris, and selected members of the House of Representatives.

Unfortunately, the Biden Administration has not stopped this practice. Like the Trump administration, President Biden is using this law to deter families and single adults who arrive at the U.S. / Mexico Border to seek asylum. Rather than function as a deterrent, this enforcement mechanism separates families. (*continued on page 56*)

IMMIGRATION JUSTICE TASK FORCE

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

(continued from page 55) This is because parents decide to send their children across the border unaccompanied, rather than take them back to their country of origin, from which they have fled.

5. Immigrant Emergency Assistance Fund (IEAF). This was the second year the Task Force decided to support the IEAF, both with funding and representation on the Oversight Committee (or Board). Representatives of the IJTF developed the application for the IEAF with input from partner organizations, ensuring applicants were treated equally. We also participated in regularly-scheduled meetings (and those that were called on an emergency basis) to develop criteria for funding; review applications for financial support; allocate funds; and set up a system for financial accountability and transparency. The IJTF allocated \$2,000 of its 2020/2021 budget for this effort, which has helped qualifying immigrants with rent, utilities, legal expenses for asylum seekers, medical expenses, funeral expenses, and more. Nearly \$20,000 has been distributed to date.

6. CU Immigration Community Alliance. Representatives of IJTF have participated in monthly meetings of this new alliance. It was created as an initial step towards fostering collaboration among immigrant advocates, and identifying needs within the CU immigrant community that have not yet been met, or need reinforcement.

7. Know Your Rights Training #2. We hosted a second Know Your Rights Training on May 1st with the Illinois Coalition for Immigrant and Refugee Rights (ICIRR) to dig deeper, and to expand the training opportunity beyond our Task Force. Outcomes of this second meeting included:

- Learning about the history of ICE (it was formed as an anti-terrorist organization after 9/11); understanding who ICE is targeting, and why; amplification of techniques to use to protect the rights of immigrants; and learning more about the autonomy this agency has in any presidential administration, given its purpose.
- Follow-up meeting with ICIRR and the newly-formed coalition of immigrant advocates in Champaign County, to determine what is most needed to help newly-arriving immigrants and those that have lived here for some time. This meeting has been scheduled for August 19, 2021.

8. Amendments to the Task Force's Hospitality Project. We planned and carried out three information meetings on proposed minor amendments to the Board of Trustees Resolution that allowed the IJTF's Hospitality Program to proceed. These amendments essentially replaced the BOT motion with language approved by the congregation at last year's annual meeting. Meetings took place on April 29, May 3, and May 9, and included stories of immigrants to help illustrate our proposal. No further action was required.

9. Sanctuary. Sanctuary is a longer-term commitment to immigrants than our hospitality project. After the first of the year, the Task Force began investigating the potential of offering [Sanctuary](#) at UUCUC, consistent with the mandate of UUCUC's newly-adopted Strategic Plan. Representatives of the Task Force met Katia Hansen, Executive Director of UURISE (UU Refugees and Immigrants Services and Education) in February. She has offered to work with us to tailor a plan specific to UUCUC with respect to education and decision-making. This includes educating the congregation about Sanctuary; evaluating the feasibility of offering Sanctuary at our church; and identifying potential partnerships with other houses of worship in the community. This work will lead to a congregational vote, as set forth in the Strategic Plan.

10. The 8th Principle. As requested by the Racial Justice Project, we created a [six-minute video](#) supporting the 8th Principle. It related white supremacy to our work on immigration, and encouraged our congregation to vote in favor of adopting the 8th Principle at our annual meeting.

11. Backpack Project. These welcoming kits are important to unaccompanied minors who arrive in our community with nothing but the clothes they are wearing. We purchased supplies for five backpacks / welcome kits for five teens, and will be coordinating assembly (and writing notes of welcome to *(continued on page 57)*)

IMMIGRATION JUSTICE TASK FORCE

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

(continued from page 56) these youth) with the newly hired youth coordinator. YRUU will have the opportunity to hear from a former unaccompanied minor what it was like to leave his home; his experiences traveling to the U.S and at the border; the reasons behind his journey to the U.S.; and what it means to him to live in Champaign-Urbana.

12. Honoring Claire Szoke. Sadly, Claire, one of our friends and tireless advocates for immigrant justice passed away in January. We greatly miss her, and are grateful for the gifts she offered to our Task Force. In June, we sent a check in the amount of \$930 to the Education for All Fund, in Claire's name. This fund helps unauthorized immigrants attend community college, and was strongly supported by Claire.

Next Fiscal Year

We will continue our investigation of Sanctuary and our hospitality and backpack / welcoming kits projects. As the Biden administration begins to move its immigrant agenda through Congress, there is likely to be opportunities to engage our congregation in actions that support initiatives which both offer paths to citizenship and help address some of the root causes of migration. But, our Task Force is hoping we can do **more to build** relationships and connections with immigrants in our community, as well as immigrant advocacy organizations. Some of our hoped-for work, such as hosting legal clinics for immigrants and helping newly-arriving immigrants feel welcome through Eltur (touring C-U together) were not possible during the pandemic.

To help us broaden our work and, hopefully, integrate friends and members of UUCUC, our Task Force has agreed to do some visioning for FY 2021/2022. All are welcome! We meet on the fourth Monday of the month at 5:30pm.

Committee members

- Sally Anderson
- Penne Beckett
- Karen Folk
- Mike Folk
- Kim Kranich
- Pat Nolan
- Lan Richart
- Pam Richart
- Nicholas Rohm
- Marilyn Ryan
- Lisa Sechler
- Andy Townsend

**Respectfully submitted,
Pam Richart, Chair**

PARTNER CHURCH COMMITTEE

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

Although our Partner Church Committee was inactive this year, we continued our tradition of raising funds in December as our Shared Offering.

Our congregation contributed over \$2400 in December, and these contributions were split between our partner churches in India and Romania. These are invaluable for the maintenance of church buildings and support of programs.

**Respectfully submitted,
Rev. Florence Caplow**

LGBTQ WELCOME TEAM / WELCOMING CONGREGATION COMMITTEE

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

We are organized under the umbrella of the Social Action Committee. Main Goal is to assure we meet requirements of the UUA for annual renewal of our Welcoming Congregation status.

Highlights

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.

As of August 2021, we are compiling our activities toward submitting the 2021 Welcoming Congregation Renewal application to the UUA, probably in November. Those activities will be highlighted in next year's report for the annual meeting.

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

**Respectfully submitted,
Jerry Carden, Chair**

UU CONNECTIONS

The pandemic, now in its second church year, has changed everything. While Livestream and Zoom events have provided some significant UU connections, I, for one, am feeling just a bit Zoomed out.

For the second year, the annual UUA General Assembly was held via Livestream and Zoom with just under 5,000 participants registered, including a dozen from UUCUC.

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. The electronic version of the event had a registration fee of only \$200, but with a slight touch of sadness I report that this year our delegation had a somewhat reduced level of enthusiasm for the event.

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." Sixty plus UUs were active in this event, with the largest delegation being from UUCUC.

With the pandemic, our usual trips to Camp Unistar in Minnesota did not happen in 2020 as the camp remained closed for the 2020 season and for the 2021 season is open only for a greatly reduced capacity and program. A few of our UUCUC folks are making a 2021 summer trip to Camp Unistar. I do not yet have a report on that experience. Trips to other UU churches did not happen, but I have hopes for the fall and winter of 2021.

UUCUC continues as an annual full fair share financial contributor to the UUA and we were again honored for being one of the relatively few UU churches to have done so for 25 plus continuous years. We can be justifiably proud of our support of the UUA.

**Respectfully submitted,
David L. Gross**

WORSHIP COMMITTEE

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 strove to provide meaningful worship services in an online format. We were assisted in this process by the technical support team, who guided us in producing videos, uploading sound files, photographs, and texts, and “stitching” them together into a coherent worship experience. One of the most gratifying aspects of this shift was discovering that our summer services were accessed by persons in regions far from Illinois as well as congregants close by.

The committee planned nine services on a variety of themes:

- June 21, Cultivating Connections with Natural World at Home, featuring Professor Rob Kanter on the wonders of butterflies and birds;
- June 28: Rooted, Inspired, and Ready, aligning with General Assembly;
- July 5: Making Art and the Power of Creation and Transformation, a service featuring images of art work and reflection from the art makers among us;
- July 12: Pandemic Experiences and Reflections from members of the congregation;
- July 19: Guardianship--An Act of Love and Resistance, in which Pamela and Lan Richart described their journey of guardianship and its relation to the work of the Immigration Justice Task Force;
- July 26: Country Mouse Goes to See the Queen, with invited guest Professor Ming Quo on her experience attending the World Economic Forum in Davos, Switzerland;
- August 2: The Poetry of Summer, organized by Kathy Robinson;
- August 9: an “inside look” at a Souls Matter group;
- August 16: Back to School in Fall 2020—The Long and Winding Road, contemplating the opening of the school year in the confluence of the Black Lives Matter movement and the pandemic.

During the church year, we continued our support of ministerial staff by serving as worship associates alongside others in the congregation, taking advantage of livestreaming from the sanctuary when the circumstances permitted. Three services were planned by the Worship Committee: an exploration of gratitude in challenging times, “When Thanksgiving Happens;” a meditation on the impact of animals in our lives from Sam Beshers, “The Shape of a Dog,” and a streamed Flower Communion that was followed by an opportunity to exchange flowers in the church parking lot afterwards. Above all, we drew on our creativity and resourcefulness to provide moments of connection and spiritual resonance for viewers separated by necessity during the pandemic.

The Worship Committee’s role in the realization of UUCUC’s strategic plan, and to enriching the worship experience in ways that embody the 8th principle drive the work of the group. In particular, we hope to further these particular actions and aims through worship:

- Fostering intergenerational involvement for all ages;
- Expanding theological diversity and reach out to other theological communities;
- Addressing inclusion, anti-racism and relationships with diverse communities;
- Demonstrating action as a force for change across the interlocking spheres of social, racial, and environmental justice.

Worship Committee, 2020-2021

- Janet Revell Barrett, Chair
- Penné Beckett
- Theresa Benson
- Sam Beshers
- Kiri Fagen-Ulmschneider
- Jennifer Greene
- Julie Laut

**Respectfully submitted,
Janet Revell Barrett, Chair**

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TASK FORCE REPORTS

COVID-19 ADVISORY TASK FORCE

Since the church building officially closed on March 15, 2020, the COVID-19 Advisory Task Force regularly meets to advise Rev. Caplow and the Board on the COVID crisis and the safety measures at the church. The task force is composed of staff, members of the Committee Council, medical experts, and members of the Board.

Moving into the 2020-2021 church year, the building remained closed due to the high infection rate in the area, and was only open to essential staff and daily building inspections.

In June 2021, the task force developed the draft of [Pandemic Reopening Framework](#), to guide the reopening of our UUCUC building after more than a year closed due to the COVID pandemic. It was reviewed by Julie Pryde of the Champaign Urbana Public Health District, and passed by the UUCUC Board of Trustees.

The Unitarian Universalist Association leadership has provided helpful guidance for reopening, [including links to a number of other reopening plans from around the country](#) (which the UUCUC task force has used in the development of the reopening framework). These resources from the UUA have been invaluable to the task force.

**Respectfully submitted,
Brian Franklin, Director of Congregational Administration**

DREAM TEAM

Dream Team, combined Strategic Vision Taskforce and RE-EF Interim Religious Education Taskforce

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 informational meetings on the final plan. After revisions, the congregation voted to adopt the 2021-2025 Strategic plan at a special meeting on December 20, 2020.

Under the Board of Trustees' leadership, a Strategic Plan evaluation taskforce was created to review progress on the goals and action steps over the 2021 to 2025 plan years. Headed by the lead minister, DREE, staff, and members of the congregation, preliminary work was done by Florence Caplow, Becky Densmore (Board Chair), and Karen Folk to set an annual timeline for the Task Force's work each year. In addition, a number of action items under the five broad goals in the plan were completed. Completed or in progress actions include:

- Completed REE director search with an innovative structure (Goal 1)
- Initiated a Parent Support Group underway (Goal 1)
- Added part-time AV staff and bought equipment to continue providing virtual participation in rituals, celebration, and worship services as we transition back to inperson gatherings. (Goal 2)
- Added weekly outdoor meditation to mindfulness and meditation program (Goal 2)
- Voted to adopt, at the June 2021 annual meeting, the Eight Principle, after various outreach strategies including virtual informational meetings. (Goal 3)
- Used diversity recruiting and nontraditional recruiting strategies in the DREE search and for other positions. (Goal 3)
- Renewed Welcoming Congregation status (Goal 3)
- Collaborated to co-facilitate (with five congregations of the Central Illinois Cluster of the MidAmerica Region) Widening the Circle training class to enhance understanding and commitment to anti-racism and anti-oppression work. Twenty-eight members of the congregation plus three staff attended the 11-week class. (Goal 3)
- All annual reports starting in 2021 include total financial and in-kind support of outside organizations in the special section. The treasurer institutes an annual follow up with staff and committee council to assemble all financial and in-kind contributions for the reporting period. (Goal 4)
- Recruited leader to guide the environmental justice and sustainability practices for all ages (Goal 4)
- Collaborated with the Channing Murray Foundation on its Bucket Brigade/Canasta Basica to assemble and deliver weekly food supplies, a cooked meal, and health/human aid resources to community members and immigrants in need as a result of the COVID pandemic. (Goal 4)

(continued on page 66)

DREAM TEAM

(continued from page 65)

- Commitment provided by the Board of Trustees to assess the church's management and decision-making structure as a first step in identify changes that will foster continued growth from a pastoral to a program-sized church. (Goal 5)

Full 2021-2025 Strategic Plan on UUCUC website: <https://uucuc.org/wp-content/uploads/2020/11/2021-2025-Strategic-Plan-final-11.18.20.pdf>

Respectfully submitted,

Karen Folk, Dream Team Chair and member of newly formed Strategic Plan Task Force

GROUP REPORTS

COVENANT GROUPS / CHALICE CIRCLE

CAREGIVERS CHALICE CIRCLE

The biggest challenge this year has been the switch to the Zoom format. We miss the human connections of our congregation. We will continue to meet on Zoom if there is continued interest, while the church building remains closed due to current code levels and social distancing restrictions.

Caregiver's Chalice Circle meets on the third Monday of the month at 7 to 8:15 pm. We have a core group of 6 to 8 people that generally can attend each meeting. The membership list has a current group of 12 to 15 members. We share a covenant together to regularly attend the monthly meetings and be supportive of one another's efforts.

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

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

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

**Respectfully submitted,
Tim Temple**

REFLECTIVE WRITING CHALICE CIRCLE

This chalice circle provides a space that allows and encourages personal and spiritual growth through sharing our stories by way of the written word. The Reflective Writing Chalice Circle continues to meet the third Thursday of every month, currently via Zoom. Each member brings an original piece of writing to share for each meeting. We also do short "Quick Writes" in our meetings. One need not be a "writer" with a Capital W! Some of the works are fiction or poetry, and some are based on our individual experiences and observations. Our discussion following each reading focuses on our shared humanity rather than literary critique (unless requested!). Our Circle has been consistent with about seven members. Monthly attendance usually ranges from four to five people. We are a friendly group and welcome folks to come by to see if you're interested in staying!

**Respectfully submitted,
Pat Nolan**

AFFINITY GROUPS

BRIDGE GROUP

The Bridge Group was founded by Barbara Mann in 1996. A passionate player, she actively recruited members of the congregation and community as well as University students and faculty. She felt the group would fill a void and under her dedicated, industrious guidance, she raised the group to over 16 participants. She took the lead, trumping all others for decades and finessing the ebb and flow of popularity of the game. We meet (in normal times) on Mondays, year long, from 1-3 pm in the Children's Chapel. When it is safe for the group to meet again at the church, an update will go out to congregants. Many, many thanks for all Barbara's efforts over the years.

**Respectfully submitted,
Mary Joncich**

FEMINIST BOOK GROUP

The Feminist Book Group meets throughout the year to discuss books featuring strong women characters or books addressing issues of importance to women. We welcome new women readers of all ages. An average of eight to 12 members attend each meeting. Twelve books for the upcoming year are chosen at an annual book-choosing gathering held in early summer, which is a favorite event. In choosing books nominated by members, we strive for a balance of fiction and nonfiction, short and long, and culturally diverse selections. Occasionally, movie nights or other social events are held in members' homes. Meetings are held on the third Tuesday of each month from 7:00 to 8:30 p.m. Meeting format is a brief check-in, book introduction by a volunteer leader for that book, followed by discussion using a rotating chair which allows each member uninterrupted time for their thoughts and comments. A brief time for socializing is provided preceding the check-in and discussion. Since March 2020, due to the COVID pandemic, we have been meeting via Zoom. However, we were able to conduct our annual book-choosing in person in June. Direct inquiries to Karen Folk (foxandfolk@gmail.com) or Priscilla Kron (priscilla.kron@gmail.com).

**Respectfully submitted,
Priscilla Kron**

GASTRONOMICAL SOCIETY

The Gastronomical Society, affectionately referred to as "Gastro," counts 50-75 members and enjoys monthly dinners. Members are encouraged to host at their home, a restaurant, a park, or at the church. The host chooses a dinner theme, with members contributing potluck style. In the last several years, Chinese New Year is celebrated in January, featuring take-out tastings from favorite Chinese restaurants. Our abbreviated 2019-2020 themes also included dinner at the Wheelhouse Restaurant in St. Joseph, a gathering at Riggs Beer in recognition of our inaugural chair, Emily Sanders, and her husband, Bill, prior to their departure to Pittsburgh, and a walk-up birthday party. Owing to the pandemic, the society was largely inactive in 2020-2021. In keeping with mission and vision of the church, the group strives for diversity and for new church member inclusion.

**Respectfully submitted,
Terry England, Chair**

MINDFUL MEDITATION GROUP

All those interested in spending a little time experiencing the present moment are welcome at the mindfulness meditation group practice. It doesn't matter how much or how little experience one might have with meditation or mindfulness. Each 45-minute group practice includes lighting a chalice, practicing mindfulness for 20-35 minutes, time for optional sharing & active listening, and extinguishing the chalice. The format of the practice itself varies: guided with audio, guided with video, guided live, or unguided with bells. *(continued on page 70)*

AFFINITY GROUPS

(continued from page 69)

The weekly practice is occasionally announced in the eNews. An [information page](#) tells about the group, including the weekly schedule. A [log of past practices](#) helps track group attendance, and also serves as a resource for those who would like to practice mindfulness outside of the group. An email list is used primarily to send out schedule reminders. Occasionally, information about upcoming mindfulness classes and retreats in the area is also shared with the list.

Prior to the closure of the church building due to the pandemic, the weekly Sunday morning practice was held in the YRUU classroom. When UUCUC announced the closure of the church building, the group was moved online.

- Weekly practice Sunday morning at 9am
 - Anywhere from 4 to 12 attendees each week
 - Usually averaging around 7 or 8 attendees
- The email list has approximately 80 recipients
- The group operates with shared leadership using a [volunteer leader sign-up](#) for participants to volunteer as leader for an upcoming practice

There is no commitment or expectation for frequency of attendance. Some are there most Sundays, while others come more sporadically. For this reason, there is no list of active members of the group.

The mindfulness group plays an important role in multiple facets of UUCUC's mission.

- **Build Community:** Some may think of meditation as a solitary practice, and it can be, but there is something special about practicing mindfulness with a group of people. Each person present during a group practice not only benefits from it, but also deepens the practice for everyone else. The time for optional sharing & reflection following the mindfulness practice gives attendees the opportunity to employ active listening, provide support, and learn from each other. Over the past several months in particular, attendees have regularly commented how this dedicated time for group practice has helped them remain connected to the church community, and that they feel it is a safe space.
- **Seek Inspiration:** The guided practices chosen each week come from a wide range of teachers, both secular and religious. The [log of past practices](#) links to the specific practices used in the group, as well as online mindfulness resources, guided audio and video practices, information about mindfulness teachers, and books they have written. For any wishing to start or deepen a personal practice, the diversity offered in the group practice and the log provides participants with a variety of choices, so each can find what works best for them.
- **Promote Justice:** It might not be immediately clear how a meditation practice can help promote justice. One way is by doing what we can to ensure the practice is accessible to as many people as possible. When meeting in person, the door was always left slightly open during the mindfulness practice, so that anyone arriving after the practice already started could quietly enter and benefit from the remainder of the practice. When moving online, detailed instructions for using Google Hangouts and Zoom were provided to the group. Some who had technical difficulty were assisted individually. Closed captioning is available for those who would benefit from it. All are encouraged to participate in whatever way works best for them: video and audio are optional, and the leader or host will read aloud anything shared in the chat. Having a regular mindfulness practice also helps participants to maintain balance between social justice work and self-care.
- **Find Peace:** The "goal" of mindfulness practice is not to attain an eternally blissful state, or clear the mind of thought. Mindfulness is paying attention to the present moment, exactly as it is. When ruminating on the past (which can't be changed) or trying to plan the future (which can't be controlled), we miss what is happening right now at this exact moment: input from the *(continued on page 71)*

AFFINITY GROUPS

(continued from page 70) external surroundings, body sensations, thoughts, emotions, and the interplay between all those things. The nature of the present moment (whether pleasant or unpleasant) is constantly in flux. Practicing mindfulness regularly can help one realize that clinging to the pleasant, and pushing away the unpleasant, are both fruitless endeavors that increase suffering. Learning to let go of these habits, and observe the wide spectrum of experience with curiosity, will ultimately lead to more peace. During the tumultuous times of the past several months, participants have commented on how helpful it has been to have a dedicated time for group mindfulness practice.

Other than the regular practices, the mindfulness group has not planned any programs or events this past year. My hope is that when the church building reopens, we may figure out a way to continue to connect to Zoom, so that those who cannot attend in person are still able to participate. For now, the group plans to continue with sharing leadership for the weekly practice, and providing a place and time were members and friends can gather to just be together in the present moment.

**Respectfully submitted,
Mick McEnroe**

PARENT'S SUPPORT GROUP

The parent support group was created for folks at every stage of the parenting journey to commiserate, celebrate, and cuss our way through the COVID-19 pandemic. We meet on Zoom every Saturday 9:30-10:30am, with a strict come-as-you-are policy. Drop-ins and latecomers are welcome, and we always end on time, so you don't have to worry about Zoom taking up too much of your precious Saturday mornings. Our meetings are loosely facilitated, and everyone gets the chance to speak. We check in about what's on our minds, what's happening in our families, and also share more deeply on a variety of weekly reflection topics. Find our Zoom link in the weekly E-News, or email parents-support@uucuc.org for more information.

**Respectfully submitted,
Rev. Sally Fritsche**

HAPPY HOUR GROUP

The Happy Hour Group is a fellowship group that meets once a month to socialize with other members and friends of the church. We meet on the third or fourth Thursday of the month from 5 to 7 p.m. Normally we would meet at a local bar or restaurant, but due to Covid-19, we met online for all of our meetings but one during 2020. Usually, 6 to 10 of us attended these online meetings; around 14 attended the in-person meeting. New folks are always welcome.

**Respectfully submitted,
Russ Rybicki**

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IN MEMORIAM

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.

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.

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.

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 (*continued on page 75*)

IN MEMORIAM

(continued from page 74) 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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APPENDIX

UUCUC ATTENDANCE & MEMBERSHIP GROWTH

	<u>2020-2021</u>	<u>2019-2020</u>
Average Weekly Worship Attendance * (Not including Summer Services)	186	182
Average Weekly Summer Worship Attendance	100	97
Average Weekly Religious Education Attendance (Children & Youth; Not including Summer Services)	N/A	55
Average Weekly Summer Religious Education Attendance	N/A	9
<hr/>		
Total Voting Members (as of June 30, 2021)	338	340
Total New Voting Members "Signed the Membership Book"	11	30

** attendance numbers do not include RE or RE teachers*

WORSHIP SERVICES

July 5, 2020

Making Art and the Power of Creation and Transformation

Janet Revell Barrett, Kiri Fagen-Ulmschneider,
Worship Committee

July 12, 2020

Pandemic Experiences and Reflections

Jennifer Greene, Kiri Fagen-Ulmschneider,
Worship Committee

July 19, 2020

Guardianship: An Act of Love and Resistance

Lan Richart, Pam Richart, Penne Beckett,
Worship Committee

July 26, 2020

Country Mouse Goes to See the Queen

Chris Hannauer, Dr. Ming Kuo, Jennifer Greene,
Worship Committee

August 2, 2020

The Poetry of Summer

Chris Hannauer, Erich Adickes, Kathy Robinson,
Worship Committee

August 9, 2020

Souls Matter

Sam Beshers, Sherry Bohlen, Worship Committee

August 16, 2020

Back to School in Fall 2020—The Long and Winding Road

Janet Revell Barrett, Sam Beshers,
Worship Committee

August 23, 2020

The Life and Teachings of Congressman John R. Lewis

Rev. Florence Caplow

August 30, 2020

Forest Bathing: A Sermon from the Sangamon River Forest Preserve

Rev. Florence Caplow

September 6, 2020

In Praise of the Postal Service

Rev. Florence Caplow

September 13, 2020

Diving Deep: Ingathering and Water Celebration

Rev. Florence Caplow, Rev. Sally Fritsche

September 20, 2020

Peace Palace: Finding Peace in Your Own Home

Emily McKown, Rev. Florence Caplow

September 27, 2020

#Vote Love #Defeat Hate: Organizing for the Long Haul

Rev. Susan Frederick-Gray, UU the Vote Staff

October 4, 2020

Blessing of the Animals, Virtual Edition

Rev. Florence Caplow

October 11, 2020

Strength and Courage

Rev. Florence Caplow

October 18, 2020

What's in Your Go-Bag?

Rev. Sally Fritsche

October 25, 2020

Democracy Revival (UU Action Network of Illinois)

Rev. Florence Caplow

November 1, 2020

All Souls: Calling on Our Ancestors

Rev. Florence Caplow

November 8, 2020

Where Do We Go From Here?

Rev. Florence Caplow

November 15, 2020

Sacred Obscenity

Rev. Sally Fritsche

November 22, 2020

Visionary Voices: Karen Simms on Resiliency

Rev. Florence Caplow

November 26, 2020

Thanksgiving Day Service

Worship Committee

(continued on page 80)

WORSHIP SERVICES

(continued from page 79)

November 29, 2020

When Thanksgiving Happens
Janet Revell Barrett

December 6, 2020

Stillness
Rev. Florence Caplow

December 13, 2020

Breaking Bread
Rev. Sally Fritsche

December 20, 2020

Preparation, Anticipation, Waiting
Emily McKown, Michele Townsend Grove

December 24, 2020

Christmas Eve Candlelight Service: "The Spirit of Christmas"
Rev. Florence Caplow, Rev. Sally Fritsche

December 27, 2020

Goodbye (and good riddance?) to 2020!
Rev. Florence Caplow

January 3, 2021

Hygge
Rev. Florence Caplow

January 10, 2021

The Shape of a Dog
Sam Beshers

January 17, 2021

Widening the Circle: Toward a Liberatory Unitarian Universalism
Rev. Florence Caplow

January 24, 2021

The Next Right Thing
Rev. Sally Fritsche

January 31, 2021

Just Offer Something
Julie Laut, Rev. Florence Caplow

February 7, 2021

On Beyond Zebra
Rev. Sally Fritsche

February 14, 2021

Beloved: A Valentine's Day Service
Rev. Florence Caplow

February 21, 2021

Beloved Community and the 8th Principle
Paula Cole Jones, Rev. Florence Caplow

February 28, 2021

Adaptability
Emily McKown, Youth of UUCUC

March 7, 2021

Commitment(phobia)
Rev. Florence Caplow, Rev. Sally Fritsche

March 14, 2021

Choose Awe
Rev. Florence Caplow

March 21, 2021

God Beyond the Shamrock
Rev. Sally Fritsche

March 28, 2021

The Continued Costs of Inequality
Rev. Florence Caplow

April 4, 2021

Rolling Away the Stone
Rev. Florence Caplow, Rev. Sally Fritsche

April 11, 2021

Accepting Imperfection in Our Heroes and Virtue in Our Nemeses
Rev. Florence Caplow, Rev. Lynnda White

April 18, 2021

Earth Day Service from UUMFE: "Pathways to Healing & Regeneration"
Rev. Florence Caplow, Rev. Yadene Hailu

April 25, 2021

The Magic Pool: Youth and Young Adult U.U. Ministry Past, Present, and Future
Emily McKown

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WORSHIP SERVICES

(continued from page 80)

May 2, 2021

Keeping a "Living Tradition" Alive

Rev. Sally Fritsche

May 9, 2021

Mothers of Courage

Rev. Florence Caplow

May 16, 2021

Flower Communion

Worship Committee

May 23, 2021

Bridges

Emily McKnown, Rev. Florence Caplow, TJ Black

May 30, 2021

Music Sunday: Sounds from Home

Austin Cody, Juan Camacho

June 6, 2021

Perfecting Imperfection

Michele Townsend Grove

June 13, 2021

Pride Sunday: Always Here, Always Queer

Rev. Sally Fritsche

June 20, 2021

Juneteenth Celebration

Candy Foster, Dawn Blackman Sr.,

Rev. Florence Caplow

June 27, 2021

Live from General Assembly!

UUA General Assembly

BUDGET VS. ACTUALS 2020-2021—INCOME

INCOME	Actual	Budget	Over (Under)	Budget % of Budget
41100 Pledges				
41191 Pledges 2019-20	12,263.86			
41192 Pledges 2020-2021	362,094.79			
41193 Pledges 2021-2022	76,144.20			
Total 41100 Pledges	\$ 450,502.85	\$ 460,000.00	\$ (9,497.15)	97.94
41200 General Donations	\$ 6,812.00	\$ 7,336.00	\$ (524.00)	
41300 Plate Collections (cash)	\$ 7,713.50	\$ -	\$ 7,713.50	
Total Non-Pledge Donations	\$ 14,525.50	\$ 7,336.00	\$ 7,189.50	198.00
41400 UU General Trust	\$ 17,634.67	\$ 17,634.67	\$ -	
41410 England Endowment	\$ 2,378.11	\$ 2,378.11	\$ -	
Total Trust	\$ 20,012.78	\$ 20,012.78	\$ -	100.00
41500 Fundraising	\$ 215.00		\$ 215.00	
41510 Service Auction	\$ 20,375.30	\$ 26,000.00	\$ (5,624.70)	
41520 Processing Fee Offset	\$ 705.54		\$ 705.54	
Total 41500 Fundraising	\$ 21,295.84	\$ 26,000.00	\$ (4,704.16)	81.91
41600 Facility Use Fees			\$ -	
41630 Special Services	\$ (200.00)	\$ 750.00	\$ (950.00)	
41640 High Street House	\$ 2,723.50	\$ 2,724.00	\$ (0.50)	
Total 41600 Facility Use Fees	\$ 2,523.50	\$ 3,474.00	\$ (950.50)	72.64
41700 Miscellaneous	\$ 405.10		\$ 405.10	
Vision Legacy	\$ 8,125.00	\$ 7,625.00	\$ 500.00	
COVID 19 Payroll Tax Credit	\$ 3,024.03	\$ 3,024.00	\$ 0.03	
Total 41700 Miscellaneous	\$ 11,554.13	\$ 10,649.00	\$ 905.13	108.50
41800 Savings Interest	\$ 13.56	\$ 100.00	\$ (86.44)	
44000 Non-operating Savings Interest	\$ 15.72	\$ 15.00	\$ 0.72	
Total interest income	\$ 29.28	\$ 115.00	\$ (85.72)	25.46
			\$ -	
Total Income - Operations	\$ 520,443.88	\$ 527,586.78	\$ (7,142.90)	98.65
			\$ -	
Excess Reserves and Designated Funding for 2020/2021			\$ -	
Excess Reserves	\$ 1,885.00	\$ 1,885.00	\$ -	100.00
Vision Legacy Grant	\$ 24,375.00	\$ 24,375.00	\$ -	100.00
Assoc. Minister Set Aside 2020/21	\$ 32,073.00	\$ 32,073.00	\$ -	100.00
Total Revenues	\$ 578,776.88	\$ 585,919.78	\$ (7,142.90)	98.78

BUDGET VS. ACTUALS 2020-2021—EXPENSES

EXPENSES	Actual	Budget	Over (Under) Budget	% of Budget
53000 Congregation				
53100 Congregational Expenses				
53110 Trustees Contingency	2,556.88	3,421.00	(864.12)	
53120 Leadership Training	700.00	1,800.00	(1,100.00)	
53142 UUA Annual Program Fund	23,289.00	23,289.00	-	
Total 53100 Congregational Expenses	\$ 26,545.88	\$ 28,510.00	\$ (1,964.12)	93.11
53150 Fundraising Expenses				
53151 Stewardship	600.00	600.00	-	
53153 Service Auction Expenses	300.00	750.00	(450.00)	
53155 CC Processing Fees - Vanco	1,829.40		1,829.40	
Total 53150 Fundraising Expenses	\$ 2,729.40	\$ 1,350.00	\$ 1,379.40	202.18
53160 Committee Program Expenses				
53161 Membership Committee	1,348.30	1,500.00	(151.70)	
53162 Membership Coordination	421.21	1,000.00	(578.79)	
53163 Personnel	121.94	200.00	(78.06)	
53164 Social Action	1,307.00	6,300.00	(4,993.00)	
53166 Care Core	199.36	200.00	(0.64)	
53168 Racial Justice Initiative	7,050.00	7,050.00	-	
53169 Partner Church Project	250.00	-	250.00	
53180 Immigration Justice	6,286.53	6,300.00	(13.47)	
53181 Finance Committee	308.07	200.00	108.07	
Total 53160 Committee Program Expenses	\$ 17,292.41	\$ 22,750.00	\$ (5,457.59)	76.01
53200 Misc Congregational Expenses				
53220 Chalice Lighters	1,000.00	1,000.00	-	
53230 Hospitality	23.20	-	23.20	
53250 Bookkeeping Service	10,540.00	7,200.00	3,340.00	
53270 Search Committee	-	500.00	(500.00)	
Total 53200 Misc Congregational Expenses	\$ 11,563.20	\$ 8,700.00	\$ 2,863.20	132.91
Total 53000 Congregation	\$ 58,130.89	\$ 61,310.00	\$ (3,179.11)	94.81

BUDGET VS. ACTUALS 2020-2021--EXPENSES

EXPENSES	Actual	Budget	Over (Under) Budget	% of Budget
54000 Office				
54100 Office Expenses				
54110 Treasurer Expenses	-	200.00	(200.00)	-
54120 Payroll Service	1,513.60	1,750.00	(236.40)	
54130 Postage	514.49	650.00	(135.51)	
54140 Printing	787.24	500.00	287.24	
54150 Office Supplies	1,566.12	3,375.00	(1,808.88)	
54160 Telephone	2,186.49	2,300.00	(113.51)	
54170 Copier Maintenance	1,906.73	1,997.00	(90.27)	
54180 IT Support	539.16	360.00	179.16	
54190 IT Services & Subscriptions	9,634.09	6,500.00	3,134.09	
54200 Computer Expenses	-	750.00	(750.00)	
54210 Internet Service	359.88	1,200.00	(840.12)	
Total 54000 Office	\$ 19,007.80	\$ 19,582.00	\$ (574.20)	97.07
55000 Worship				
55100 Worship Expenses				
55110 Instrument Maintenance	370.00	1,660.00	(1,290.00)	
55120 Music Supplies	678.29	330.00	348.29	
55130 Musicians	720.00	500.00	220.00	
55135 England Music	594.00	594.00	-	
55140 Worship Supplies	261.16	-	261.16	
55150 Worship Misc - A/V Support	5,369.99	4,800.00	569.99	
55160 Speakers	1,200.00	1,200.00	-	
55180 Summer Services	800.00	900.00	(100.00)	
Total 55000 Worship	\$ 9,993.44	\$ 9,984.00	\$ 9.44	100.09
56000 Religious Education				
56100 RE Expenses				
56110 RE Supplies & Materials	4,127.46	4,500.00	(372.54)	
56130 Background Checks	178.75	150.00	28.75	
56140 Youth Outreach	12.99	-	12.99	
56150 Youth Adult Community	-	300.00	(300.00)	
56160 Programs	3,009.69	3,000.00	9.69	
56170 Youth	2,553.79	2,500.00	53.79	
56171 OWL	-	1,000.00	(1,000.00)	
56180 Coming of Age	2,222.47	1,500.00	722.47	
56190 Diversity Materials	484.30	500.00	(15.70)	
Total 56000 Religious Education	\$ 12,589.45	\$ 13,450.00	\$ (860.55)	93.60

BUDGET VS. ACTUALS 2020-2021—EXPENSES

EXPENSES	Actual	Budget	Over (Under) Budget	% of Budget
57000 Property				
57100 Property Expenses				
57110 Grounds Maintenance	1,530.00	2,500.00	(970.00)	
57120 Natural Gas	5,050.71	3,750.00	1,300.71	
57130 Electricity	3,445.88	3,750.00	(304.12)	
57140 Property Insurance	8,095.00	8,755.00	(660.00)	
57150 Janitor Supplies	399.69	1,120.00	(720.31)	
57160 Mortgage Principal	13,114.22		13,114.22	
57160 Mortgage Interest	2,670.78		2,670.78	
57160 Mortgage Payment	17,200.00	17,200.00	-	
57180 Routine Property Maintenance	775.75		775.75	
57181 Church Maintenance	19,212.66	16,050.00	3,162.66	
57185 High St Maintenance (Taxes)	3,700.56	3,647.00	53.56	
57190 Snow Removal	2,655.00	1,500.00	1,155.00	
57200 Trash Hauling	1,398.86	900.00	498.86	
57210 Water/Sewer	2,566.24	1,950.00	616.24	
57220 Equipment & Furniture	5,259.41	5,500.00	(240.59)	
57240 Alarm Monitoring	588.00	600.00	(12.00)	
Total 57000 Property	\$ 70,462.76	\$ 67,222.00	\$ 3,240.76	104.82

BUDGET VS. ACTUALS 2020-2021—EXPENSES

EXPENSES	Actual	Budget	Over (Under) Budget	% of Budget
58000 Minister				
58010 Minister Expenses	8,453.13	9,112.00	(658.87)	
58012 Associate Minister Expenses	3,224.81	3,262.00	(37.19)	
58013 Moving Expenses	3,869.59	3,850.00	19.59	
Total 58010 Minister Expenses	15,547.53	16,224.00	(676.47)	
58020 Minister Hlth Ins	10,059.79	9,724.00	335.79	
58022 Associate Minister Health Insurance	4,591.29	3,245.00	1,346.29	
58029 Associate Minister Coaching	806.25	1,000.00	(193.75)	
Total 58020 Minister Hlth Ins	15,457.33	13,969.00	1,488.33	
58030 Minister Pension	9,808.76	9,112.00	696.76	
58032 Associate Minister Pension	3,511.41	3,262.00	249.41	
Total 58030 Minister Pension	13,320.17	12,374.00	946.17	
58040 Minister Life & ADD				
58042 Associate Minister Life & ADD	296.45	274.00	22.45	
Total 58040 Minister Life & ADD	296.45	274.00	22.45	
58050 Minister LTD	1,190.52	1,184.00	6.52	
58052 Associate Minister LTD	458.81	424.00	34.81	
Total 58050 Minister LTD	1,649.33	1,608.00	41.33	
58060 Minister Salary	63,117.59	63,118.00	(0.41)	
58062 Associate Minister Salary	15,706.02	15,706.00	0.02	
Total 58060 Minister Salary	78,823.61	78,824.00	(0.39)	
58070 Minister Housing Allowance	27,999.92	28,000.00	(0.08)	
58072 Associate Minister Housing Allow	16,913.49	16,914.00	(0.51)	
Total 58070 Minister Housing Allowance	44,913.41	44,914.00	(0.59)	
58080 Minister FICA Allowance	6,970.35	6,970.00	0.35	
58082 Associate Minister FICA Allow	2,495.43	2,495.00	0.43	
Total 58080 Minister FICA Allowance	9,465.78	9,465.00	0.78	
58090 Minister Dental	720.00	720.00	-	
58092 Assoc Minister Dental	1,320.00	600.00	720.00	
Total Minister Dental	2,040.00	1,320.00	720.00	
Total 58000 Minister	\$ 181,513.61	\$ 178,972.00	\$ 2,541.61	101.42

BUDGET VS. ACTUALS 2020-2021—EXPENSES

EXPENSES	Actual	Budget	Over (Under) Budget	% of Budget
60000 Staff				
61000 Congregational Staff				
61100 Membership Coordinator				
61111 Membership Coord Salary	8,102.56	8,103.00	(0.44)	
61113 Membership Coord Life & ADD	11.85	47.00	(35.15)	
61114 Membership Coord LTD	52.38	73.00	(20.62)	
61115 Membership Coord Pension	810.26	561.00	249.26	
61190 Membership Coord-Dental	180.00	360.00	(180.00)	
Total 61100 Membership Coordinator	\$ 9,157.05	\$ 9,144.00	\$ 13.05	100.14
61210 Child Care Coordinator	284.24	-	284.24	
61220 Child Care Workers	18.27	-	18.27	
61230 Youth Coordinator	7,516.59	8,414.00	(897.41)	
Total Youth 61200	7,819.10	8,414.00	(594.90)	
Total 61000 Congregational Staff	\$ 16,976.15	\$ 17,558.00	\$ (581.85)	96.69
62000 Office Staff			-	
62100 Office Administrator			-	
62111 Office Admin Salary	49,948.38	48,520.00	1,428.38	
62112 Office Admin Hlth Ins	6,567.52	6,890.00	(322.48)	
62113 Office Admin Life & ADD	438.16	402.00	36.16	
62114 Office Admin LTD	678.14	622.00	56.14	
62115 Office Admin Pension	1,419.20	1,198.00	221.20	
62190 Office Admin Dental	1,440.00	1,260.00	180.00	
Total 62100 Office Administrator	\$ 60,491.40	\$ 58,892.00	\$ 1,599.40	102.72
62200 Office Assistant			-	
62201 Office Assistant Salary	4,184.32	2,393.00	1,791.32	
Total Office Assistant	4,184.32	2,393.00	1,791.32	
Total 62000 Office Staff	\$ 64,675.72	\$ 61,285.00	\$ 3,390.72	105.53

BUDGET VS. ACTUALS 2020-2021—EXPENSES

EXPENSES	Actual	Budget	Over (Under) Budget	% of Budget
63000 Property Staff				
63100 Custodian				
63111 Custodian Salary	11,054.01	13,333.00	(2,278.99)	
63113 Custodian Life & ADD	133.20	99.00	34.20	
63114 Custodian LTD	168.96	154.00	14.96	
63115 Custodian Pension	1,403.47	1,184.00	219.47	
63117 COVID 19 Expense	2,980.80		2,980.80	
63190 Custodian Dental	557.18	720.00	(162.82)	
Total 63100 Custodian	\$ 16,297.62	\$ 15,490.00	\$ 807.62	105.21
63210 Director of Facilities				
63211 Director of Facilities Salary	10,603.49	9,443.00	1,160.49	
63215 Director of Facilities Pension	781.31	385.00	396.31	
63295 Contract Labor	350.00	-	350.00	
Total 63210 Director of Facilities	11,734.80	9,828.00	1,906.80	
Total 63000 Property Staff	\$ 28,032.42	\$ 25,318.00	\$ 2,714.42	110.72
64000 RE Staff				
64100 Director of RE				
64111 DRE Salary	65,140.66	65,140.00	0.66	
64113 DRE Life & ADD	530.04	548.00	(17.96)	
64114 DRE LTD	820.32	846.00	(25.68)	
64115 DRE Pension	6,514.04	6,514.00	0.04	
64120 DRE Expenses				
64121 DRE Prof Expenses	6,575.36	6,514.00	61.36	
64190 DRE Dental	1,776.00	1,776.00	-	
Total 64100 Director of RE	\$ 81,356.42	\$ 81,338.00	\$ 18.42	100.02
64200 RE Assistant	1,876.87	4,786.00	(2,909.13)	39.22
Total 64000 RE Staff	\$ 83,233.29	\$ 86,124.00	\$ (2,890.71)	96.64

BUDGET VS. ACTUALS 2020-2021—EXPENSES

EXPENSES	Actual	Budget	Over (Under) Budget	% of Budget
65000 Worship Staff				
65100 Music Director Salary	10,518.82	9,373.00	1,145.82	
65200 Assistant Music Director Salary	14,023.01	14,026.00	(2.99)	
65600 A/V Tech				
65611 A/V Tech Salary	600.00	-	600.00	
75070 Asst. Music Director Personal Days	-	200.00	(200.00)	-
Total 65000 Worship Staff	\$ 25,141.83	\$ 23,599.00	\$ 1,542.83	106.54
69000 Staff Benefits				
69100 Workers Compensation	2,778.00	2,541.00	237.00	
69200 FICA - Employer Contribution	13,417.63	13,460.00	(42.37)	
Total 69000 Staff Benefits	\$ 16,195.63	\$ 16,001.00	\$ 194.63	101.22
Total 60000 Staff	\$ 234,255.04	\$ 229,885.00	\$ 4,370.04	101.90
69900 Service Fees	292.22	250.00	42.22	
75080 Staff Development	2,741.48	1,500.00	1,241.48	
75090 Staff Recognition	917.80	750.00	167.80	
Total Expenses - Operations	\$ 589,904.49	\$ 582,905.00	\$ 6,999.49	101.20
Net Income - Cash Flow Basis	\$ (69,460.61)			
Reserves and Funding	\$ 58,333.00			
Net Income with Reserves and Funding	\$ (11,127.61)			

BUDGET VS. ACTUALS 2020-2021—BALANCE SHEET

ASSETS	
Current Assets	
Bank Accounts	
PNC Assoc Minister Setaside	\$ 29,999.48
PNCOC PNC Operating Checking PNC010 Non-Designated Op. Checking	\$ 86,931.15
PNC100 Designated Subaccounts	
PNC103 Accessibility Fund	9,886.40
PNC104 Assoc. Minister Fund	0.00
PNC 155 McMahon Fund	1,892.06
PNC170 Partner Church	278.91
PNC210 Social Action	4,279.32
PNC221 Solar Project	10,589.75
Total Designated Subaccounts	\$ 26,926.44
Total Operating Checking	\$ 113,857.59
PNCOS PNC Operating Savings	54,610.61
PNCPR PNC Property Setaside	10,067.33
PNCSTB PNC Sabbatical Setaside	13,777.04
PNCSTD Health Benefits Setaside	10,008.90
Total Bank Accounts	\$ 232,320.95
Total Current Assets	\$ 232,320.95
TOTAL ASSETS	\$ 232,320.95
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Payroll Liabilities	
Employee Pension Contribution Payable	-2.00
Other Current Liabilities	
Paycheck Protection Program Loan	0.00
Total Other Current Liabilities	-\$ 2.00
Total Current Liabilities	-\$ 2.00
Long-Term Liabilities	
Mortgage Balance	48,388.05
	\$ 48,388.05
Total Liabilities	\$ 48,386.05
Equity	
10000 Opening Balance Equity	13,647.70
13000 Unrestricted Net Assets	119,535.19
Net Income	\$ 50,752.01
Total Equity	\$ 183,934.90
TOTAL LIABILITIES AND EQUITY	\$ 232,320.95

BUDGET VS. ACTUALS 2020-2021—PASS THROUGH & OFF BUDGET

Social Action Pass Through		
Income	\$	50,792.56
Disbursement	\$	59,514.25
Net Income	\$	(8,721.69)
Partner Church Pass Through		
Income	\$	2,485.59
Disbursement	\$	4,423.28
Net Income	\$	(1,937.69)
High Street - Off Budget		
Source: High Street Designated Account		
Demolition Costs	\$	14,720.00
Net Income	\$	(14,720.00)
McMahon Fund - Off Budget		
Source: McMahon Trust	\$	1,892.06
A/V Equipment Purchase	\$	907.12
Net Income	\$	984.94
TOTAL PASS-THROUGH AND OFF-BUDGET	\$	(24,394.44)

APPROVED BUDGET 2021-2022

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
Income					
41193 Pledges 2021-2022	\$505,000.00	\$460,000.00	109.78%	\$45,000.00	
Total 41100 Pledges	\$505,000.00	\$460,000.00	109.78%	\$45,000.00	Thank you, Congregation!
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
Total 41200 Donations	\$44,500.00	\$39,409.00	112.92%	\$5,091.00	
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	
Total Plate and Trust	\$28,347.74	\$20,012.78	141.65%	\$8,334.96	
41500 Fundraising					
41510 Service Auction	\$26,000.00	\$26,000.00	100.00%	\$0.00	
41520 CC Processing Fees - Offset	\$800.00			\$800.00	
Total 41500 Fundraising	\$26,800.00	\$26,000.00	103.08%	\$800.00	
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	
EXCESS RESERVES		\$1,885.00	0.00%	-\$1,885.00	No excess reserves applied to the 2022 budget
Total Income - Including Excess Reserves	\$616,467.74	\$585,919.78	105.21%	\$30,547.96	

APPROVED BUDGET 2021-2022

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
Expenses					
53000 Congregation					
53100 Congregational Expenses					
53110 Trustees Contingency	\$533.96	\$4,171.00	12.80%	-\$3,637.04	Reduced significantly, Budget Task Force recommends replenishing if funds become available
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	Funding to support ongoing initiatives
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	
Total 53000 Congregation	\$64,238.96	\$61,310.00	104.78%	\$2,928.96	

APPROVED BUDGET 2021-2022

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
Expenses, continued					
54000 Office					
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	
Total 54000 Office	\$18,800.00	\$19,582.00	96.01%	-\$782.00	
55000 Worship					
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	
Total 55000 Worship	\$5,352.00	\$9,985.00	53.60%	-\$4,633.00	

APPROVED BUDGET 2021-2022

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
Expenses, continued					
56000 Religious Education					
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	
Total 56100 RE Expenses	\$13,500.00	\$13,450.00	100.37%	\$50.00	
57000 Property					
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 MCORE 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	
Total 57100 Property Expenses	\$56,481.00	\$67,222.00		-\$10,741.00	

APPROVED BUDGET 2021-2022

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
Expenses, continued					
58000 Lead Minister Costs					
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	
Total Lead Minister Costs	\$101,275.12	\$127,940.00	79.16%	-\$26,664.88	
58000 Associate Minister Costs					
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	
Total Associate Minister Costs	\$78,206.98	\$51,032.00	153.25%	\$27,174.98	
Minister Sabbatical	\$0.00	\$2,000.00	0.00%	-\$2,000.00	
Total 58000 Minister Costs	\$179,482.10	\$180,972.00	99.18%	-\$1,489.90	

APPROVED BUDGET 2021-2022

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
Expenses, continued					
60000 Staff					
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	
Total 61100 Membership Coordinator	\$14,240.48	\$9,144.00	155.74%	\$5,096.48	Membership Coordinator is 10.5 month appointment in 2022 (was only ~2 months in 2021)
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	
Total Youth 61200	\$11,726.92	8,414.00	139.37%	\$3,312.92	
Total 61000 Congregational Staff	\$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	
Total 62100 Office Administrator	\$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				
Total Office Assistant	\$11,198.58	\$2,393.00	467.97%	\$8,805.58	Increased hours planned for 2022 as church opens
Total 62000 Office Staff	\$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	
Total 63100 Custodian	\$16,938.15	\$15,490.00	109.35%	\$1,448.15	Increased hours planned for 2022 as church opens
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					
Total 63210 Director of Facilities	\$15,405.83	\$9,828.00	156.75%	\$5,577.83	Increased hours planned for 2022 as church opens
Total 63000 Property Staff	\$32,343.98	\$25,318.00	127.75%	\$7,025.98	

APPROVED BUDGET 2021-2022

	FYE 22 Proposed Budget	FY21 Budget	FY22/FY21(%)	FY22-FY21 (\$)	Comments
Expenses, continued					
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	
Total 64100 Director of RE	\$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	
Total 64200 RE Assistant	\$11,640.93	\$4,786.00	243.23%	\$6,854.93	Increased hours planned for 2022 as church opens
Total 64000 RE Staff	\$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					
Total 65000 Worship Staff	\$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	
Total 69000 Staff Benefits	\$17,270.59	\$16,001.00	107.93%	\$1,269.59	
Total 60000 Staff	\$275,613.67	\$229,885.00	119.89%	\$45,728.67	
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	
Total Expenses	\$616,467.74	\$584,906.00	105.40%	\$31,561.74	
Net Operating Income					
Net Income - Cash Flow Basis	\$0.00				The proposed budget is balanced
Net Income With Excess Reserves		\$1,013.78	0.00%	-\$1,013.78	

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DRAFT MEETING MINUTES FROM JUNE 6, 2021 ANNUAL MEETING

May 26, 2021

Dear Church Member,

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

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

In accordance with the Constitution and Bylaws, this meeting will take place virtually via Zoom and votes made at this meeting will be binding. Additional details about how the meeting will be conducted are available from the website at: <https://uucuc.org/instructions-for-accessing-uucucs-annual-meeting-on-june-6-2021/>. This meeting will be recorded.

The agenda will be:

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

Sincerely,

Jenna Zeidler
Clerk, Board of Trustees

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

DRAFT MEETING MINUTES FROM JUNE 6, 2021 ANNUAL MEETING

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

Board of Trustees

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

1. David Gross

Clerk

To be elected to a two-year term

1. Jody Hanger

Financial Secretary

To be elected to a two-year term

1. Kathy Vance

Nominating Committee

Three to be elected for a one-year term

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

Delegates to the General Assembly of the Unitarian Universalist Association

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

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

Mediation Committee

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

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

DRAFT MEETING MINUTES FROM JUNE 6, 2021 ANNUAL MEETING

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

Call to Order and Verification of a Quorum

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

Finalization of the Agenda

- Approval of Annual reports was added to the Adenda
- **MOTION:** Jenny Hunt moved that the agenda be finalized as amended; Sandy Finnerty seconded. The motion was approved by Zoom vote, 90 in favor, 0 opposed.

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

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

Remarks by Lead Minister, Rev. Florence Caplow

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

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

In Memoriam

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

Remarks by Michele Grove, Interim DRE

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

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

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

Rev. Sally Fritsche commended Michele Grove for her amazing work finding the parts of a church system that need most to be healed through experimentation, trying new things and finding the edges of our collective comfort. Michele played midwife to an incredible five year strategic plan and helped us understand ourselves better and articulate a shared vision for our future. We were lucky to have her and we know that this next chapter will be filled with blessings for Michele and for everyone you encounter when you leave us. Michele was presented with a framed photo of our beautiful beloved rose window.

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DRAFT MEETING MINUTES FROM JUNE 6, 2021 ANNUAL MEETING

(continued from page 102)

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

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

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

- Doug Jones asked the purpose of the special meeting. Brian McDermott responded that it was the Affirmation of the Dream Team-generated Strategic Plan.
- **MOTION:** Virginia Brubaker moved to accept the minutes as presented; Kelly Halcomb seconded the motion; the motion was approved by Zoom vote, 83 in favor, 0 opposed.

Acceptance of Annual Reports

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

Presentation and Vote on the 2021-2022 Annual Budget

- Brian McDermott thanked the congregation for the pledge forecast of \$505,000 and briefly presented some highlights including the Lead minister moving to $\frac{3}{4}$ time, the Associate minister moving up to $\frac{3}{4}$ time, staff funding at a level for reopening, and the return of the RE Coordinator position.
- **MOTION:** Briant McDermott moved to accept the budget as presented; Jerry Frye seconded the motion; the motion was approved by Zoom vote, 84 in favor, 0 opposed.

Proposed By-laws Change

- Brian McDermott gave a briefly introduction to the proposed change. As part of an experimental year, the board is evaluating whether a smaller board of trustees would work as effectively without having such a large amount of volunteer leadership. This was recommended by the nominating committee.
- **MOTION:** Brian McDermott moved to accept the motion as presented; Jenny Hunt seconded the motion.

Discussion regarding the motion:

- Doug Jones mentioned that the change would leave the Board with an even number, which presents the possibility of a tie on votes. He also asked what the term was for the Clerk and Treasurer.
- Brian McDermott explained that it will be an even number, requiring more consensus and clarified the terms for Clerk and Treasurer.
- Chris Hannauer asked why the language in section two was stricken.
- Doug Jones asked about the number for a quorum. Currently it is 6 out of 11 members, the proposed would keep the required number at 6 but out of 8 members.
- Doug Jones offered a friendly amendment to change the required number of members for a quorum to 5, Brian McDermott accepted the amendment.
- **MOTION:** Brian McDermott moved to accept the motion as amended; Chris Hannauer seconded the amended motion.

Discussion on the amended motion:

- Sandy Finnerty said she prefers the quorum to remain at 6 members.
- Steve Troyer asked if this was an issue that is likely to come up (not making quorum).
- Brian McDermott said we have had good Board attendance and that has not been an issue.
- Penne Beckett agreed with staying with 6 members.
- Steve Troyer said 5 people seems like a small number.
- Mick Macenroe agreed with Sandy that if only 5 people are present to make a quorum, and two vote "for" while two vote "against" that this seems like a small number of people to make a decision for the entire congregation.

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DRAFT MEETING MINUTES FROM JUNE 6, 2021 ANNUAL MEETING

(continued from page 103)

- Jenny Hunt asked if we need to vote on the friendly amendment
- Joe Finnerty mentioned that more thought should be put into this.
- **MOTION:** Joe Finnerty moved to table the motion, Barbara Hudgings seconded the motion; the motion did not pass via Zoom vote, 18 in favor, 58 opposed.

Further Discussion on the motion:

- Doug Jones withdrew the amendment. Brian accepted and moved the motion as originally presented.
- Randy Locke wondered if allowing a variance during this test year was an option.
- Brian McDermott explained the Board considered that but changing the by-laws was seen as the cleanest way.
- Emily Laugeson spoke in favor of this proposal by our Board as an experiment.
- Kiri Fagen-Ulmschneider asked why we are making a permanent change to the by-laws for an experiment.
- Gail Schiesser explained that there is no provision for a variance in the by-laws without voting in a change.
- Sandy Finnerty wondered if adding a section three explaining the Board will evaluate this experiment.
- Brian McDermott explained that in the Board documents, we do have that commitment to evaluate and report on how this works.
- Penne Beckett explained as a Board member that there are good reasons and the Board had put great thought into this motion.
- Jennifer and Jon Ellis stated that our by-laws are a living breathing document. It is not meant to be a fixed forever document. We change, as do our by-laws to adapt to those changes.
- Jenny Hunt called the question, Tanya Hodges seconded.
- **MOTION:** Brian McDermott moved to accept the motion as presented; Jenny Hunt seconded the motion; the motion passed by Zoom vote, 84 in favor, 5 against.

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

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

Discussion regarding the motion:

- Doug Jones asked about provisions for the additional 3 GA delegates and with three weeks until GA, how will we fill those vacancies.
- Brian McDermott explained we ask for volunteers from the floor and if none volunteer, the Board can appoint delegates.
- Doug Jones called the question.

Congregation vote on Becoming an 8th Principle Congregation

- Jim Hannum gave brief comments on our Congregation's commitment to Racial Justice.
- **MOTION:** Jim Hannum moved to accept the motion as presented; Jerry Frye seconded the motion; the motion was approved by Zoom vote, 80 in favor, 1 opposed.

Discussion regarding the motion:

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

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

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

(continued on page 105)

DRAFT MEETING MINUTES FROM JUNE 6, 2021 ANNUAL MEETING

(continued from page 104)

Discussion regarding the motion:

- Chris Hannuaer brought attention to a sentence describing a blanket acceptance of all gifts of this type.
- Gail clarified that that was an endorsement from the Finance committee but is not included in the motion as that would require a by-law change.

New Business

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

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

Adjourn

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

MEETING MINUTES FROM DECEMBER 20, 2020 SPECIAL MEETING

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

MEETING MINUTES FROM DECEMBER 20, 2020 SPECIAL MEETING

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.

Confirm need or cancellation of backup meeting date

Not needed as all items were covered at this time.

Seasonal Carol

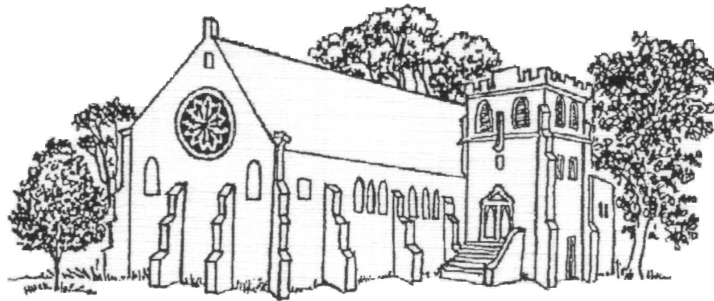
The meeting attendees sang Silent Night together.

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