



# **ANNUAL REPORT**

## **FISCAL YEAR 2021—2022**

---

### **UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN**

309 WEST GREEN ST • URBANA, IL 61801  
(217) 384-8862 • [WWW.UUCUC.ORG](http://WWW.UUCUC.ORG)

---

# 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.

## **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.

---

# PRINCIPLES, MISSION, AND VISION

---

## **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*

---

# 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*

---

# CONGREGATIONAL GOALS

---

Listed below are recommendations from the Strategic Planning Taskforce, led by Karen Folk, with involvement from lay leaders and staff. Three broad themes emerged as critical for the church as it looks ahead to the 2022 – 2023 church year. These themes were shared with the Board of Trustees and feedback was provided during its October 2021 study session. The themes are:

- Staff care and longevity
- Accessibility and inclusion
- Reimagine Religious Exploration and Engagement (RE & E)

Building on these themes, the taskforce reviewed the five year strategic plan to intentionally align the 2022-23 recommended church goals with the overall plan as approved by the congregation. The goals listed in parenthesis after each recommended 22-23 church year goal are [5 Year Strategic Plan](#) goals. Designed to be broad-based and cross-cutting, these goals empower our to committees and councils to create action items for their group, using their own perspectives and focus areas. The following three goals for 2022-23 were approved by the BoT for adoption:

**Goal 1:** . Live and express our values of accessibility and inclusion to ensure that our physical space and staffing reflect and align with our visions. (Goal 3 and Goal 5)

**Goal 2:** Re-imagine and re-envision how UUCUC creates community through worship, spiritual development and learning, and Religious Exploration and Engagement programming for all ages post pandemic. (Goal 1 and Goal 4)

**Goal 3:** Continue support to expand and deepen our theological diversity in worship and music and our commitment to inclusion, anti-racism, and multiculturalism. (Goal 2 and Goal 3)

---

# TABLE OF CONTENTS

---

## 2021-2022 YEAR IN REVIEW

<a href="#">Board of Trustees Chair</a>	14
<a href="#">Interim Lead Minister</a>	17

## OFFICER'S REPORTS

<a href="#">Board of Trustees Treasurer</a>	20
<a href="#">Financial Secretary</a>	22
<a href="#">Trust Fund Trustees</a>	23
<a href="#">Victor A. Hoersch Elderly Services Trust</a>	26

## STAFF REPORTS

<a href="#">Associate Minister for Congregational Life</a>	28
<a href="#">Director of Business Administration</a>	36
<a href="#">Coordinator of Religious Exploration &amp; Engagement</a>	38
<a href="#">Facilities Manager</a>	41

## COMMITTEE REPORTS

<a href="#">Building and Ground Advisory Team (BAGAT)</a>	44
• <a href="#">Accessibility Task Force</a>	47
<a href="#">Council of Shared Leadership</a>	48
<a href="#">Finance Committee</a>	49
• <a href="#">Generosity Team</a>	50
• <a href="#">Planned Giving Team</a>	51
• <a href="#">Service Auction Committee</a>	52
<a href="#">Membership Committee</a>	53
• <a href="#">Care Core</a>	54
• <a href="#">Hospitality Teams</a>	55
<a href="#">Personnel Committee</a>	56
<a href="#">Religious Education Council</a>	58
<a href="#">Social Action Council</a>	59
• <a href="#">CUUUltivate Climate Action Team</a>	60
• <a href="#">Immigrant Justice Team</a>	61
• <a href="#">LGBTQ+ Welcoming Team</a>	63
• <a href="#">Racial Justice Team</a>	65
• <a href="#">Reproductive Justice Team</a>	66
<a href="#">Worship Committee</a>	68

## TASK FORCE REPORTS

<a href="#">COVID-19 Advisory Task Force</a>	70
<a href="#">Strategic Plan Evaluation Task Force</a>	71

## GROUP REPORTS

### COVENANT GROUPS/CHALICE CIRCLES

<a href="#">Caregivers Chalice Circle</a>	76
<a href="#">Reflective Writing Chalice Circle</a>	76

---

# TABLE OF CONTENTS

---

## **GROUP REPORTS**

### ***AFFINITY GROUPS***

<a href="#">Bridge Group</a>	77
<a href="#">Feminist Book Group</a>	77
<a href="#">Gastronomical Society</a>	77
<a href="#">Happy Hour Group</a>	78
<a href="#">Mindfulness Meditation Group</a>	78
<a href="#">Older Men's Discussion Group</a>	78
<a href="#">Parent's Support Group</a>	79
<a href="#">UU Women's Lunch Group</a>	79

<a href="#">IN MEMORIAM</a>	81
-----------------------------	----

## **APPENDIX**

<a href="#">UUCUC Attendance and Membership Growth</a>	86
<a href="#">Worship Services</a>	87
<a href="#">Budget vs Actuals 2021-2022</a>	90
<a href="#">Direct Donations 2021-2022</a>	102
<a href="#">Approved Budget 2022-2023</a>	104
<a href="#">Draft Meeting Minutes From June 5, 2022 Annual Meeting</a>	110



This page left intentionally blank.

---

# BOARD OF TRUSTEES AND OFFICERS, 2021-2022

---

## **Officers of the Congregation:**

Chair: Becky Densmore

Vice-Chair: Penné Beckett

Clerk: Jody Hanger

Treasurer: Lan Richart

Financial Secretary: Kathy Vance

Moderator: Gail Schiesser

## **Board of Trustees:**

**Becky Densmore**, Chair

**Penné Beckett**, Vice chair

**Jody Hanger**, Clerk

**Lan Richart**, Treasurer

**Jennifer Ellis**

**Jerry Frye**

**David Gross**

**Brian McDermott**

**Reverend Karen Bush**, Ex-Officio Member

**Reverend Florence Caplow**, Ex-Officio Member

### **Staff at UUCUC 2021-2022**

**The Reverend Karen Bush**, Consulting Lead Minister (September 2021-June 2022)

**The Reverend Florence Caplow**, Minister (June 2021—January 2022)

**The Reverend Sally Fritsche**, Minister (July 2021—June 2022)

**Juan Camacho**, Accompanist (August 2021—June 2022)

**Brian Franklin**, Director of Business Administration (August 2021—June 2022)

**Kendra Gibson**, RE Assistant (July 2021—September 2021)

**Benjamin Hanson**, Choir Director (August 2021—June 2022)

**Jamie Jones**, Office Assistant (August 2021—June 2022)

**Erinn Miller**, Web and Communications Assistant (July 2021—August 2021)

**Erin Preslar**, Childcare Coordinator (June 2022—June 2022)

**Adam Rahn**, A/V Tech (July 2021—August 2021)

**Avalon Ruby**, A/V Tech (September 2021—June 2022)

**Avalon Ruby**, RE&E Assistant (September 2021—June 2022)

**Jessica Sempek**, Membership Coordinator (January 2022—May 2022)

**Rose St. Clair**, Religious Educator (August 2021—June 2022)

**Adrienne Summerlot**, Consulting Director of RE&E (August 2021—June 2022)

**Zoe Valentine**, Director of Congregational Administration (July 2021—July 2021)

**Shornor Vineyard**, Custodian (July 2021—September 2021)

**Tim Voelker**, Director of Facilities and Facilities Manager (July 2021—June 2022)

This page left intentionally blank.

---

## 2021-2022 YEAR IN REVIEW

---

---

## BOARD OF TRUSTEES CHAIR

---

*“Reflection gives the brain an opportunity to pause amidst the chaos, untangle and sort through observations and experiences, consider multiple possible interpretations, and create meaning.”*

-Jennifer Porter

As I reflect upon the 2021 – 2022 church year, in my mind’s eye, I see a swirl of brilliant colors dancing in sunlight dappled with shadows as the light is parsed through the lens of a prism. The “shadows,” of course, are as a result of navigating the global pandemic and its impact as we entered the second full year of co-existing with Covid. The “brilliant colors” I attribute to the whole of who we are as together, your beautiful individuality and special uniqueness, co-mingle to create our beloved UUCUC community.

The 2021 -22 Board of Trustees (BoT) was seated upon the conclusion of the Annual Congregational Meeting held on June 6, 2021, where church officers were approved including Financial Secretary, Kathy Vance; Treasurer, Lan Richart; Clerk, Jody Hanger; and Moderator, Gail Schiesser. Per our Constitution, during the first business meeting following the Annual Meeting, the newly seated Board elected its officers and assigned liaison roles. The Board elected Penné Beckett to serve as our Vice Chair and at-large members included Jennifer Ellis, Jerry Frye, David Gross, and Brian McDermott each being assigned additional roles and responsibilities.

This configuration of a reduced Board size was at the request of the Nominating Committee for an experimental year. During the Annual Meeting, the congregation approved an eight-member voting Board with a required six members present to constitute a quorum. These individuals, along with our Financial Secretary and Moderator, are to be commended for their selfless service and dedication to advancing our congregational mission to “build community, seek inspiration, promote justice, and find peace.”

Over the church year, the BoT met 10 times in regular business meetings, 14 times in study sessions, and four times in specially announced combined study sessions and business meetings for a total of 28 virtual meetings. The very first time the Board assembled in person was on Pledge Sunday, March 6, 2022. All business meeting minutes were developed and distributed by our much appreciated Clerk, Jody Hanger. They are posted on our [church’s website](#) and are available for your review and reference. During the course of the year, together we:

- Reduced barriers to receiving gifts of \$5000 or less to pay down our mortgage balance
- Adopted the Safer Congregation Policy streamlining background checks and prioritizing children’s safety
- Created a Governance Taskforce under the leadership of Brian McDermott and charged with the responsibility to assess our church’s management and decision-making structure as we continue transitioning from a pastoral sized congregation (50 to 150 congregants) to a program sized one (150 to 350 congregants)
- Rehired Brian Franklin who serves our congregation in the role of Director of Business Administration
- Said goodbye to our Interim Director of Religious Education, Michele Grove, as she concluded her three-year tenure with UUCUC and said hello to a new Religious Education & Engagement (RE & E) team
- Engaged Rev. Karen Bush (aka Rev. KB) to serve as a consulting minister while Rev. Florence Caplow was on medical leave

*(continued on page 15)*

---

## BOARD OF TRUSTEES CHAIR

---

*(continued from page 14)*

- Developed a Church Facilities Taskforce (aka Accessibility Taskforce) under the leadership of Wendy Graves tasked with the responsibility of reviewing and assessing the accessibility and safety needs of our church home
- Authorized the Immigration Justice Taskforce to provide temporary hospitality for immigrants seeking emergency refuge during the Covid closure of the church facilities
- Approved the Personnel Committee's recommendation to implement a Staff Covid Vaccination Policy
- Provided approval to expend \$9100 for Reifsteck Reid & Company Architects to conduct an accessibility study to bring our church home up to code while ensuring justice at home
- Adopted Congregational Goals for 2022 – 2023 advanced by the Strategic Planning Taskforce and led by Karen Folk as a means to drive resource allocation and future planning
- Collaborated with the Generosity Committee to review and approve recommendations for revisions to our Gifts Acknowledgement and Donor Recognition Policy
- Approved the reopening framework advanced by the Covid Advisory Taskforce and Staff Leadership Team (SLT)
- Authorized our church reopening through an innovative Backstage Pass event leading to our first ever hybrid service in December 2021
- Accepted the resignation of Rev. Florence Caplow due to medical issues
- Extended Rev. KB's time with us serving as our Interim Lead Minister and Chief of Staff
- Committed to extending Rev. Sally Fritsche's Letter of Agreement to continue serving as our Associate Minister of Congregational Life
- Advanced the Finance Committee's recommendation to the congregation for instituting a Capital Fund, a specific fund of the Unitarian Universalist Trust Fund
- Created and forwarded to the congregation for approval an Unrestricted Bequests Fund at the request of the Finance Committee to hold monies from bequests while the congregation's top priorities are identified
- Revised and advanced Article XV of the UUCUC Bylaws at the request of the Finance Committee to the congregation for approval as a means to clarify our financial practices and policies related to the Unitarian Universalist Trust Fund
- Paused spending on non-essential expenses in an attempt to address an anticipated budget shortfall as a result of a reduction in revenue
- Empowered the Finance Committee to create and present a draft balanced 22 – 23 budget for Board action and congregation approval
- Forwarded a recommendation to the congregation to amend the Bylaws by removing references of the Mediation Committee while promising to present a replacement picture for UUCUC
- Initiated the UUA Settled Minister Search Process and collaborated with the congregation to identify and affirm church members to serve on this team including Wendy Graves, Chris Hannauer, Tanja Hodges, Pat McClard, Janet Revell-Barrett, Dave Sharpe, and Angela Urban
- Requested congregational approval to extend the experimental smaller board size while asking to add one additional at-large board member and moving to a simple majority for purposes of a quorum
- Prepared and applied for a Religious Property Tax Exemption for 310 W. High Street vacant land
- Requested support and entered into a MOU (Memorandum of Understanding) with Rev. David Pyle, Regional Lead for the MidAmerica Region of the UUA to conduct a Governance Assessment
- Approved the AV Tech Proposal prepared by Swinderman Engineering Services and designed to improve the hybrid worship experience

*(continued on page 16)*

---

## BOARD OF TRUSTEE'S CHAIR

---

*(continued from page 15)*

- Took a leadership role in a special generosity campaign to ask the congregation to fund cost of living raises for eligible staff

As you may have deduced, the Board partners and collaborates closely with many dedicated volunteers, exceptional lay leaders, and our beloved staff to continue advancing our mission as we reach for our aspirational visions. It is only through the continued commitment of each and every one of you that our church is able to continue to stand on the side of justice, advocate for all, and make meaning as we rise to meet this moment in history. We are deeply grateful for your ongoing support, tremendous dedication, tireless efforts, and incredible generosity. Thank you for reflecting with us on our shared church year and know that we view it a privilege to serve you and our beloved UUCUC community.

Yours in service,  
Becky Densmore, 21 – 22 Chair

Respectfully submitted on behalf of the 2021 – 2022 Board of Trustees:  
Becky Densmore, BoT Chair, Leadership Liaison, and Strategic Planning Taskforce  
Penné Beckett, BoT Vice Chair and Committee Council Chair  
Jody Hanger, BoT Clerk, Service Auction Team, and RE & E Liaison  
Lan Richart, Treasurer, Immigration Justice Taskforce, and Finance Committee Liaison  
Jennifer Ellis, BoT Special Projects  
Jerry Frye, Racial Justice Project Liaison  
David Gross, Personnel Committee Liaison and Church Facilities Taskforce  
Brian McDermott, Governance Taskforce Chair and Covid Advisory Taskforce Liaison  
Reverend Karen Bush, Ex-Officio Member



---

# INTERIM LEAD MINISTER

---

Beloved Community,

At the end of last fiscal year, I was approached by the Board of Trustees to assume the Interim Minister position, which I graciously accepted. And on July 1, 2022 I officially became your Interim Minister. I am so looking forward to this journey ahead with you. I deeply believe it is a vital one- carried forward by myself and the UUCUC Transitions Team- side by side in cooperation with the search for your next settled lead minister led by the UUCUC Search Team.

Together, we all have the honor of carrying this holy flame forward together to see what we might achieve and to contribute to the long and extraordinary legacy that has been handed down from previous generations who gave so much of their lives so that this congregation might be Here. Today. In 2022.

On September 15 and 16 the six T-Team members ( Karla Peterson, Sam Beshers, Kiri Fagen-Ulmschneider, Kathleen Robbins, Jim Hannum and Anne Newman) will meeting in my home in south west Champaign and will be joined by myself and UUUC member/retreat co leader, Laura Haber. T-Team chair, Sam Beshers, is also a co-leader of our two days together.

I am very excited to get underway and I have heard from team members how eager they are to get started as well! The intrusion of covid plus the timing of the UUA Interim training which takes place the week of August 22, has necessarily placed the timing of the beginning of our teamwork which is later than we had anticipated. Never the less we will soon dive into the deep end of the pool and get started full throttle.

To help prepare for our beginnings I have asked each team member to read the book written by UUA ministers Barbara Child and Keith Kron entitled In The Interim. It was chock full of good guidance, advice and wisdoms about the interim season in church life from a wide variety of angles and voices— all from a fully UU perspective.

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

Over these months I have come to truly love the open hearts and keen minds that make up this remarkable Church. From day one I have been touched by your commitment to each other, to civility, to kindness, and to working together. I continue to be touched by your perseverance as we move out of two years of lock down and your determination as we work together to find our way forward.

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

- Reopening the church building to hybrid worship and a full array of activities
- Executing a successful Generosity Campaign
- Taking next steps to restructure our governance systems to better meet our present day needs
- Creating weekly dynamic and engaging hybrid worship services
- Formally welcoming the 41 new members who joined UUCUC in the past two years

*(continued on page 18)*

---

# INTERIM LEAD MINISTER

---

*(continued from page 17)*

- Beginning the next steps to implement the transitional process as well as begin to move forward in the search for the next settled lead minister
- Saying “Fare Thee Well” to Reverend Florence as she stepped back in the fall and tendered her resignation in early January 2022 in order to fully focus on her health and new possibilities for healing

I am so grateful to all of the staff and lay leaders and the many other congregants who played a key role in these impressive accomplishments. Even though church has been through an exhausting set of challenges and changes over the last 2+ years, we are reimagining, revitalizing, and recreating something different... something new... something that belongs to all of us... Together... in This time.

If you are curious to see a bullet point overview outline of how I invested my time as your consulting Lead Minister September 7, 2021 to June 30, 2022, see here: <http://uucuc.org/wp-content/uploads/2022/08/Annual-Report-2022-Interim-Lead-Minister-Rev-KB.pdf>.

Submitted with deep love and respect,  
Reverend Karen S. Bush

---

## OFFICER REPORTS

---

---

# BOARD OF TRUSTEES TREASURER

---

## **Overview**

The 2021-2022 church year was yet another filled with unexpected changes and challenges. Multiple transitions in personnel, Rev. Florence's medical leave, the addition of Rev. Bush as consulting, then interim minister, along with expenditures for Elevette repair and AV upgrades, were juxtaposed against a struggle to bring the congregation back to in-person worship and operational normalcy, previously disrupted by COVID. 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.

Total income for the year was slightly less than budgeted (98 percent). However, mid-year adjustments and frugal spending brought our expenses down to 95.6 percent of budget. For the year ending June 30, 2022 our budgeted funds exceeded our expenses by \$24,634. Notably, we also were able to pay down our mortgage balance by \$32,105 and significantly upgrade the A/V system in our sanctuary.

A copy of our financial spreadsheet for FY 2021/2022 is [on page 90](#) of this annual report.

## **Direct Aid**

During this past year, we contributed \$33,000 in direct financial aid to outside organizations. Over \$22,198 was distributed through our Shared Offerings. An additional \$2,974 went to the Cunningham Township Utilities Fund to help those facing utility shut-offs during the COVID crisis. We also donated \$2,000 to our Partner Churches in India and Transylvania, and the Racial Justice Project, immigration Justice Task Force and Social Action Committee provided \$6,479 in direct support for programs and organizations outside of our church.

## **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 again provided backpacks for unaccompanied minors in the CU public school systems. These backpacks contained blankets, towels, toiletries and a gift card for clothing. Bedding, clothing, toys and household goods were given to the Afghan family who were temporarily housed as part of our Immigration Justice hospitality program. Two members of IJTF also represented UUCUC on the Community Alliance, a group of local agencies and organizations coordinating working on immigration justice issues.

The Racial Justice Project provided volunteers for the League of Women Voters, ACLU, NAACP and Community Coalition. They organized two work parties at the Randolph Street Community Gardens in the summer of 2021 and organized a work crew at Habitat for Humanity (working on the home sponsored by Terry and Barbara England) on a Saturday in June, 2022. RJP also hosted a community forum on "Telling the Truth: Constructive Ways to Teach about Racism and our Racial History" that brought together teachers, school administrators, and school board members

A member of the LGBTQ+ Team served as a primary curator of the Spurlock Museum's exhibit, "Sewn in Memory- AIDS Quilt Panels from Central Illinois" and participated in the numerous presentations and programs leading up to the exhibition.

*(continued on page 21)*

---

## BOARD OF TRUSTEES TREASURER

---

*(continued from page 20)*

In October of 2021, SAC members helped organized UUCUC's participation in the CU CROP Hunger Walk. UUCUC members raised \$5,505.

### **Looking Forward**

As we move into the coming year, new challenges lie ahead. Calling a new lead minister and meeting our programming and staffing requirements will require a sustained financial commitment. We ended this year on solid financial footing. With support from the Generosity Team, the Finance Committee and Board of Trustees worked hard to develop a balanced budget for 2022/2023. We now step forward to carry the mission of UUCUC into a new and unpredictable year. History has shown that we will be up to the challenge.

My thanks to the congregation for its amazing generosity and to the Board of Trustees, members of the Finance Committee, the Generosity Team, our Financial Secretary, and our Director of Congregational Administration for their support and collaboration in managing our finances this past year.

Respectfully submitted,  
Lan Richart, 2021-2022 Treasurer

---

## FINANCIAL SECRETARY

---

This year has continued to be filled with 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, the church's online payment processing service.

The Financial Secretary works closely with the Trust Fund Trustees and the VAHEST Committee to provide them with financial information on investment accounts and to implement the actions they request. In addition, the Financial Secretary works with the Generosity Chair, the Director of Congregational Administration (DCA) and the Treasurer to ensure that pledges, contributions and other gifts are properly recorded and deposited. A summary of the financial status of the various Trust Fund accounts is reflected in the Trust Fund Trustees annual report ([see page 23](#)).

Highlights of the past year include the following:

- Quarterly giving statements and annual tax statements sent to donors.
- Facilitated the receipt of the generous bequests from the Nan Erlich Estate and the Jim Heins Estate.
- Due to convenience of administration, closed Bank of Rantoul account and opened new account at Busey Bank to be used for the General Trust Fund.
- Collaborated with Mona Shannon, Generosity Chair and Brian Franklin, DCA on the development and implementation of Donor Recognition Procedures which have been approved by the BOT.
- Created a separate investment account at TD Ameritrade for the England Endowment, making it easier to administer.
- At the request of the Trust Fund Trustees, began to reinvest dividends, interest and capital gains on all investments currently held at TD Ameritrade.
- Worked with Mona Shannon, the Finance Committee, and the BOT to develop a proposal for new Gift Policy Revisions, including proposed bylaw and constitution changes, recommendations for the use of the Nan Ehrlich Bequest and the creation of new funds within the Trust Fund. These changes were approved at the Annual Meeting on 6/5/21 and will be implemented in FY22/23.

It is with continued gratitude that I want to extend a special thank you to Mona Shannon and Brian Franklin. Their commitment, dedication, insight and knowledge are such an asset to our church.

Respectfully submitted,  
Kathy Vance, Financial Secretary

---

# TRUST FUND TRUSTEES

---

## 2021-2022 Annual Financial Report

### 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, 2021	\$472,832.97
TD Ameritrade	\$472,515.00
Bank of Rantoul	\$261.77
Busey Bank	\$56.20

Income to the trust	
Dividends & interest	\$11,568.48
Memorial gifts	\$655.00
Jim Heins bequest	\$20,000.00
Nan Ehrlich bequest	\$150,000.00

Transfer to church operating fund	(\$18,598.45)
-----------------------------------	---------------

Ending balance, June 30, 2022	\$602,446.57
TD Ameritrade	\$433,684.87
Bank of Rantoul	\$0.00
Busey Bank	\$168,761.70

Distribution of the General Trust Funds, June 30, 2022	
Nuveen Small Cap ETF (NUSC)	\$45,376.23
Calvert US Large Cap (CISIX)	\$124,736.81
Calvert International Responsible Index (CDHIX)	\$42,970.51
Calvert Short Duration Income (CDSIX)	\$81,118.19
Calvert Bond (CBDIX)	\$72,363.82
TD Ameritrade Money Market	\$67,119.11
Busey Bank	\$168,761.70

### Special sub-funds (all at Busey Bank)

#### *Carolyn McMahan Memorial Fund*

Starting balance, July 1, 2021	\$0.00
Memorial gift	\$20,000

Transfers to church operating fund	(\$2,147.00)
Leadership training	\$1,000.00
RE program	\$830.00
Recorded sermons	\$317.00

Ending balance, June 30, 2022	\$17,853.00	(continued on page 24)
-------------------------------	-------------	------------------------

---

## TRUST FUND TRUSTEES

---

*(continued from page 23)*

### **Future Capital Campaign Fund**

Starting balance, July 1, 2021	\$635.70
Ending balance, June 30, 2022	\$635.70

### **Nan Ehrlich Memorial Fund**

Starting balance, June 30, 2021	\$0.00
Memorial gift	\$150,000.00
Ending balance, June 30, 2022	\$150,000.00

### **England Endowment Fund**

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, 2021	\$115,324.18
--------------------------------	--------------

#### Income

Dividends & interest	\$8,651.77
----------------------	------------

Transfers to church operating fund	(\$1,249.29)
------------------------------------	--------------

Musical activities	\$312.32
--------------------	----------

General operating	\$936.97
-------------------	----------

Ending balance, June 30, 2022	\$105,432.92
-------------------------------	--------------

#### Distribution of the England Endowment, June 30, 2022

Nuveen Small Cap ETF (NUSC)	\$10,105.48
-----------------------------	-------------

Calvert US Large Cap (CISIX)	\$29,842.67
------------------------------	-------------

Calvert International Responsible Index (CDHIX)	\$10,609.27
---	-------------

Calvert Short Duration Income (CDSIX)	\$23,086.89
---------------------------------------	-------------

Calvert Bond (CBDIX)	\$22,908.14
----------------------	-------------

TD Ameritrade Money Market	\$8,880.47
----------------------------	------------

*(continued on page 25)*



---

# TRUST FUND TRUSTEES

---

*(continued from page 24)*

## **Victor A. Hoersch Elderly Services Trust (VAHEST) Fund**

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 selected by the VAHEST Advisory Committee.

Starting balance, July 1, 2021	\$321,659.79
Grants awarded	(\$13,435.00)
Dividends & interest (Vanguard)	\$24,182.20
Interest (Busey Bank)	\$4.98
Ending balance, June 30, 2022	\$283,441.04
Distribution of VAHEST Funds, June 30, 2022	
Vanguard Wellington Fund (VWENX)	\$237,125.02
Busey Bank	\$46,316.02

## **Comments**

In keeping with prior years, 4.5% of the 3-year rolling average of December 31 values was allocated for transfer to the church's general operating fund and for VAHEST grants. Transfers (\$19,430.00 from the General Trust Fund and \$3,500.00 from the England Endowment Fund) were made in July 2022. Dividends and interest are currently being reinvested for all investment funds.

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

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 2022, the following individuals served on the Committee: Marsha Clinard, Amy Meyer, Claire Barker, Kathy Frizzell, and Pamela Van Wyk.

Each February and March, 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 2022, the total amount available for grants was \$13,500. Nine applications were considered and all received funding of their requests. Two of the nine programs had not received funding last year. These were our own church to assist with payment for the elevator repair and a program called Minds in Motion administered by the Center for Healthy Aging. Other programs funded included: Emergency Food Fund managed by Family Service as well as RSVP, Home Care Services and Meals on Wheels and Senior Transportation also managed by Family Service. Also funding was provided for the East Central Illinois Refugee Mutual Assistance Center, Senior Emergency Needs program of the Champaign County Regional Planning Commission, and Peace Meal Senior Nutrition managed through OSF Healthcare System.

Respectfully submitted,  
Marsha Clinard

---

## STAFF REPORTS

---

---

## ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

---

It's hard to believe this was only my second year serving as your Associate Minister for Congregational Life—what a year it was! With the departure of Rev. Florence, and the arrival of Rev. KB, a lot changed over the course of our church year, and yet when I look back at it now, I feel more certain than ever that I am in the right place and with the right people. After arriving at UUCUC mid-pandemic, I have yet to see what a “typical” year looks like, but my feet are under me, and I can feel my confidence in this community and my ministry here growing with each season.

The essential functions of this position center on membership, pastoral care, leading worship, and some staff supervision. The areas of ministry not included are centered largely on higher level administration, executive leadership, social action, and long term visioning. Religious education is included in an “as time allows” capacity.

In spring of 2021, Rev. Florence Caplow and I worked together to plan for a more shared ministry at UUCUC, stepping my hours up from half-time to three-quarter-time, and her hours down from full-time to three-quarter-time. Our plan involved me doubling the amount of preaching I did, from once monthly to twice, taking on supervision and hiring of the music staff and a Membership Coordinator, taking a step back from teaching any Adult RE in the fall, and delegating leadership of the UU Companion Ministry to a lay-leader.

Little did we know when we made our plans that spring, Rev. Florence's health would force her to take an extended medical leave beginning in August 2021, and then lead eventually to her resignation in January of this year. Amid the chaos of her initial departure, I was clear in my desire to continue on the path we'd charted together, with me filling a three-quarter-time Associate role alongside a lead minister. I am grateful to the Board and church leaders who listened and considered the needs of all involved, and I am glad that we were so very lucky to find Rev. Karen Bush (KB) willing to come out of retirement and serve first as our short term Consulting Lead Minister, and now as our longer term Interim. It has been a joy to share this ministry with her, and the many successes I celebrate in this report are due in large part to her supportive and capable leadership.

### **Sunday Services and Spirituality**

#### *Sunday Worship:*

I was responsible for 23 worship services this year, including lots of collaborations with lay leaders, with Rev. KB, and with our staff team. This year's Sundays were defined by flexibility and experimentation, as we found our way back into the sanctuary via “backstage passes” in January and February, and then fully hybrid services starting in March. We had Christmas Eve outside on the lawn, virtual guest preachers, services at the park, and some fully pre-recorded Sundays. The year was a mix of every format we could imagine, and it was only with the support of our AV technician and AV volunteers (Avalon Ruby, Chris Hannaur, and Steve Troyer), and our capable Musicians (Juan Camacho and Benjamin Hanson) that we were able to craft such cohesive and lovely worship services.

We had solemn and serious sermons addressing topics like abortion stigma, end of life decision making, and COVID grief. We had justice-oriented services focused on Critical Race Theory, gender diversity, and climate change. We had contemplative and spiritual Sundays about the cycle of the year, joys & sorrows,  
*(continued on page 29)*

---

## ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

---

*(continued from page 28)*

and finding our spiritual practice. And of course we had fun together too—we bounced a balloon through the pews, waved pool noodles across the aisle, sang giggly “...in bed!” versions of our favorite hymns, and danced enthusiastically to the YMCA.

A personal highlight from this year is this email, which I received in mid-December, at the height of the stress and chaos of COVID decision-making and the announcement of Rev. Florence’s resignation. It was especially appreciated at that moment in my ministry:

“Hello Rev. Sally,

I streamed the ‘god is non-binary’ service yesterday and wanted to reach out. I don’t think we’ve met, but UUCUC was my home congregation in high school. My mom heard about this service and shared the information with me. I came out to my parents as non-binary this fall, but this service and especially the color gradient imagery and the idea of trans as transcendental and ‘passing through’ has really given us a common language and understanding to talk more deeply about my experience of gender. Many thanks for your homily, and to all those who contributed to the service.

Warmly,  
[Name redacted]”

This is the kind of response every preacher dreams of, and it means everything to know that UUCUC’s Sunday morning messages are actually reaching people and making a difference in their lives. I printed this email out, and will keep it on hand to remind me of why I do what I do.

### *Adult Religious Education:*

As planned, I took a step back from leading any Adult RE courses in the fall, but in the spring I was able once again to collaborate with neighboring central IL congregations, and co-lead an online study group centered on the proposed changes to “Article II” of the UUA’s bylaw, where our principles and sources are listed. Only a small number of UUCUC members took part, but the overall experience was one of valuable and deep conversation, and everyone who participated was invited to provide formal feedback to the UUA on what Article II ought to look like in the future.

I also offered a short online workshop this summer, on the practical “how to” of praying aloud with others, regardless of differing theological beliefs. It was intended initially as a continuing education opportunity for our UU Companion Ministry, but 20 church members and friends ended up participating, and the feedback was wonderful. I would be happy to offer this workshop again in the future.

### *Rites of Passage:*

I officiated my first wedding this year! A lovely couple living the St. Louis area returned to Champaign, where they first met, to get married in a small backyard ceremony this past December. The two brides weren’t members at UUCUC, but had positive associations with the UU church, and knew that a UU minister would be able to handle their specific multi-faith needs. It was a beautiful experience, and I am excited to officiate more weddings in the coming year.

*(continued on page 30)*

---

## ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

---

*(continued from page 29)*

I was also delighted to be asked by our graduating youth to be part of their Bridging ceremony this spring. I tried to contribute to their ritual in a meaningful and authentic way, drawing on my own memories and experiences as a former bridging youth myself. This spring also brought a formal goodbye to our Rev. Florence, a rite of passage that doesn't have any built-in place on our liturgical year, but which meant a lot to this community. In collaboration with Rev. KB and out board president Becky Densmore, we were able to safely gather a huge crowd outdoors and honor Rev. Florence with song, stories, and a custom-made stole to remember us by.

The UUCUC community experienced several deaths this year, and I was honored to be entrusted with the memorial services for Jean Gillespie, Laura Wetzel, Ali Newbold, and former member Stephen Douglas. Most uniquely, our beloved Kathy Robinson requested that we celebrate her life while she was still with us, and I was so touched to gather a small group of family and friends in her home for music, poetry, and prayer, just one day before she passed away. She truly was a beautiful example of grace and dignity in the face of death, and her goodbye was one of the most sacred gatherings I've been a part of.

### **Membership**

Membership is a category that touches every part of church life, both inward and outwardly focused, and includes everything from public outreach to maintaining membership rolls, and from welcoming newcomers to nurturing the commitment of longtime members. There are so few things in a faith community that can be numerically tracked, which makes it tempting to boil membership down to pure numbers—how many members gained and how many lost.

The Membership Committee had been deferring the regular maintenance of membership rolls during the pandemic, but this year they undertook an effort to determine just how many folks we had on our list who are no longer active members at UUCUC, whether because they'd moved away, found a different faith community, or simply fallen completely out of contact with us. Thanks to this overdue administrative clean up, 26 names were removed from our membership rolls due to inactivity. In addition, seven members passed away this year, and we welcomed 10 new members after the Pathway to Membership class in January. Meaning our list of members is 23 names shorter than it was last year.

Keeping accurate track of numbers is indeed important, but our mission is not simply to grow in Sunday attendance or in membership, but to build a real community and serve the spiritual and ethical needs of our world. The outcomes we measure will eventually be the outcomes with optimize around, so it is important to track and celebrate the more qualitative successes, as well as the number of new members and visitors we gather around us each year.

### *Deepening Congregational Bonds:*

The Membership Committee has taken seriously the task of community building, especially in turbulent pandemic times that make it so difficult to come together in safe and predictable ways. With their sponsorship and volunteer efforts, UUCUC was able to host several outdoor all-ages community events, aimed at giving members a chance to socialize, get to know newcomers, and be reminded that life can be

(continued on page 31)

---

## ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

---

*(continued from page 30)*

beautiful. We hosted a pre-parade party for Pridefest, a multi-site chance to meet up with UU neighbors in local parks, a teatime Sunday picnic with new members, a gardening workday in May, and a field day potluck in June. All of these drew dozens of UUCUC members and friends of all ages, and were vibrant and memorable chances to grow the informal community bonds that keep our church strong.

### *Outreach and Visibility:*

I have come to understand participation in wider community events and justice efforts to be an invaluable aspect of membership work. There are countless folks in the CU area who have never heard of Unitarian Universalism, but who might find great comfort and meaning within our faith community, if only they knew we are here. We can take ads out in the paper or on local radio, but I believe the most powerful publicity is our visibility and presence doing outward-facing work alongside our neighbors.

With the support of the Membership Committee, we were well represented marching in the town Pridefest parade this fall, and with the support of the Reproductive Justice branch of the Social Action Team, we offered a public online training for “Self-Managed Abortion and the Law” in the spring, which was attended by over 30 people from all over the area. We co-hosted a Trans Day of Remembrance vigil with Uniting Pride in November, and I participated as a clergy speaker at Channing Murray’s Queer Open Mic Night, Bethel AME’s 48 Hours of Peace prayer service, and a courthouse protest for reproductive rights.

At each of these events, without fail, strangers would approach me to express their appreciation for seeing me there, and sometimes their surprise that there is a faith community that believes as we do. At the anti gun violence prayer vigil, another local clergy asked if she could cite me and use my prayer in her next Sunday service. After seeing me speak at the reproductive justice rally, a new UUCUC member brought her friend to church for the first time the following Sunday. When I gave out glitter blessings at Pridefest, a college student gasped when I told her I am a Unitarian Universalist, saying “so am I!” and then asked me where the church is and what time we have services.

More effective outreach on campus has long been a goal at UUCUC, and I worked with Emily McKown, Executive Director at the Channing Murray Foundation, to run a bi-weekly young adult group this spring, called “Heretic House,” focused on writing and sharing on topics of religion, sexuality, and personal storytelling. We advertised on social media, and ran the group for three months, but never got more than 3-4 in attendance. We took it as a learning experience, and hope to make adjustments and try again with a new model in the coming year.

### *Visitors and New Members:*

Visitors, a category that includes everyone who signs up for our E-News newsletter and everyone who fills out a visitor form in-person, get a direct message from me offering to meet one-on-one and answer any questions they might have. They also receive a hand-written welcome note from volunteer Holly Jordan, and if they fill out a name badge request, volunteer Anne Sharpe will make them their own official badge, which can be an invaluable step toward a sense of belonging.

*(continued on page 32)*

---

## ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

---

*(continued from page 31)*

This year, I made the conscious effort to focus on quality over quantity when it comes to how we welcome newcomers into UUCUC. The focus was less on getting people “over the finish line” of signing the membership book, and more on the depth of connection and support we could offer visitors and newcomers, regardless of membership status. We only held one Pathway to Membership class this year, and welcomed 10 new members, but we have over 50 active visitors, many of whom have expressed interest in learning more about joining. I am working with Sue Stock, a recent new member herself, who has experience leading Membership classes in her previous UU congregation, to rework and revive our Pathway process in the coming year.

The cohort of new members who joined through this year’s Pathway class were able to then move into a “Starting Point” Soul Matters group together, which was a fantastic way to form deeper bonds with each other and get to know Unitarian Universalism a little better. The wider cohort of the over 40 people who joined UUCUC during COVID lockdowns were also given some special attention this year. Jessica Sempek, our Membership Coordinator, put together an event that gave this group a chance to meet each other, tour through the church building (a first for many!), and experience some of the in-person aspects of church life they’d been missing.

### *Soul Matters:*

Many of our Soul Matters small groups have continued their COVID-era pattern of meeting more frequently than they did pre-pandemic, some as often as weekly. Some of our groups continued from last year with the same members, some welcomed newcomers. One group dissolved due to unforeseen circumstances affecting the facilitator's availability. Another group was an experimental twist on the traditional Soul Matters format, and dissolved when the new format was found not to be working as hoped.

I worked with Scott Godlew to co-lead a four session "Starting Point" group, meant specifically for newcomers to UUCUC was started in February 2022. The group that formed under that umbrella plans to continue as a regular Soul Matters group this coming year, with Scott as their facilitator, leaving me free to potentially lead another short term Starting Point group for the next incoming cohort of new members.

Soul Matters facilitators are invited to meet monthly for peer and staff support, planning, and mutual problem solving. The eleven facilitators who led Soul Matters groups this past year are:

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

These groups have been a significant source of support through difficult life transitions during this pandemic year, and interest in joining and expanding this ministry remains high. *(continued on page 33)*



---

# ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

---

*(continued from page 32)*

## *Membership Coordination*

The Membership Committee put a search team together this past November to hire a 15 hr/wk Membership Coordinator, whose focus would be on integrating visitors and new members into the congregation. We were delighted to find Jessica Sempek, who started in the position January 10, 2022. Jessica was enthusiastic, intelligent, and committed to the vision of our church. She also worked full-time as a substance abuse counselor, and unfortunately, the clinic she served underwent some major changes in management and methodology this past winter, which interfered with her work-life balance and ability to be fully present in her work here at UUCUC. She resigned from her position here in May 2022, on good terms and with sadness and understanding on both sides. The board has decided to hold off on searching for a replacement for the time being.

## **Pastoral Care**

Being able to meet with people outside of the virtual realm this year was such a relief, but also led to a readjustment around new pastoral care needs. Hospital visits became more common, memorial services moved from Zoom to in-person gatherings, with all the attendant planning and coordination that requires. Sunday afternoons, including Fellowship Hour, often filled up with pastoral care conversations in response to the Joys and Sorrows shared in the service or impromptu sharing in the greeting line. There is plenty of hardship, grief, and trauma to process, after two years of an ongoing global pandemic, but it honestly has been a joy to be able to be present to these needs within our community. It feels a little odd to be grateful for these hard conversations, but I am never more in touch with my call to ministry than when I can be there for someone reaching out for help. Spiritual care, deep listening, and showing up for you in a crisis will always, always be my priority, no matter how many meetings or sermons are crowding my to-do list.

The relaxation of COVID restrictions meant I was also able to be more present to community members within the carceral system. I made a pastoral visit to Big Muddy Correctional Center with UUCUC member Deedy Marble, to visit her longtime penpal and recipient of church care and support, Josh Winkler. And I was able to accompany someone connected to our community through the many court appointments involved in his being charged, convicted, and sentenced for a felony this past year.

## *UU Companion Ministry:*

During its second year, this program (formerly called "Pastoral Care Associates") consists of four members, and continues to offer emotional support and confidential care to UUCUC members in need of a listening ear during times of hardship and loss. Theresa Benson volunteered to step up and facilitate this group during the past year, in order to allow me to recalibrate my ministry commitments, and she did so beautifully. Rev. KB and I were both able to connect members in need to this group, with the certainty that they would find a caring and qualified companion to listen and support them.

This year, this group took on the responsibility of reaching out to those who share Joys & Sorrows every Sunday, which served to make sure all felt heard and had the chance to ask for additional support through their sorrow if needed.

*(continued on page 34)*

---

## ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

---

*(continued from page 33)*

Theresa is stepping back from facilitation, leaving leadership of the Companion Ministry in my hands this coming year, and we have all begun meeting to determine what the future might look like. We are now well past the 18-month commitment this group first made to their roles, and with the original visionary (Rev. Florence) now gone, it's up to us to decide how or whether we continue. All four are invested in the continuation of the group, and are interested in finding other UUCUC members who might find this work fulfilling. Continuing education and recruiting will be a focus in the coming year.

### *Support Groups:*

The UU Companion Ministry team held three "Loss During COVID" sharing circle events this fall, with fairly low attendance. They are interested and capable of leading other support groups in the future, but want to figure out what specific need or demographic focus will draw meaningful interest.

The Parent Support group, founded at the beginning of the pandemic, continues to meet weekly on Zoom every Saturday morning. The group was first facilitated only by staff, then 70% by staff plus one lay leader, and now it is 80% self-facilitated, with members feeling a growing sense of ownership and commitment to the group. This support group has been a meaningful success in the COVID era, a real example of community forming around a genuine need for connection, and members mutually filling each others' cups.

### **Professional Development & Training**

I am in Preliminary Fellowship with the UUA, which means I am expected to submit annual evaluations—written by myself, my supervisor, and a committee of church members—and a professional development plan to the Ministerial Fellowship Committee (MFC), which they then use to judge my competence and fitness as a UU minister.

In November 2021, I received my first renewal of Preliminary Fellowship from the Ministerial Fellowship Committee, which means they reviewed and approved of the evaluations and documentation I sent them at the end of the last church year. This year, I submitted my paperwork on time, and hope to receive a second renewal in November, making this coming church year my third and final "preliminary" year before receiving Full Fellowship.

Being in Preliminary Fellowship also means I meet regularly with a mentor, Rev. Kimi Reigel, who helps to support and guide my development, and with a committee of UUCUC members who give me feedback and advice throughout the year. This year, this committee included Sam Beshers, Celia Barbieri, Theresa Benson, Kathleen Robbins, and Joe Omo-Osagie.

The budget line set aside for my professional development allowed me to attend several valuable trainings and collegial gatherings this year. I completed Susan Beaumont's "Stepping Up to Supervision" training, which came highly recommended by Rev. Florence. I attended the UUA's "Stewardship for Us" workshop alongside members of our Generosity Campaign team, and an LREDA (Liberal Religious Educators Association) virtual retreat on trauma-informed family ministry.

*(continued on page 35)*

---

## ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

---

*(continued from page 34)*

I took a silent retreat at a Jesuit retreat center near Chicago, a trip I hope to make annually for as long as I'm in the area, and a retreat with the "Merry Olivers," a group of UU women ministers I meet with regularly on Zoom for group spiritual practice.

COVID continues to complicate matters, and just like everyone else, I dealt with some disappointments and cancelations this year—including the UUMA's Central Midwest regional retreat, and the UUMA's Institute for the Learning Ministry, both of which I had planned to attend in person, but had to move online at the last minute. I attended the UUA's General Assembly in a minimal way, as an online voting delegate, but not as a participant in any workshops, and I am committed to attending next year's assembly in person. I even used this year's professional expenses to pre-pay for my room in Pittsburgh next June. Informal collegial and denominational space is so important, and it is so very difficult to create in the virtual world—it will be good to be able to build those networks back up in the coming year.

### **Moving Forward**

We are moving into a period of interim ministry, led by our capable Rev. KB and by the big hearts and skilled minds currently serving on our Board of Trustees, our Transitions Team, and in countless other volunteer leadership roles. Interim ministry means deep community-wide introspection, turning over unturned rocks, and a willingness to reassess where we're at and where we're heading.

I must confess there is a part of me, as perhaps there are parts of you, wishing we could collectively fast forward through this next bit and tune back in once "everything is settled" and we're joyfully voting in a new longterm Lead Minister. But that isn't how any of this works. For all that these pandemic years have been chaotic and strange, they aren't some skippable interlude, separate from "real church."

Let me remind you of this truth, which I feel deeply written within me, but which is sometimes easy to forget: these are not wasted years. Pandemic church is real church, and the community we have built and nurtured through these years is rendered more precious, not less, by the strange waters we've had to navigate together. We have changed, and we continue to change in ways that are equal parts heart-wrenching and miraculous. We are not standing still and waiting for a new minister to arrive and get us moving again—we are barreling forward, branching out, digging deep, backed by the power of hundreds of volunteers, leaders, and seekers.

So I'm doing everything in my power to remind myself, and all of us, not to rush through this next part. Because as we make our way forward through this interim period, we are driving toward a goal, yes, but we are also going to be forming sweet memories and lifelong friendships. We are going to get into fights, and practice forgiving and healing. We are going to make big decisions, welcome new faces, see kids grow up, and start new experiments that end up becoming beloved traditions ten years down the line.

We are going to keep changing. I am looking forward to it with all my heart, and I hope to see you there.

Respectfully submitted,  
Rev. Sally Fritsche

---

# DIRECTOR OF BUSINESS ADMINISTRATION

---

The Director of Business Administration (DBA) is responsible for all aspects of the church office, including human resources, communications, operations staff management (Facilities Manager, Office Assistant, and A/V Tech), assisting the Treasurer and Financial Secretary with the financial management of the church, and maintaining the church database and website.

In July 2021, the Director of Administration, Zoe Valentine, resigned because she wanted to pursue other professional interests, and, in August 2021, Brian Franklin stepped back into the position.

Below are some of the highlights of the year in church administration:

## Staffing

- We hired Jamie Jones on August 31, 2021, as the new Office Assistant at 15 hours per week. Jamie has been an incredible addition to our staff team, seamlessly taking the lead in managing our weekly publications (eNews and the Order of Service) and website content. Jamie has incorporated more visuals in our communications that reflects the diversity within our community. In 2022, Jamie also took the lead in developing a mobile app for our church (which will become available in the 2022-2023 church year).
- Shornor Vineyard, Custodian since 2017, resigned his position. The parting was amicable, with Shornor specifically noting he wanted to focus on his own cleaning business.
- We hired Avalon Ruby as A/V Tech in September 2021, and she has notably increased the production value of our live streamed services on Sunday mornings. In addition, Avalon work with the volunteers on the A/V Team (Steve Troyer and Chris Hannauer) on options for the A/V installation/upgrade in the Sanctuary.
- Proposed that the annual background check process for staff and volunteers be moved from the RE staff to DBA to further streamline the process
- Worked with Personnel Committee (Dave Sharpe and Kathleen Holden) to review current Director of Facilities and Building Care positions and discussed options for reorganizing each position's responsibilities, resulting in a new position, Facilities Manager. In March 2022, Tim Voelker, Director of Facilities, accepted the Facilities Manager position at 30 hours per week. In July 2022, this position was increased to full-time to 40 hours per week. Tim brings a breadth of experience to the position that is deeply appreciated and valued by the staff and congregation.
- In the spring of 2022, the Director of Congregational Administration position was reclassified as Director of Business Administration, which more accurately reflects the responsibilities entailed within the position.

## Information Management

- Added new information to the UUCUC data dashboard, including pages related to membership statistics, Sunday service attendance, and church expenses. For a link to the dashboard, please contact Brian at [admin@uucuc.org](mailto:admin@uucuc.org).
- Worked with Jamie Jones to create a [meeting space reservation form](#) to streamline the management of Zoom and physical space meeting reservations and management of calendar.
- Transitioned a step of the annual background check process for staff and RE volunteers to [an online process](#) (paper process is still an option if staff or volunteer prefers it). In addition, created fields at the profile level in Breeze to record background check process information, so moving forward we can easily generate reports on this information to make the annual process more manageable. See here for screenshot.

*(continued on page 37)*

---

# DIRECTOR OF BUSINESS ADMINISTRATION

---

*(continued from page 36)*

- Built the new and improved [events calendar for the website](#). This calendar allows the user to filter based on category/group/committee, which gives them a more customized view of the type of events they want to see. In addition, I've included filters for Venue (Online, Hybrid, or In-Person), Day of the week, and Featured Events. Featured Events are highlighted on the List View and Calendar View.
- Created a [form in Breeze to track congregant membership interests](#). The information provided by the congregant on the form will then appear on the congregants profile in Breeze. Having this information in Breeze will make it easier for staff to run reports on a congregant's interests and share with committee/group leaders.
- Created the [IT Confidentiality Agreement online form](#) as a reference point for staff and volunteers. This form was approved for use by the Personnel Committee, with the aim to protect email accounts, electronic files, software, and the personal information of congregants.

## **Mobile App**

Earlier in 2022, the BoT approved the development of a church mobile app. Based on feedback and collaboration with the Staff Leadership Team (SLT), Jamie Jones began developing the app, with the goal to publish it later in 2022. Some of the benefits of the app will include:

- Instant communication with members and friends via push notifications. Communications could include calendar and event reminders, event invitations, call for volunteers, promotion of Sunday worship themes, and last minute schedule changes related to events.
- An additional marketing tool that could be used to engage with the congregation, including during the generosity campaigns, for annual pledge payment reminders, and sharing annual meeting logistics.
- A membership tool that could be used to easily educate and attract new members and friends. Without the need to be stuck in front of a computer, potential members can download the app and familiarize themselves with our mission and vision. If they opt in for push notifications, we can then deliver targeted messages to these potential new members
- Connecting with younger generations that tend to use mobile apps over websites.
- Potential opportunities to increase donations via other integrated mobile platforms.
- Possible tool to assist with the tracking of data, including COVID-19 contact tracing and in-person worship service attendance

## **Additional highlights:**

- Designed the [meeting packet](#) for the FY22 annual meeting.
- To assist with the budget, I negotiated with the UUA to lower our Annual Program fund contribution for the 2022-2023 church year, while still keeping our honor congregation status.

The DBA will continue to collaborate closely with the Minister, staff, Board of Trustees, and lay leaders to ensure that the administration of the church is running efficiently and serving as a reliable source of information and reference point for all members.

Respectfully submitted,  
Brian Franklin

---

## COORDINATOR OF RELIGIOUS EXPLORATION & ENGAGEMENT

---

The 2021-2022 year can best be summarized as a transition year, in more ways than one! When I began the Coordinator of Religious Exploration & Engagement position in August, I came onboard alongside Adrienne Summerlot serving as the Consulting Director of RE&E. We soon welcomed Avalon Ruby as the RE&E Assistant, saying goodbye and good luck in her studies to Kendra Gibson. Rounding out the inner circle, we were fortunate to have Jenny Hunt continuing in her role as the RE&E Council Chair. Across the RE&E Council, the team leads were set as follows – Children’s Team: Wendy Graves & Mona Shannon; Adult Team: Priscilla Kron & Debbie Rugg; Youth Team: Paul Kaiser & Julie Laut; Multigen Team: Joe Reichlin.

The teams came together at three RE&E retreats in the fall (August), winter (January), and spring (April) to work on teaming and dreaming, particularly as it relates to the first goal in the UUCUC Strategic Plan: *Build an innovative, broad, and inclusive program structure that recruits and involves all ages in lifelong spiritual learning and service activities*. Parents and families were also invited to these retreats, and those who were unable to attend were invited to share their thoughts, questions, hopes, and dreams with the RE&E staff. One RE&E Core Council meeting was held in December to discuss team needs and challenges. Throughout the year, there were several shifts in the teams and team leadership, as additional leadership and service needs arose in the congregation, and all faced personal challenges amidst burnout and the ongoing pandemic; my heartfelt gratitude and appreciation to all the leaders and volunteers.

At the beginning of the year, we were immediately met with multiple unexpected challenges in our planning and execution of the 21-22 year’s programming, including Rev. Florence Caplow’s medical leave and a new COVID variant prohibiting us from gathering in-person as originally planned. During August and September, our focus turned to listening to the grief and anxiety of the congregation while planning for what programming could take place given the restrictions at the time. We learned that there is great anxiety in the system due to both the ongoing COVID pandemic and the search for a settled minister while navigating an interim process. There was, and in many ways still is, deep grief in the congregation and especially families - their hearts were breaking for the lost opportunities for their children.

### **Our Whole Lives**

We pledged to prioritize the Our Whole Lives program, including running it both in the 2021-2022 and 2022-2023 school years to make sure we could ensure those children and youth received this vital, life saving, affirming program. Given the unique needs of this program and the significant place it has in this congregation, we worked to add an OWL circle to the RE&E Council Model, with Michaela Kruse taking the team lead position. Perhaps my own proudest accomplishment during this time was successfully launching the 8-9th grade class in-person. It had ups and downs (including a literal downed tent!) but thanks to the efforts of parents, staff, the COVID advisory team, and our amazing OWL volunteer team of Michaela Kruse, Matthew Burack, and Terri Fredrick, nine youth finished the class. With this success in spite of the challenges of the year, momentum for the OWL program continues as we head into the oncoming year, with Aggie Rieger and Avalon Ruby being trained and joining the OWL secondary team, and plans in place to hold several classes including the 7-9 class, as well as alternating K-2 and 4-6 classes with the incredible elementary team of Kim Kranich, Miriam Larson, Elisabeth Larson, and Paul Kaiser.

### **Popcorn Theology**

We were also happy to relaunch the Popcorn Theology program online this year with the amazing help of Aggie Rieger leading seven events throughout the year, averaging an attendance of 5-7. The most popular  
*(continued on page 39)*

---

## COORDINATOR OF RELIGIOUS EXPLORATION & ENGAGEMENT

---

(continued from page 38)

Popcorn Theology family movie showings were October's showing of Disney/Pixar's *Onward* (10 attendees) and February's showing of Disney's *Encanto* (8 attendees). One exciting addition to the Popcorn Theology line-up this year included partnering with other groups in the church, including the Racial Justice Project for a showing of *I Am Not Your Negro* (with 25 attendees) in January and the CUUltivate team (formerly Green UUs) for a showing of *Kiss The Ground* (with 14 attendees) in March. The success of these partnerships is an encouraging model for future events!

### **Adult Programming**

There were several adult RE&E programs and classes offered, thanks to the leadership of Priscilla Kron, Debbie Rugg, and the rest of the adult team including Millie Davis, Ursulla Idleman, and Jocelyn Karsk. These offerings included book studies on the UUA common read *Defund Fear: Safety Without Policing, Prisons, and Punishment* and other impactful titles including Enrique's *Journey* and *Nobody's Son*, as well as groups exploring UU identity, and the return of the popular mindfulness class, with 67 adults participating in one or more program offerings. A handful of one-off events were offered as well, with varying success; in particular, the joint effort between ARE&E and the Racial Justice Program for the "Telling the Truth: Constructive Ways To Teach About Racism and Our Racial History" panel event, which brought in 51 attendees (including several multi-participant households), and an additional 82 views from posting the panel to our YouTube channel. Truly, the success of partnership cannot be overstated, especially as it contributes to living into both the UUCUC mission and strategic plan.

### **Children's Programming**

Children's programming began the year with a continuation of monthly outdoor gatherings on Sunday afternoons through November. Attempts were made to break these gatherings into smaller age ranges, including preschool and elementary, however many of these events had low attendance, and were at the mercy of the weather. In December, we held an indoors combined all-ages children's RE&E program, "There's Snow Place Like UUCUC," which similarly had low attendance. Faced with pandemic fatigue, burnout, and the challenges of planning events with little to no attendance, the children's team took time to re-group between January and March, with a social gathering in February to send Valentines out to all children and youth in the congregation. I would like to highlight the dedicated leadership of Wendy Graves and Mona Shannon, as well as Joe Reichlin, for navigating such a complex and challenging time.

When worship resumed in-person in March, the children's team quickly pivoted to providing an all-ages RE experience which began in April for a total of 10 Sundays from April through June. Not including the multi-generational services, the children's team was able to provide this in-person RE experience for two-thirds of the services after UUCUC opened its doors in March! This is a phenomenal accomplishment and would not have been possible without the amazing team of Natalie Danner, Karen Folk, Wendy Graves, Cindy Ingold, Tania Madrigal, Erin Preslar, Carol Veit, and David Wolf. On average, 5-7 children attended most Sundays, ranging in ages from 2-11, with a peak of 11 children attending on Sunday, June 12! The livestreamed services were not well attended by families.

A small group of children's team volunteers, Natalie Danner, Tania Madrigal, and Carol Veit completed Spirit Play training with the goal of introducing this new program to the church in the coming year. The new Spirit Play classroom debuted as part of the Spring RE&E Retreat, with a focus on self-directed learning and play for the children.

(continued on page 40)

---

# COORDINATOR OF RELIGIOUS EXPLORATION & ENGAGEMENT

---

*(continued from page 39)*

A series of outdoor gatherings were planned for the summer, including the Field Day in June, Water Day in July, and Fort-Building Day in August. June's Field Day was held in partnership with the Membership Committee to include a potluck event and was a huge success, drawing in two new families as well as congregants across the lifespan, including 10 children and youth. This partnership once again highlights the importance of breaking down silos, building community, and uniting across the lifespan.

## **Youth Programming**

The Young Radical Unitarian Universalists youth group began the year with a fall kick-off event in September and continued to meet with outdoor activities and connections thanks to the dedicated leadership of Julie Laut and Paul Kaiser. An average of 8-10 youth attended throughout the fall and winter, including a pumpkin painting and carving event in October, reclaiming the YRUU room in December with a wall painting party, and meeting online over the winter holidays to do a digital escape room experience, and then coming back together in-person in February for a service project (creating Corsi-Rosenthal box fan filters to donate).

As leadership shifted alongside the re-opening of the church, Brian McDermott, Sylvia McDermott, and Angie Urban stepped in to keep YRUU meeting on Sunday mornings throughout the spring. The Bridging Sunday service on May 29 brought the congregation together to celebrate three bridging youth: Celia Barbieri, Rowan Trilling-Hansen, and Demetrius Urban. With challenges in volunteer recruitment across the congregation, a new working group came together to plan for the summer and future programming of YRUU, including a series of summer social gatherings which have been well received by the youth! A very special thanks to Lara Breeze-Troyer, Kelly Halcom, Randy Locke, Trisha Locke, Brian McDermott, Sylvia McDermott, and Scott Godlew.

## **Budget**

This year, approximately 70% of the total RE&E budget was spent, as follows:

- 15% spent on training including How To Be A Safe Adult With Youth, Youth Mental Health First Aid, Spirit Play, and Our Whole Lives training;
- 20% spent on supplies and materials, including for the new Spirit Play classroom and replacing worn and old supplies that had been sitting through the COVID pandemic;
- 35% spent on programming, including Popcorn Theology, Our Whole Lives, the Young Radical Unitarian Universalists, the partner event between ARE&E and RJP, as well as background checks on all the volunteers to support programming.

## **Closing**

In many ways, this year serves as a springboard for the years to come - hiring for the assistant and childcare coordinator positions, restructuring of teams, recruiting of new volunteers, re-doing classroom spaces all in service to the UUCUC mission and strategic plan. Avalon Ruby continues as the RE&E Assistant; Erin Preslar has recently been hired as the Childcare Coordinator; Lara Breeze-Troyer has accepted the role of the RE&E Council Chair. Across the RE&E Council, the team leads are set as follows – Children's Team: Natalie Danner, Cindy Ingold, and Tania Madrigal; Adult Team: Priscilla Kron; Youth Team: Scott Godlew, Brian McDermott, Sylvia McDermott; OWL Team: Michaela Kruse. As I leave my position, I do so with confidence in and gratitude for the volunteers, families, and folks who continue to step forward. Thank you all for the opportunity to serve in this role and to come into your lives.

Respectfully Submitted,  
Rose St. Clair



---

## FACILITIES MANAGER

---

This past fiscal year for the Director of Facilities position has been a transformational and eventful year. There were many changes and challenges faced over the course of the year which will be detailed in this report!

At the start of the year, I was working part time for 15 hours a week while still managing a Custodian, Shornor Vineyard, who was also working part time. Shornor, at the time, was doing acceptable work and we were pleased with his overall performance. At the time, the church was mainly working remotely due to Covid-19 concerns with the exception being Shornor who continued to work onsite during evenings. At the time, the Covid Task Force, which I am a part of, was finalizing expectations for staff and congregants in order for us to congregate and work together safely. The vaccine had emergency use authorization but was not fully approved. The CTF was proposing a policy that once the vaccine had full approval that all staff would be required to be vaccinated. While it was not official, I gave Shornor this information ahead of time so that he could understand the coming expectations and do his research and ask any questions. When the vaccine was approved, I told him that it was expected that he would get it as soon as possible. He refused to do so, and at that point I worked closely with Kathleen Holden and Brian Franklin to resolve this issue. Eventually, an official letter was written to him detailing that he must be vaccinated or his position would be terminated for not following policy. He ultimately chose to resign his position after four years.

With Shornor leaving the custodian position, we were left without someone to clean our facilities. Fortunately, the church was not open yet and this minimized the need for cleaning and gave us time to reflect on the needs of the position. For some time, I stepped in to clean the building as needed. With approval, I hired a cleaning company, ESS Services, to perform a deep clean of the Fellowship Hall area as well as have them polish the floors. Soon afterwards, it was proposed by the Personnel committee that my Director position be merged with the Custodian position to create a full time staff position at 30 hours per week, this change started March 1st 2022. The church fully reopened on March 6th. Since then, I have also taken on coffee preparations for Sunday services as this was previously done by Shornor, I have enjoyed doing this task as it has allowed me to meet many of the congregation and get to know them.

The increase in hours has been hugely beneficial for my position as it has given me the time to tackle various projects around the church. Many of our storage closets and areas had become neglected and not kept properly organized. I had and have purchased equipment to organize our garden tools, multiple supply closets, and the boiler room area. It has also given me time to tackle some higher level projects such as revamping our rental policies and rates which had not been updated since 2019. We have had a few outside groups renting our facilities and I hope to continue seeing an increase in that. On July 1st, the hours for my position increased to 40 hours per week, and I am so appreciative of this. When I first started, I only anticipated this position to be a side job for me while running my personal business. Obviously, things have changed and I am so grateful for the welcoming community here and allowing my position to grow here. It is truly the best job I have had.

I continue to be involved with the Covid Task Force, but since the church has reopened, the Task Force has changed from an active group to one that is an ad hoc basis and meets as requested by the Senior Leadership Team. All Covid policies are now formulated by the SLT, which I continue to be part of as well. I am now a part of the Accessibility Task Force which has been charged by the Board of Trustees with improving or making our facilities more accessible for others. Please see the ATF report for more information on its activities.

*(continued on page 42)*

---

## FACILITIES MANAGER

---

*(continued from page 41)*

I continue to work alongside Jerry Carden, and facilitate the BAGAT committee meetings. I have to make a special note for Jerry, he is a special member of this church and gives so much heart and knowledge to this church, his knowledge of the church history also has made my job immeasurably easier, and I want to share my gratitude with him here. Also, please see the BAGAT committee report for more information on work that I have done here at the church, there will be information regarding the work done and cost of it.

I hope to continue serving this church and its congregation. I have truly enjoyed my work here and am proud to serve it.

Respectfully submitted,  
Tim Voelker

---

## COMMITTEE REPORTS

---

---

## BUILDING AND GROUNDS ADVISORY TEAM (BAGAT)

---

Items of note that occurred through the fiscal year:

We achieved a milestone this year with approval to upgrade the Facilities Manager position to full time by combining the previously part-time custodian and facilities manager/events coordinator roles into one comprehensive full time role. See more information in the staff reports section.

We perform yearly inspections on the elevette, and unfortunately it had failed inspection. Issues that caused the elevette to fail inspection were the emergency phone not connecting properly to connect with someone to assist in an emergency. The emergency light was not working, and the cargate had openings where they were worried someone's foot could get stuck while operating and cause serious injury. I personally felt that the cargate issues were a weak excuse to fail the inspection and a chance for the vendor to get money from us. Our elevette vendor, KONE, quoted repairs at \$13,800. For many months and with great effort, we investigated options for repairs ourselves or through a different company with no great success. Eventually the quote from KONE was reduced to \$11,430. With no other options, we were forced to accept this quote. While repairs were made, it was discovered our phone needed to be replaced and an elevator phone monitoring service was needed. Our current fire alarm monitoring company, Securitas, was able to provide this but caused many headaches in their extremely poor performance and delayed us from being able to move forward with reinspection. Securitas quoted the replacement phone at \$540 dollars with monthly monitoring at \$25 per month. We are locked in on the elevator emergency phone monitoring until 12/31/2026. Additionally, while trying to get Securitas to complete their work, I was displeased with the performance of the new door as I felt it was not closing smoothly, and also didn't totally close to engage the safety switch. I contacted our elevator representative and admonished them that we did not go to such great expense for something to not work correctly. They were able to do the repair at no cost and it runs reliably now. Once everything was completed, reinspection was done and the elevette passed and is operable.

When I started my position, Rev. Florence informed me that she would like my work on upgrading or repairing the Sanctuary lights. Multiple bulbs were either burnt out or not working. Such a project is complicated by our high ceilings and the pews that are beneath the track light fixtures. Ladders are not able to be used thus requiring the removal of the pews and scaffolding to be used. I reached out to four companies including an independent female electrician for quotes, a vendor who I had previously worked with. Energy efficient LED bulbs and new dimmer switches were installed in the sanctuary, requiring removal of pews and scaffolding to reach the light fixtures. Block Electric, was the only company that presented a quote, and I was okay accepting this as I have worked with them previously at my personal business and they are a reputable company. All the light bulbs were upgraded and replaced with LEDs and new dimmer switches were installed at the back wall. The project altogether cost \$1000.

New cushioned seats were purchased, assembled, and installed in the rear sanctuary seating area, replacing the wood folding chairs that occupied the back half of the Sanctuary. 50 chairs and 3 chair dollies were purchased from stackchairs4less.com for a total of \$3,050.89

The safety glass on one of the eastern playground doors was shattered. It is suspected to have occurred while our landscaper Brad Mayer was mowing with his riding mower. We could not prove it but this had occurred a couple years ago. I reached out to the same vendor that replaced it then, Bacon and Van Buskirk. The glass was quoted at \$700 and replaced. I talked to Brad Mayer and explained that this

*(continued on page 45)*

---

## BUILDING AND GROUNDS ADVISORY TEAM (BAGAT)

---

*(continued from page 44)*

occurred a second time and asked him to be more careful so that rocks are not ejected from his mower. He was apologetic and offered to reimburse us for the cost of the window. I very much appreciated his professionalism and integrity. Brad Mayer Lawncare fully reimbursed us the \$700 cost of the window replacement.

The building's architect, Robert Kennedy, visited this past fall and shared his concerns about the condition of the building and advised repairing the southeast corner of the building where there is visible water damage. This is a long term issue needing to be addressed. It was hoped to address this issue this year, but with the budget already having been maxed out with the repairs to the elevator, it was shelved for the future.

The commercial dishwasher in the kitchen had been leaking. I reached out to Eichenauer Services, the vendor contracted for kitchen equipment maintenance. They discovered a tube in the back of the machine had a nick in it and were able to easily repair it. Cost of the repair was \$208.59 with the cost of labor being the largest expense.

Members of BAGAT were involved in working with the AV Team to upgrade our Hybrid services in the Sanctuary. Since the start of the Covid-19 pandemic, we conducted services online, but reopened on March 6th 2022. Equipment was set up to show video content in the sanctuary for a live audience that was displayed previously in just our online services. There was a desire to improve this visually and make it easier for our AV Tech to run and manage. We met with multiple vendors to discuss our needs and ideas. We received two quotes from Dyke Courson Music and Swinderman Engineering. Courson's quote was much lower and had everything we desired but did not include electrical work or installation and was essentially incomplete. Swinderman's quote was very thorough and included all the items we required and they were able to do the installation themselves. We agreed that it was worth sticking with a vendor that "could do it all" and Swinderman Engineering has done work for us before with great results. The initial quote by Swinderman was \$10,216.50. Installation was completed and our final costs came in lower than quoted at \$9,410.71. The new system looks and works fantastic and is a great improvement overall.

The floor drain in the North RE Maintenance closet was clogged. I attempted to clear it myself with our snake but could not get the leverage needed, so I contacted a reputable vendor I had worked with at my business, Quality Plumbing. They were able to come the next day and the cost of the work was \$143.00.

Tim Voelker reduced janitorial costs with Cintas from roughly \$120 monthly to \$80 per month. Initially planned to terminate our contact with Cintas as it is unnecessary but we are locked into a contract until 2025 and the buyout would have been \$1500+.

Members of the church have made some generous donations over the past year. We received new LGBTQIA Pride flags from Jennifer and Jon Ellis. Jerry Carden and Tim Temple donated new flagpoles as the old ones were worn out. The new items look fantastic. Additionally, Brian Franklin donated a picnic table that is frequently used on our South Lawn. On behalf of BAGAT, I'd like to thank them for their generous donations in improving our church grounds.

*(continued on page 46)*

---

## BUILDING AND GROUNDS ADVISORY TEAM (BAGAT)

---

*(continued from page 45)*

Accessibility has long been an issue. The Dream Team created a several year plan which includes assessing if our building can serve our needs. This includes improving accessibility in both the short term and long term. Even if we decide the building won't serve us in other ways, such as growth needs we must make some interim changes. Wendy Graves heads up the Accessibility Task Force which includes David Gross and Betsy Hunter. Also added were Jerry Carden, Tim Temple, Jon Ellis and Andy Robinson from the Building and Grounds Advisory Team (BAGAT), and Tim Voelker, Facilities. We are providing history and insight into the current problems and brainstorming possible solutions. The ATF contracted a local architectural firm, Reifsteck and Reid, to provide an accessibility study to address these issues. This study and resultant report cost is \$9,100.00. We recently received this report and are beginning discussions and deliberations on the options presented. Even if we do not proceed with the given options, this information is necessary for future considerations by the Dream Team and our Board of Trustees. See the ATF report for more detail.

Respectfully submitted,  
Tim Voelker, Facilities Manager

Contributing members: Jerry Carden (chair), Jon Ellis, Wendy Graves , Anne Sharpe, Tim Temple, Tim Voelker

---

# ACCESSIBILITY TASK FORCE

---

*The Accessibility Task Force is a subgroup of BAGAT.*

There were two projects related to accessibility approved during the last fiscal year. First we were required to replace one of the metal gates on the elevette in order to pass inspection and keep it functional. The repair was completed by Kone at a cost of \$11,430. The second project was a professional architectural assessment and initial plans for a variety of options to improve our accessibility by Reifsteck, Reid & Company Architects at a cost of \$9,100. Their full report is available on our UUCUC website.

Our church building was built at a time when providing access for people with accessibility issues was not considered. All entrances to our church involve steps. The congregation installed our elevette, a smaller version of an elevator, in 1986. Unfortunately the elevette is insufficient for our current needs. Due to its smaller size it cannot accommodate all accessibility vehicles. Although it is currently functional its status is felt to be rather dubious due to age and its historic appearance is less than comforting for those who rely on it.

There was a meeting with architects from Reifsteck, Reid and Associates on August 22nd to review their report and take questions. The ensuing discussion reviewed their findings and various options to improve our accessibility via a full-size elevator and a variety of ramp options as well as highlighting the various complications involved with structural projects and historic buildings. The ideas put forth were very helpful in order begin informative, concrete discussions for plans going forward to improve our accessibility.

We are grateful for the generosity and support of the congregation and BOT and we look forward to improving our accessibility.

Respectfully submitted, Wendy Graves, chair

Task Force Participants: Wendy Graves, Jerry Carden, Jon Ellis, David Gross, Betsy Hunter, Tim Temple, Andy Robinson

---

## COUNCIL OF SHARED LEADERSHIP

---

The UUCUC Committee Council has been rebranded as the Council of Shared Leadership in the 2021-2022 church year. Please look for updates on the work of the Council of Shared Leadership throughout the 2022-2023 church year.



---

## FINANCE COMMITTEE

---

The Finance Committee had a busy year. We were fortunate to add Adelaide Aime and Paul Weston to our ranks, along with the critical addition of Dave Sharpe as liaison from the Personnel Committee. 75 percent of our church budget is spent on staff, so it was been incredibly valuable to have Dave's input as we help the Board make financial decisions. This year the committee also took formal responsibility for generating the draft budget for the Board of Trustees, a task that was the occasion of our first in-person (hybrid) meeting of the year. In recent years that task had fallen to an ad-hoc Budget Task Force that had to be reconstituted each year; we agreed with the Board that the process' natural home was within the Finance Committee. The process was successful in that it generated a budget, though there were some rough edges that will need to be worked out in the coming year, particularly as regards communicating with the various church constituencies about where we were in the budget process and how the overall fiscal picture of the church looked.

This year we really began to feel the bite of COVID on our fiscal operations. Through the middle of the year our pledge payment rate was down and we therefore recommended that the church put a temporary halt to discretionary spending. That measure, combined with a generous response from our members and friends to a request to pay their pledges (many paid extra), meant that we ended the year more or less on budget. The FY23 budget itself was balanced and on paper a shade larger than FY22, but with a reduction in expected pledge income (a trend seen across all UU churches nationally). We had to make tough choices as a result, including a secondary appeal to the congregation, and were forced to rely on a number of legitimate but one-time fixes to balance it for FY23. In future years, however, we will be looking at a structural deficit on the order of \$20,000 to \$30,000 unless revenues increase or expenditures decrease.

Another major effort led by Mona Shannon was to reconsider our policies surrounding various kinds of gifts. As a result of her efforts and the deliberations of the committee, we were able to present to the congregation a successful slate of Constitution and Bylaw changes that will make the handling of gifts of all kinds easier, giving the church more flexibility while also protecting the intent of the donor.

The end of the church year saw some transitions in membership. There were two (temporary) departures from the committee as the chair (Chris Hannauer) and the Personnel liaison (Dave Sharpe) left to join the Settled Minister Search Team for the coming year. Brian McDermott has graciously agreed to helm the Finance committee for FY23. We also bid farewell to Lan Richart who finished out his term as Treasurer, a position that Adelaide Aime agreed to assume. We all owe Lan and Adelaide a tremendous debt of gratitude for fulfilling this important role.

Respectfully submitted,  
Chris Hannauer, chair

The following people served on the Finance Committee in 2021-2022:

Adelaide Aime, Chris Hannauer (chair), Lan Richart (Treasurer), Mona Shannon, Dave Sharpe (Personnel Liaison), Steve Troyer, Kathy Vance (Financial Secretary), Paul Weston

---

## GENEROSITY TEAM (AKA STEWARDSHIP COMMITTEE)

---

*The Generosity Team is a sub-committee of the Finance Committee.*

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

Our FY22-23 Generosity Campaign was a great success! Yet, some goals were still out of reach. Chair Becky Densmore shared this news in April, and you responded with increased generosity. 175 families have pledged for FY23, and 64 families submitted an extra pledge for the Associate Minister Set Aside Fund. In total, \$543,991 was pledged in support of FY23. This combined total is 7% more than our FY21-22 budgeted pledge income. Thank you for your support and generosity!

Generosity is truly led by the entire congregation! We are grateful to the Music Committee (Coffee House Kickoff), our testimonial speakers (Janet Revell Barrett, Joe Omo-Osagie, and Celia Barbieri), Deedy Marble and the Membership Committee (thank you cards and Pledge Sunday), Finance Committee (budget and income monitoring), our Admin and Communications team (Brian Franklin, Avalon Ruby, and Jamie Jones), Board leadership, our inspirational Ministers, and YOU!

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

Respectfully Submitted,  
Mona Shannon, Chair, [generosity@uucuc.org](mailto:generosity@uucuc.org)

---

## PLANNED GIVING TEAM

---

*The Planned Giving Team is a sub-committee of the Finance Committee.*

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. This fiscal year we helped several congregants plan gifts, and we would love **to work with you**. You may contact Terry England, Jerry Carden, Tim Temple, or me. We would love to hear your ideas or help you plan a current or future gift. **Gifts and bequests can be directed to the Unitarian Universalist Church of Urbana-Champaign, FIN 37-6018315.**

This June the congregation adopted significant changes in our gift policy that will improve communication, administration, and flexibility. We have been working with Financial Secretary Kathy Vance, the Finance Committee, the Board, and the congregation (via listening sessions) on this project. Congregant's may now submit a [Bequest Intention Form](#) to share their plans and/or to direct their bequest to an open fund. Gifts and bequests to the new Capital Fund are also being accepted.

Respectfully Submitted,  
Mona Shannon, [generosity@uucuc.org](mailto:generosity@uucuc.org)

---

## SERVICE AUCTION COMMITTEE

---

*The Service Auction Committee is a sub-committee of the Finance Committee.*

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

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

This year's auction was able to raise just over \$25,000 for our church home. The Auction Committee used \$800 to put on this year's in-person event. We look forward to having even more fun next year!

Respectfully submitted,  
Jared Lofrano and Katie Lofrano, co-chairs

---

## MEMBERSHIP COMMITTEE

---

This year, the Membership Committee discovered there are many and varied ways for our church family to come together responsibly and safely, while having fun together and welcoming new members. We helped UUCUC have an expanded presence in PrideFest 2021. There were organizers, sign-painters, parade-walkers, and enthusiasts cheering along the route.

Rev. Sally Fritsche and Mona Shannon organized categories of people who have not been active in our church for a while. Our Membership Committee then reached out to these folks to ask if they wished to continue their current status as members of UUCUC. Some of our members organized neighborhood get-togethers at local parts. A leader would agree to be at a specific park at the designated day and time, and congregants were invited to take along a lawn chair to the park nearest them and join in the conversation. This was a unique opportunity for everyone to gather in a safe, informal public space.

For a time, we were lucky to have Jessica Sempek as our Membership Coordinator. Peggy Patten and Cindy Loui from our Membership Committee were a part of the Search Committee. We had a kick-off zoom event to welcome Jessica and learn how we could all work together. Jessica and Rev. Sally led us in creating a New Member Cohort. This event included personal invitations, church tours, visits with church leaders, book signings, and a tea time on the church lawn.

Rev. Sally and Scott Godlew began planning a Soul Matters group for new church members. Our church's Companion Ministry will put together a support group for new members, led by Theresa Benson.

We decided to fund six months of sponsorship for an app for our church. This app provides an additional way for new and established members to reach our church, get information, sign up for various activities, and build community.

As the 2021-22 Church year wound down, we had our annual picnic, this time on the church lawn. There was food and fun, and plenty of lively conversation to share. With old friends and new, all in all it was a good year, with quite a lot to celebrate at UUCUC!

Respectfully submitted,  
Anne Newman, chair

---

## CARE CORE COMMITTEE

---

*Care Core Committee is a sub-committee of the Membership Committee.*

Care Core Committee met monthly July 2021 through June 2022, via Zoom (3) and in person (9). We followed all recommendations of the Covid Task Force for safe in-person meetings. And continue to follow the *Covid-19 Safety Guidelines*. Rev. Sally Fritsche continues as Pastoral Liaison to our committee.

Care Core works with the minister to support and assist in meeting pastoral care concerns and coordinates our “Caring Congregation” network of volunteers to help in that endeavor. In spite of Covid restrictions, we have supported members and friends in many ways:

- Provided transportation to medical and other appointments
- Coordinated meal schedules for ten UUCUC families
- Sent and/or arranged for cards and letters to a multitude of members experiencing illness, surgery, grief and/or isolation.
- Made phone calls, emailed and met regularly with 20 – 25 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; and one instance requested meals for an immigrant family waiting in the church for permanent housing

Repair Core continues under Herb Hiestand’s leadership with a diverse and talented team of volunteers, which includes a tech component alongside minor home repairs and/or advice.

Budgeted funds were spent on mailing costs, two receptions following Memorial Services, phone calls to a friend of the congregation in prison, and small gifts or flowers.

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

Co-chairs: Cindy Loui, Joanne Vician

Committee Members: Sally Babbitt, Chuck Cooper, Jennifer Greene, Sandy Hannum, Herb Hiestand, Deedy Marble, Marilyn Ryan, Rev. Sally Fritsche, Rev. Karen Bush

Respectfully submitted,  
Joanne Vician, co-chair

---

# HOSPITALITY TEAM

---

*The Hospitality Team is a sub-group of the Membership Committee.*

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

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

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

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

Respectfully submitted,  
Peggy Patten

---

## PERSONNEL COMMITTEE

---

Members of the Personnel Committee contributed to the development of an Extended Medical Leave plan for Rev. Florence Caplow. We also played an important role in orienting our Consulting Minister, Rev. Karen Bush, to our congregation.

Recognizing the critical role Rev. Florence served as Head of Staff, and the impact of losing her, Kathleen Holden served as Staff Facilitator and was available to consult with staff (but not to supervise). She was gratified at how well the senior staff coalesced, all of whom are relatively new to UUCUC. This is testimony to the collective strength of our staff and congregation.

Resignation of the Custodian in mid-2021 gave us the opportunity to assess how merging these two positions into a new Facilities Manager would improve oversight and maintenance of our building and property. Working with the Finance Committee and BoT, we developed a position description and financing statement that allowed BoT to hire our new Facilities Manager, Tim Voelker, at 100% time for the remainder of FY2022. In this new position, he will assume responsibility for rental and event arrangements as well as maintenance.

We worked with the Budget Committee and staff leadership to develop the annual Staff Budget for FY2023 that efficiently meets our congregational needs. This year, we are focused on developing a budget that will help us to continue to bounce back from the Pandemic and explore new avenues for growth.

As our church grows and evolves, the ways in which our staff members serve our congregation also evolved. This year we have reviewed and updated our staff position descriptions, and submitted them to BoT for review. These position descriptions guide staff management, and are a template for our searches for new staff.

To safeguard the health of congregation and staff, we developed a policy statement on Staff Proof of Vaccination which is consistent with church policy and practice.

We periodically review the benefits package for our staff. This year we are exploring how to provide flexibility in work hours to help staff meet both their responsibilities to UUCUC and to their social and family responsibilities and needs. We also will be considering a parental leave policy, rather than the current maternity leave policy, and we plan to submit that to the BoT for approval.

Committee members served on the search committee for the Membership Coordinator. This position was held vacant for six months as a budget-saving measure. The position was filled in January; however, the staff member resigned within three months. The position will remain open for at least the first six months of the fiscal year.

In May, the Director of Congregational Administration position title was changed to Director of Business Administration, and the Religious Education Coordinator position title was changed to Religious Educator. these changes in title are more in alignment with the level of responsibility and the breadth of work that each position is doing.

*(continued on page 57)*



---

## PERSONNEL COMMITTEE

---

*(continued from page 56)*

Tanja Hodges and Dave Sharpe agreed to serve on the Search Committee for the Settled Minister. Consequently, Dave stepped down as Chair of the Personnel Committee and Kathleen Holden agreed to serve as Chair for FY23. Both Dave and Tanja agreed to continue serving as members of the committee.

Respectfully submitted,

Your Personnel Committee: Karen Folk, David Gross (BoT Liaison) Kathleen Holden (Chair), Tanja Hodges, Karla Peterson, Kathleen Robbins, David Sharpe

---

## RELIGIOUS EDUCATION COUNCIL

---

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

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

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

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

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

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

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

Respectfully Submitted,

Jenny Hunt, Chair of the Religious Exploration and Engagement Council

Rose St. Clair, Coordinator of Religious Education and Exploration

---

## SOCIAL ACTION COUNCIL

---

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

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

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

Respectfully submitted,  
Pam Richart

---

# CUUULTIVATE CLIMATE ACTION TEAM

---

*The CUUUltivate Climate Action Team is a sub-team of the Social Action Council.*

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

March 26, 2022: Hosted a Popcorn Theology movie watch party and discussion of "Kiss the Ground." We had 21 people sign up, but due to an issue with the Zoom link, only a dozen people were able to join.

April 9, 2022: Members of CUUUltivate participated in the 2022 Boneyard Creek Community Cleanup Day with folks from the Central IL Chapter of Citizen's Climate Lobby and the Garden Lane and Edgebrook Drive Neighborhood Association. Our team picked up: 42 bags of trash, 1 large mirror, 3 tires, 1 volleyball net, 1 large computer monitor, one soccer ball, silver insulation, and 1 disposable camera.

April 24, 2022: With the Service Committee, CUUUltivate members organized a service on the Truth about Climate Change, which involved representatives from seven local climate action groups to discuss with congregants during Fellowship Hour.

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

Respectfully submitted,  
Nan Holda

---

# IMMIGRANT JUSTICE TEAM

---

*The Immigrant Justice Team is a sub-team of the Social Action Council.*

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

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

Our November church service unpacked the injustices of our current immigration system, and some of the reasons behind the mass exodus we have been seeing from countries around the world, including Haiti, Guatemala, and Honduras. It featured Juan Camacho; guests Pat Humphries and Sandy Opatow, Emma's Revolution; and our own UU Band, and was held just one week after the annual vigil of the School of the Americas (SOA) in Ft. Benning, GA, renamed the Western Hemisphere Institute for Security Cooperation. The school is notorious for training and enabling torturers, dictators, and massacres throughout the Western Hemisphere. But the SOA's crimes aren't a thing of the past — the school still trains the human rights abusers of today, especially through their training of ICE and the Border Patrol. You can watch the service [here](#).

We continued our support for unaccompanied minors arriving from Mexico and Central America to Champaign-Urbana, by providing welcome kits in the form of backpacks filled with supplies, gift cards, and letters of welcome. These teens arrive with virtually nothing, and our support helps them integrate into their new lives in our community. We also provided backpacks for elementary school children that were filled with supplies. This work is carried out through our partner Lucia Maldonado, who is the LatinX Parent Liaison, Urbana Scholl District #116. COVID kept us from working with YRUU on these projects. It is hoped that we will be able to use these welcome kits as a way to introduce our teams to the injustices of our immigration system, providing a compassionate lens for those who migrate to C-U, by understanding the driving forces behind immigration and what it is like to arrive here with nothing but the clothes "on their backs".

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

Given the church projections on end of year finances, we did not fully fund our budget. We spent just \$2,330.67 of our \$7,050 budget, leaving \$4,719.33. While we were able to fund our hospitality work and the back pack / welcome kit projects, we were not able to fully fund some of our program initiatives,

*(continued on page 62)*

---

## IMMIGRANT JUSTICE TEAM

---

*(continued from page 61)*

including the hoped-for non-violent direct action training for the church. Nor were we able to fund any of our partner organizations.

Toward the end of the year, we developed the covenant we'd been talking about for months. This covenant sets forth guidance to ensure we have right relationships with one another, and also calls out the importance of our work. We have begun to read this at the beginning of our monthly meetings.

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

Respectfully submitted,  
Pam Richart

---

# LGBTQ+ WELCOMING TEAM

---

*The LGBTQ+ Welcoming Team is a sub-team of the Social Action Council.*

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

We first became a Welcoming Congregation in 1999. The requirements for annual renewal were announced in 2018 and our first submission in 2019. The requirements for renewal are underlined, with our activities listed after.

1. To hold at least two worship services related to an LGBTQ topic. We've had three such services-
  - i. June 13, 2021- *'Always Here, Always Queer'* by Rev. Sally Fritsche. Celebrating Pride month.
  - ii. November 21, 2021- *'God is Non-Binary'* by Rev. Fritsche. To educate about non-binary identity.
  - iii. November 20, 2021- *'Transgender Day of Remembrance'* candlelight vigil, held on our lawn, organized and presented by Rev. Sally. Approximately 35 persons participated, majority from the community.
2. Recognize at least six LGBTQ related days of observance: Done through our eNews and website. Jim Hannum coordinates writing and submission of these observances through the year.
3. Donate to a local LGBTQ organization- our shared offering for June was the Greater Community AIDS Project, we donated \$1,812.50
4. Educational Offering for church members/friends: Was held on June 11, 2022; At the Spurlock World Heritage Museum on the U of Illinois campus, the program was in conjunction with the *'Sewn In Memory AIDS Quilt Panel Exhibit.'* The presentation title was: *'AIDS in East Central Illinois: The Response and Those Lost.'* The program was sponsored by Spurlock, UUCUC, Uniting Pride, and Greater Community AIDS Project. Presenters beside Jerry were Julie Pryde, CU Public Health Administrator, and Mike Benner, Exec. Director of the Greater Community AIDS Project. UUCUC folks were our main target audience but anyone from the community was welcome. About 60 persons attended with 32 of those from UUCUC. Jerry served as the primary curator of the AIDS Quilt Panel exhibit held from November 2nd through July 10th. He was the main presenter for twelve other group presentations/tours during that period.

The following events were above and beyond the Welcoming Congregation renewal requirements.

*2021 Pridefest and Parade*—Rev. Sally Fritsche and Julie Laut organized a group to march in the 2021 Champaign-Urbana Pride Parade held September 25th. The parade did not happen during the pandemic, increasing the energy and turnout for 2021.

*Pridefest Workshops*—Jerry Carden planned and presented two workshops for the morning Pridefest events. The first was 12 to 1:30- *'Positive: A Tale of Two Pandemics'*- focusing on local history of the HIV/AIDS pandemic response in East Central Illinois. Presenters were Julie Pryde- CU Public Health Administrator and Mike Benner, Exec. Director of the Greater Community AIDS Project, and Jerry provided a history perspective as the 1985 founder of the Gay Community AIDS Project. Jerry also did a workshop from 1:30 to 2:30 focusing on the History Harvest project with the U of IL History Dept and Prof. Kathy Oberdeck. The workshop title was *'Documenting Our Local LGBTQ History.'*

*(continued on page 64)*

---

## LGBTQ+ WELCOMING TEAM

---

*(continued from page 63)*

The two most active committee members keeping this group alive are Jerry Carden and Jim Hannum. There are plans to increase interest and participation with meetings being held in late summer 2022, targeted mostly toward our many LGBTQ+ members and friends.

Respectfully submitted,  
Jerry Carden



---

# RACIAL JUSTICE TEAM

---

*The Racial Justice Team is a sub-team of the Social Action Council.*

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

1. Sponsored a webinar panel discussion on Critical Race Theory and the need to teach truthful racial history in our schools
2. Showed the James Baldwin movie, “I Am Not Your Negro” with a moderated discussion afterwards
3. Wrote a series of e-news articles on Critical Race Theory
4. Wrote a series of e-news articles highlighting African-American residents of Champaign County and their contributions to our communities
5. Supported the adoption of the UU 8th Principle
6. Supported several book discussion groups on social/racial justice themes.
7. Wrote a letter of concern to the Champaign City Council on their hiring process for the Police Chief vacancy and the need to pay attention to colorblind bias in police recruits.
8. Wrote a letter of concern to Parkland College regarding the hiring of former Champaign Police Chief Finney in their police training program (Chief Finney was involved in the shooting death of a young, black teenager, Kiwane Carrington, in 2009)
9. Organized volunteers to work in the Randolph Street Community Gardens
10. Provided financial assistance to these community organizations:
  - i. NAACP of Champaign County (\$1000)
  - ii. Ubuntu Project (\$750)
  - iii. CU Trauma and Resilience Initiative (\$750)
  - iv. First Followers (\$500)
  - v. Urbana Neighborhood Connections Center (\$500)
  - vi. Champaign County African American Heritage Trail (\$500)
11. We also are in contact with representatives of a local “Progressive Coalition” and the state-wide UUANI network

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

Respectfully submitted,  
Jim Hannum

---

# REPRODUCTIVE JUSTICE TEAM

---

*The Reproductive Justice Team is a sub-team of the Social Action Council.*

The UUA's 2015 Statement of Conscience on Reproductive Justice (<https://www.uua.org/action/statements/reproductive-justice>) committed Unitarian Universalists to advocate for "the human right to have children, not to have children, to parent the children one has in healthy environments and to safeguard bodily autonomy and to express one's sexuality freely."

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

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

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

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

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

Two days in April, we set up a table on the University of Illinois Quad, distributed reproductive healthcare information and solicited participation in reproductive justice advocacy.

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

Six members of our team have signed up to be **Planned Parenthood** clinic escorts. The local clinic is currently closed for remodeling and is tentatively scheduled to reopen in September. When it does reopen, we anticipate a significant increase in related activity in our community.

The number of out-of-state patients coming to Illinois for abortions is doubling or tripling at some clinics. On August 5, Indiana lawmakers passed a near total abortion ban (starting at conception), which goes into effect on September 15. Champaign is a two-hour drive from Indianapolis. We have made contact with three UUs in Indianapolis and one UU in Lafayette, IN, who are involved in reproductive justice.

The Supreme Court decisions upholding the Texas abortion ban and overturning Roe v. Wade, and the rapidly changing state laws, have radically changed the legal landscape of reproductive rights and the practical landscape of reproductive healthcare delivery. Much of our team's activities have been educating ourselves and keeping up with these changes.

*(continued on page 67)*

---

# REPRODUCTIVE JUSTICE TEAM

---

(continued from page 66)

Some members of our team have attended the following trainings and webinars:

- Grandmothers for Reproductive Rights: *Storytelling Training*
- SACReD (Spiritual Alliance of Communities for Reproductive Dignity): *Gathering for Reproductive Dignity and Autonomy*, January 25-26, 2022
- Planned Parenthood Illinois Action: *March Into Action Event*, March 1, 2022
- League of Women Voters of Illinois: *Issues Update*, March 5-10, 2022
- Big Tent USA: *The States Project*, March 16, 2022
- If/When/How and Women's Law Society of UIUC: *The State of Reproductive Justice*, March 29, 2022
- Faith Choice Ohio: *Foundational Training on Faith and Reproductive Freedom*, March 30, 2022
- Faith Choice Ohio: *Moral Messaging*, April 20, 2022
- If/When/How: *Resources to Limit Legal Risk in the Changing Abortion Landscape*, April 27, 2022
- ACLU Emergency Town Hall: *Fighting for Abortion Without Roe*, May 5, 2022
- If/When/How: *Self-Managed Abortion and the Law*, May 11, 2022
- Digital Defense Fund: *Organizing in Criminalized Economies*, May 23, 2022
- Digital Defense Fund: *Compartmentalization Techniques and Technologies*, June 14, 2022
- Digital Defense Fund: *Personal Privacy and Doxxing Prevention*, June 16, 2022
- ACLU Abortion Activist Series, biweekly, July 12, 2022 and ongoing
- Abortion Access Front: *Operation Save Abortion*, July 17, 2022
- UUA: *Reproductive Justice Congregational Organizing Series*, weekly, July 21 – August 4, 2022

Through the UU Advocacy Network of Illinois (UUANI), we are meeting regularly with reproductive justice leaders at other UU congregations in Illinois to work on education, advocacy, and support of Illinois clinics. Through the UUA's UPLIFT Action, we are networking with UU congregations in Illinois and beyond to support reproductive justice activities.

We did not spend any funds in the last fiscal year. In the future, the most vital financial needs would be donations to abortion funds and direct support organizations. Our local abortion fund is the Chicago Abortion Fund (<https://www.chicagoabortionfund.org/>), which supports patients at all clinics in Illinois. The most important local direct support organization is Midwest Access Coalition (<https://www.midwestaccesscoalition.org/>), a nonprofit that provides safe lodging and transportation, emotional support, and helps to defray the costs of transportation, gas, food, medication, and childcare for patients traveling in the Midwest for reproductive healthcare.

Some 75% of patients who seek abortions are low income, the majority are nonwhite, and the majority are already parents. Disproportionately high abortion rates among Black and Hispanic patients are directly linked to high rates of unintended pregnancy in those communities, which in turn reflect pervasive racial health disparities that stem from structural racism.

The Reproductive Justice Team needs people who want to get involved and people who want to initiate and lead projects. To join our listserv, send an email to [reprojustice@uucuc.org](mailto:reprojustice@uucuc.org) and say "add me to the listserv."

Respectfully submitted,  
Mike Sabacinski

---

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

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

Summer 2022 services included the third part of "All That We Save"; the streamed Sunday morning worship service from the UUA General Assembly; an evening service on "Light"; a recorded "exchange" service from Rev. Sally's internship church on "Politics Worthy of the Human Spirit"; "Literature as Sacred Texts", on inspirational writings from the secular realm; "Celebrating the Harvest", a celebration of abundance and of the plants that feed us; and a Hymn Sing to cap it off.

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

Cordially submitted,  
Worship Committee

Worship Committee members: Janet Revell Barrett, chair, 2021-2022, Celia Barbieri, Penné Beckett, Theresa Benson, co-chair, 2022-2023, Sam Beshers, co-chair, 2022-2023, Kiri Fagen-Ulmschneider, Jennifer Greene, Linda Owens, Reverend Karen Bush, Reverend Sally Fritsche

---

## TASK FORCE REPORTS

---

---

## COVID-19 ADVISORY TASK FORCE

---

In the 21-22 church year, the COVID-19 Task Force (CTF) actively tracked the ever-evolving recommendations from the Centers for Disease Control and Prevention (CDC), Illinois Department of Public Health (IDPH) and the Champaign Urbana Public Health District (CUPHD) since the beginning of the pandemic.

As part of our efforts in fulfilling our mission to **Build Community**, we facilitated Listening sessions this past fall and helped streamline our previous comprehensive guidelines into a simplified policy of following the guidance of the afore-mentioned health care professionals. The COVID Safety Guidelines for UUCUC were adjusted as part of our fulfillment of our church mission to **Promote Justice**, in ensuring just and equitable worship and meeting spaces, in light of all our individual needs during the pandemic. The guidelines are considered a living document, which will be updated as required - all congregants are encouraged to be aware of this Policy and follow it for the safety of our fellow congregants and staff, our children, our visitors, and the wider community: (<http://uucuc.org/newcomers-and-members/uucuc-guidelines-for-in-person-meetings-groups-and-worship-services/>)

The authority to adjust as necessary our safety guidelines has been delegated into the capable hands of our senior staff leaders (the SLT), as recommended by the taskforce to the Board of Trustees, who adopted this recommendation.

The members of the CTF will be available for consultation whenever either the senior staff or the Board request additional information or input related to COVID-19 or other pandemics; so the CTF has been officially designated as ad-hoc. The Board expresses sincere appreciation for all the help that the church has received from members of the taskforce ( both staff and lay leaders) during the pandemic to date.

Respectfully Submitted

Brian McDermott, BOT liaison to taskforce for the 21-22 church year

---

# STRATEGIC PLAN EVALUATION TASK FORCE

---

The Strategic Plan Evaluation Taskforce's (SPTF) charge from the Board is to review progress on the goals of the 2021-2025 Strategic plan. Comprised of ministers, DREE, staff, and representatives of the congregation, the SPTF coordinates with Council on Shared Leadership (formerly Committee Council) to document ongoing Strategic Plan work each year. SPTF members created a subset of the full strategic plan goals/action items to serve as primary focuses by Board, ministers, staff, and volunteer leaders for this and the next fiscal year.

2021-2022 actions under the five broad goals in the five-year (2021-2025) plan include:

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

- Held all ages activities within constraints of COVID – Pridefest, Neighborhood gatherings in parks, outdoor Christmas Eve service. Committed to plans for making Sunday morning worship accessible to kids too young to be vaccinated.
- A hard long process accomplished as a congregation has been the reopening of our building. I have been impressed with the care and deep consideration of the realities at hand and of the needs of our community by everyone involved in this process. Rev Karen Bush
- Added Time for All Ages to Sunday worship to widen involvement of younger ages in each service
- Continued to experiment with new RE&E formats – e.g. Popcorn Theology movies, and outdoor activities for families during building closure
- Held OWL class for ninth graders; organized, recruited, and trained teachers to expand OWL format for age groups K/1 and 7-9 grade levels in Fall 22
- Restructuring RE&E to use Spirit Play curriculum for wider age ranges during Sunday Services. Focus on multi-generational storytelling and connecting
- Working with Channing Murray to experiment with Young Adult ministry options
- Filled Membership Coordinator position mid-year and held welcoming tour of church for new members who joined while during church building closure. Started Soul Matters group and companion ministry support group for new members. Unfortunately, Membership coordinator resigned after two months and has not been replaced
- Responded to youth request to reimagine their involvement in Sunday worship. Worship committee liaison (Sam Beshers) worked directly with YRUU and invited regular input; youth participated in several services

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

- Every worship service planned by ministers, the worship committee, or other members have taken this theological diversity goal in mind. Rev Karen Bush
- Continued commitment to hybrid service format – expanded AV Tech hours; \$15K contributed for AV equipment; added slides before and after service
- Music staff and choir managed a few in person performances and recorded music during hybrid services; hosted virtual coffeehouse; held on during Covid restrictions
- Worship – increased Youth participation in worship by adding Youth member to Worship committee

*(continued on page 72)*

---

# STRATEGIC PLAN EVALUATION TASK FORCE

---

*(continued from page 71)*

- Worship team developed lay-led Wellspring 2021 Summer Service series featuring interspiritual interfaith, pagan UU, Atheist and Humanist, Christian UU, and lifelong UU perspectives
- Invited other voices into the pulpit: Rev. Bill Breeden, Adrienne Summerlot, Rose St. Clair, Pam Richart, UU Service Committee, Julie Laut, Sam Beshers, Chris Hannauer, Janet Barrett, and other members of the congregation
- Added virtual participation in chalice lighting and closing using recordings by families; moderated conversations on YouTube channel during virtual services to expand listener participation
- Held Pagan-centered Winter Solstice service

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

- Worship – sponsored social/racial/immigrant/environmental/LGBTQ/reproductive justice- oriented services in collaboration with those groups in the congregation
- Used diversity-focused and nontraditional recruiting strategies in searches for RE&E professionals, Membership coordinator and for other staff positions.
- Five church leaders as a group completed the UUA course 305 -Spiritual Leadership to consider for use in training to more volunteer leaders
- Sermon and Adult REE panel discussion on Critical Race Theory
- 8th Principle adopted at June 2021 annual meeting
- RJP hosted panel discussions of critical race theory and the need to teach truthful racial history.
- Racial justice education – adult book groups focused on racial and immigration justice; racial justice film “I am Not Your Negro” viewed and discussed in Popcorn Theology film series.
- Series of ENews articles on Critical Race Theory and on local African American residents and their contributions to our communities
- "Rampway to Heaven" sermon introducing themes of ableism, "God is Nonbinary" sermon lifted the validity and holiness of nonbinary identities, "WTF is CRT" sermon introduced critical race theory, "We Need to Talk about Abortion" sermon addressed stigma and reproductive rights

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

- RJP organized regular volunteer workdays with Randolph St. Gardens
- RJP wrote a letter of concern to the Champaign City Council on their hiring process for the Police Chief vacancy and the need to pay attention to colorblind bias in police recruits.
- RJP used budgeted funds to provide financial assistance to community organizations: NAACP, Ubuntu Project, First Followers, CU Trauma and Resilience Initiative, the Urbana Neighborhood Connections Center, and the Champaign County African American Heritage Trail
- RJP involved with local “Progressive Coalition” supporting racial justice and the state-wide UUANI network
- Immigration justice deepened relationship with Channing Murray, hosted an Afghan refugee family of 9 in collaboration with Refugee Center (formerly ECIRMAC), hosted a Nicaraguan family of three, provided backpacks and supplies to undocumented minors entering Urbana schools; contacted legislators asking for repeal of Title 42 policies at the US border. Hosting the two families involved (continued on page 73)



---

# STRATEGIC PLAN EVALUATION TASK FORCE

---

*(continued from page 72)*

- entire congregation in providing meals as well as use of YRUU room and Children's Chapel during their respective stays
- Revitalized environmental justice (Green UUs) into CUUltivate – justice and climate change activist group empowering lay leaders to lead three climate change worship services
- Formed new Reproductive Justice group with involvement in national organizing for abortion access
- Collaborated with Channing Murray to meet food needs of immigrants (Canasta Basica), Urbana Township families in need (Bucket Brigade), and twice weekly breakfast meals to the homeless
- Board took early action (based upon Strategic Plan Taskforce recommendations) to approve and advance the church's goals to inform resource planning and 22 – 23 budgetary preparations
- Social action justice committees instituted a Council model of governance to better serve our internal and external communities

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

- Board of Trustees assessed the church's management and decision-making structure as a first step to foster continued growth from a pastoral to a program-sized church. Governance taskforce working with David Pyle, Midwest Regional Staff consultant to review entire church governance structure
- Generosity and Finance considered limitations of existing bylaws on receipt of bequests and directed gifts and proposed bylaw changes to clarify and increase flexibility of planned giving as church grows. Those changes approved by congregational vote at June 2022 annual meeting
- Proposed that the congregation create and fund a Capital Fund. The congregation approved at June 2022 annual meeting
- Board created Church Facilities Taskforce to research ramp/elevator options to replace elevette and begin broader exploration of options
- Worship service and "Rampway to Heaven" Sermon and congregational talkback confronted our current building's accessibility barriers and communicated them to members
- Taskforce explored various options to achieve full accessibility in current church building with Board approval to fund a professional Accessibility Study. Accessibility report with three design options for existing church building received from Architectural firm currently under discussion
- Strong commitment to online and hybrid platform worship through COVID pandemic ups and downs
- When elevette failed inspection, Finance and Board funded the repair so building could be re-opened to those needing assistance with stairs

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

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

This page left intentionally blank.

---

## GROUP REPORTS

---

---

## COVENANT GROUPS / CHALICE CIRCLES

---

### **CAREGIVERS CHALICE CIRCLE**

The biggest challenge this year has been continuing the Zoom format. We miss the human connections of our congregation and chalice group. 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 approximately 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 is encouraged to bring an original piece of writing to share for each meeting. We also do timed 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 five to seven persons. 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. Numbers of players range from 4-12 and cross all levels of play. We meet the 3rd Monday of the month from 1:30-3:30 pm in Fellowship Hall. All are welcome and new members are invited!

Respectfully submitted,  
Mary Joncich

## **FEMINIST BOOK GROUP**

The Feminist Book Group meets monthly to discuss books featuring strong women characters or addressing issues of importance to women. We welcome new women/women-identified readers of all ages. On average, eight to 12 members attend. Twelve books for the upcoming year are chosen at an annual book-choosing gathering in early summer, 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 (on hold since COVID). We meet 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, followed by discussion using a rotating chair format which allows each member uninterrupted time for their thoughts and comments. A brief time for socializing follows the discussion. Due to the COVID pandemic, this year we met via Zoom, except for one hybrid meeting at UUCUC when COVID transmission was low. We were able to conduct our annual book-choosing in person outdoors in June. Direct inquiries to Karen Folk ([foxandfolk@gmail.com](mailto:foxandfolk@gmail.com)) or Priscilla Kron ([priscilla.kron@gmail.com](mailto:priscilla.kron@gmail.com)).

Respectfully submitted,  
Karen Folk

## **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 inactive in 2021-2022. 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

---

# AFFINITY GROUPS

---

## **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 meet at a local bar or restaurant, but due to Covid, we met online for most of Fiscal Year 2021-2022. However, recently we have started meeting in person. Usually, 6 to 12 of us attended meetings. New folks are always welcome.

Respectfully submitted,  
Russ Rybicki

## **Mindfulness Meditation Group**

The Mindfulness Meditation Group meets Sunday mornings at 9am on Zoom. The leadership of this group is currently shifting / in flux.

Respectfully submitted,  
Mick McEnroe

## **Older Men's Discussion Group**

The Older Men's Discussion Group (60 and older) was founded in July, 2021, as an offering in the Adult RE program. The leaders are David Gross and Dave Sharpe. If you are interested in learning more about the Group, or would like to join us, contact information is in ENEWS. We have about 15 members, and meeting size has varied from 5-6 to a dozen. We don't take attendance, and members fit the Men's Group into their busy lives. This is a good way for men who are new to UUCUC to build a relationship with an interesting group of men.

We have been meeting for about an hour each Friday, with some exceptions, starting at 10 am. We are an informal group. We begin with a check-in, talking about current events in our lives followed by a discussion thread developing from one or more of those opening comments.

We have adjusted our get-togethers to account for the realities of this pandemic. We began by meeting via ZOOM, signing in from home. We have also met in Fellowship Hall, fully masked, with some members present in person and others at home connected by Zoom through the church's OWL. More recently, we have found comfortable quarters in David and Claudia Gross's open-air gazebo. In the past year, we have become a close group. We share our thoughts. We value each other's perspectives, and expand our own horizons.

Respectfully submitted,  
David Gross and Dave Sharpe

---

# AFFINITY GROUPS

---

## **Parent's Support Group**

The Parent Support group, founded at the beginning of the pandemic, continues to meet weekly on Zoom every Saturday morning. The group was first facilitated only by staff, then 70% by staff plus one lay leader, and now it is 80% self-facilitated, with members feeling a growing sense of ownership and commitment to the group. This support group has been a meaningful success in the COVID era, a real example of community forming around a genuine need for connection, and members mutually filling each others' cups.

Respectfully submitted,  
Rev. Sally Fritsche

## **UU Women's Lunch Group**

This group started several years ago and usually met in restaurants. Then it died during COVID, reemerged as an afternoon tea group on Zoom, and now is back to its original lunchtime format. We bring our own food and drink and meet outside the Church at the picnic tables, weather permitting, and indoors in Fellowship Hall when the weather is bad. Thanks to assistance from our office staff with scheduling and publicity, the Group is meeting every other Thursday at noon. The new format is more welcoming since tables are bigger and no reservations are required. All are welcome. For more information, contact Sarah Wisseman at [suwissem@gmail.com](mailto:suwissem@gmail.com).

Respectfully submitted,  
Sarah Wisseman

This page left intentionally blank.



---

IN MEMORIAM

---

---

## IN MEMORIAM

---

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

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

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

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

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

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

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

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

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

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

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

---

## IN MEMORIAM

---

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

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

She insisted on living life fully, and on her own terms, right up to the end. Despite COVID restrictions, Ali remained in close touch with her UUCUC community over these last years, with phone calls, visits, and lots of rides to and from medical appointments. Blessedly, she was even able to attend our most recent in-person service, All Souls Sunday at Crystal Lake Park. Her friend Scott Rhode recalls that even on the day after being discharged from the hospital this summer, Ali insisted on showing up to their ballroom dancing class. She danced her heart out, sitting down now and then to catch her breath, grinning the whole time.

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

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

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

This page left intentionally blank.

---

## APPENDIX

---

---

## UUCUC ATTENDANCE AND MEMBERSHIP GROWTH

---

	<u>2021-2022</u>	<u>2020-2021</u>
<b>Average Weekly Worship Attendance *</b> (Not including Summer Services)	<b>114</b>	<b>186</b>
<b>Average Weekly Summer Worship Attendance</b>	<b>71</b>	<b>100</b>
<b>Average Weekly Religious Education Attendance</b> (Children & Youth; Not including Summer Services)	<b>N/A</b>	<b>N/A</b>
<b>Average Weekly Summer Religious Education Attendance</b>	<b>N/A</b>	<b>N/A</b>
<hr/>		
<b>Total Voting Members (as of June 30, 2022)</b>	<b>319</b>	<b>338</b>
<b>Total New Voting Members</b>	<b>10</b>	<b>11</b>

---

# WORSHIP SERVICES

---

**July 4, 2021**

*Theology: The Call to Be Our Best Selves*  
Michele Townsend Grove

**July 11, 2021**

*Wellsprings: Lifelong UU Perspectives*  
Kiri Fagen-Ulmschneider

**July 18, 2021**

*Wellsprings: Christian UU Perspectives*  
Janet Revell Barrett, Kiri Fagen-Ulmschneider,  
Lane Schwartz

**July 25, 2021**

*Jewish and UU Perspectives*  
Rev. Sally Fritsche

**August 1, 2021**

*Wellsprings: Atheist and Humanist Perspectives*  
Celia Barbieri, Julie Laut

**August 8, 2021**

*Wellsprings: Interspiritual Interfaith Perspective*  
Theresa Benson

**August 15, 2021**

*Wellsprings: Pagan UU Perspectives*  
Penne Beckett

**August 22, 2021**

*Life's Twisties*  
Rev. Florence Caplow, Rev. Sally Fritsche

**August 29, 2021**

*Water Communion Sunday*  
Adrienne Summerlot, Rev. Sally Fritsche,  
Rose St. Clair

**September 5, 2021**

*Radical Rest*  
Rev. Sally Fritsche

**September 12, 2021**

*Wellsprings: Interspiritual Interfaith Perspective*  
Theresa Benson

**September 19, 2021**

*Practice Practice Practice*  
Rev. Sally Fritsche

**September 26, 2021**

*Finding Peace in Unsettling Times*  
Rev. Karen Bush

**October 3, 2021**

*We Need to Talk about Abortion*  
Celia Barbieri, Julie Laut, Rev. Sally Fritsche

**October 10, 2021**

*Homeward Bound*  
Rev. Karen Bush

**October 17, 2021**

*Dystopian Smorgasbord*  
Rev. Bill Breeden

**October 24, 2021**

*WTF is CRT?*  
Rev. Sally Fritsche

**October 31, 2021**

*The Veil Between the Worlds*  
Virginia Brubaker

**November 7, 2021**

*All Souls Sunday!*  
Rev. Sally Fritsche

**November 14, 2021**

*Reflections in the Mirror...Friend or Frenemy*  
Rev. Karen Bush

**November 21, 2021**

*God is Non-Binary*  
Rev. Sally Fritsche

**November 28, 2021**

*It's Not My Problem, Or Is It?*  
Immigrant Justice Team

---

# WORSHIP SERVICES

---

**December 5, 2021**

*When Roads Diverge*

Rev. Sally Fritsche

**December 12, 2021**

*Seasons of Life*

Rev. Florence Caplow, Rev. Karen Bush

**December 19, 2021**

*Holy Dark, Holy Light*

Rev. Sally Fritsche

**December 24, 2021**

Christmas Eve at UUCUC

Rev. Sally Fritsche

**December 26, 2021**

Grateful

Rev. Susan Frederick-Gray

**January 2, 2022**

On the Lookout for Awe and Reverence

Worship Committee

**January 9, 2022**

Message in a Bottle

Chris Hannauer, Sam Beshers

**January 16, 2022**

America's Original Sin: Confronting the Racist Within

Joe Omo-Osagie, Rev. Karen Bush

**January 23, 2022**

Rampway to Heaven?

Rev. Sally Fritsche

**January 30, 2022**

Reproductive Justice Sunday

UUA Side With Love Campaign

**February 6, 2022**

Silver Linings In the Covid Years

Rev. Karen Bush

**February 13, 2022**

Renewal Stew

Rev. Sally Fritsche

**February 20, 2022**

Renewing Our Covenant ...

Becky Densmore, Jenny Hunt, Rev. Karen Bush

**February 27, 2022**

My Path, Our Church

Rev. Sally Fritsche

**March 6, 2022**

*Pledge Sunday*

Rev. Karen Bush

**March 13, 2022**

*Sacred Sex-Ed*

Rev. Sally Fritsche

**March 20, 2022**

*This Is How We Gather In*

Sam Beshers

**March 27, 2022**

*Global Community – UUSC Justice Sunday*

Rev. Karen Bush

**April 3, 2022**

*Reflections on Pandemic Life as a Family*

Adrienne Summerlot, Rev. Sally Fritsche

**April 10, 2022**

*A Time to Mourn*

Rev. Sally Fritsche

**April 17, 2022**

*Easter Flower Celebration*

Rev Karen Bush, Rev. Sally Fritsche

**April 24, 2022**

*Restoring Truth to Our Interconnectedness to Nature*

Jerry Carden, Nan Holda, Theresa Benson



---

# WORSHIP SERVICES

---

**May 1, 2022**

*A Musical Celebration*

Benjamin Hanson, Juan Camacho

**May 8, 2022**

*A Tender Conversation on Mother's Day  
with Rev KB*

Rev. Karen Bush

**May 15, 2022**

*Remembering How to Play*

Rev. Sally Fritsche

**May 22, 2022**

*Embracing Our Mortality*

Rev. Sally Fritsche

**May 29, 2022**

*Bridging Sunday*

Rose St. Clair

**June 5, 2022**

*Courage in the Face of Climate Change*

Worship Committee, Nan Holda

**June 12, 2022**

*Remembering is an Act of Love*

Jerry Carden, Rev. Sally Fritsche

**June 19, 2022**

*The Wheel of the Year*

Rev. Sally Fritsche

**June 26, 2022**

*Meet the Moment: UUA General Assembly*

UUA General Assembly

# BUDGET VS ACTUALS 2021-2022—INCOME

## INCOME FY 2021 - 2022

	Actual	Budget	Over (Under) Budget	% of Budget
<b>41100 Pledges</b>				
41191 Pledges 2019-2020	150.00			
41192 Pledges 2020-2021	26,803.00			
41193 Pledges 2021-2022	392,568.73	\$ 505,000.00		
41194 Pledges 2022-2023	58,858.34			
<b>Total 41100 Pledges</b>	<b>478,380.07</b>	<b>\$ 505,000.00</b>	<b>\$ (26,619.93)</b>	<b>94.7</b>
<b>41200 General Donations</b>	<b>44,942.00</b>	<b>\$ 27,500.00</b>	<b>\$ 17,442.00</b>	<b>163.4</b>
<b>Total 41200 Donations</b>	<b>44,942.00</b>	<b>\$ 27,500.00</b>	<b>\$ 17,442.00</b>	
<b>41300 Plate Collections (cash)</b>	<b>8,137.28</b>	<b>\$ 8,500.00</b>	<b>\$ (362.72)</b>	
<b>Total Plate</b>	<b>8,137.28</b>	<b>\$ 8,500.00</b>	<b>\$ (362.72)</b>	<b>95.7</b>
<b>Carolyn McMahon Memorial Fund</b>	<b>2,147.00</b>	<b>\$ 2,147.00</b>	<b>\$ -</b>	
<b>41500 Fundraising</b>	<b>65.00</b>		<b>\$ 65.00</b>	
41510 Service Auction	24,991.61	\$ 26,000.00	\$ (1,008.39)	
41520 CC Processing Fees - Offset	421.79	\$ 800.00	\$ (378.21)	
<b>Total 41500 Fundraising</b>	<b>25,478.40</b>	<b>\$ 26,800.00</b>	<b>\$ (1,321.60)</b>	
<b>41600 Facility Use Fees</b>				
41620 Rentals	422.00	\$ 1,820.00	\$ (1,398.00)	
<b>Total 41600 Facility Use Fees</b>	<b>422.00</b>	<b>\$ 1,820.00</b>	<b>\$ (1,398.00)</b>	
<b>41700 Miscellaneous</b>	<b>1,015.80</b>	<b>\$ -</b>	<b>\$ 1,015.80</b>	
<b>41800 Savings Interest</b>	<b>5.46</b>		<b>\$ 5.46</b>	
<b>44000 Non-operating Savings Interest</b>	<b>4.57</b>		<b>\$ 4.57</b>	
<b>Total interest income</b>	<b>1,025.83</b>	<b>\$ -</b>	<b>\$ 1,025.83</b>	
<b>45000 Designated Income</b>				
<b>Total Income - Operations</b>	<b>560,532.58</b>	<b>\$ 571,767.00</b>	<b>\$ (11,234.42)</b>	<b>98.0</b>
<b>Supplemental Funding</b>				
41400 General Trust	18,598.45	\$ 18,598.45		
41410 England Trust	1,249.29	\$ 1,249.29		
Chalice Lighters Grant	10,000.00	\$ 10,000.00		
Assoc. Minister Set Aside 2020/21 Allocation	32,000.00	\$ 32,000.00		
<b>Total Operational Income plus Supplemental Funding</b>	<b>622,380.33</b>	<b>\$ 633,614.74</b>	<b>\$ (11,234.41)</b>	<b>98.2</b>

# BUDGET VS ACTUALS 2021-2022—EXPENSES

## EXPENSES FY 2021 - 2022

	Total	Total Budget	Over/Under Budget	Percent of Budget
53000 Congregation				
53100 Congregational Expenses				
53110 Trustees Contingency	\$ 511.90	\$ 533.96	\$ (22.06)	95.9
53120 Leadership Training		\$ 1,000.00	\$ (1,000.00)	0.0
53140 Denominational Expenses			\$ -	
53142 UUA Annual Program Fund	\$ 25,618.00	\$ 25,618.00	\$ -	100.0
<b>Total 53100 Congregational Expenses</b>	<b>\$ 26,129.90</b>	<b>\$ 27,151.96</b>	<b>\$ (1,022.06)</b>	<b>96.2</b>
53150 Fundraising Expenses				
53151 Stewardship	\$ 1,139.66	\$ 3,100.00	\$ (1,960.34)	36.8
53153 Service Auction Expenses	\$ 805.01	\$ 500.00	\$ 305.01	161.0
53155 CC Processing Fees - Vanco	\$ 2,318.58	\$ 2,667.00	\$ (348.42)	86.9
<b>Total 53150 Fundraising Expenses</b>	<b>\$ 4,263.25</b>	<b>\$ 6,267.00</b>	<b>\$ (2,003.75)</b>	<b>68.0</b>
53160 Committee Program Expenses				
53161 Membership Committee	\$ 1,006.78	\$ 1,410.00	\$ (403.22)	71.4
53162 Membership Coordination	\$ 462.39	\$ 500.00	\$ (37.61)	92.5
53163 Personnel	\$ -	\$ 188.00	\$ (188.00)	0.0
53164 Social Action	\$ 1,000.00	\$ 2,820.00	\$ (1,820.00)	35.5
53165 Green UU's	\$ -	\$ 945.00	\$ (945.00)	0.0
53166 Care Core	\$ 23.20	\$ 282.00	\$ (258.80)	8.2
53168 Racial Justice Initiative	\$ 4,450.00	\$ 7,050.00	\$ (2,600.00)	63.1
53169 Partner Church Project	\$ -	\$ 235.00	\$ (235.00)	0.0
53180 Immigration Justice	\$ 2,379.70	\$ 7,050.00	\$ (4,670.30)	33.8
<b>Total 53160 Committee Program Expenses</b>	<b>\$ 9,322.07</b>	<b>\$ 20,480.00</b>	<b>\$ (11,157.93)</b>	<b>45.5</b>
53200 Misc Congregational Expenses				
53230 Hospitality	\$ 398.42	\$ 500.00	\$ (101.58)	79.7
53250 Bookkeeping Service	\$ 11,250.00	\$ 8,400.00	\$ 2,850.00	133.9
<b>Total 53200 Misc Congregational Expenses</b>	<b>\$ 11,648.42</b>	<b>\$ 8,900.00</b>	<b>\$ 2,748.42</b>	<b>130.9</b>
<b>Total 53000 Congregation</b>	<b>\$ 51,363.64</b>	<b>\$ 62,798.96</b>	<b>\$ (11,435.32)</b>	<b>81.8</b>

# BUDGET VS ACTUALS 2021-2022—EXPENSES

## EXPENSES FY 2021 - 2022

	Total	Total Budget	Over/Under Budget	Percent of Budget
<b>54000 Office</b>				
<b>54100 Office Expenses</b>				
54110 Treasurer Expenses	\$ 5.00	\$ -	\$ 5.00	
54120 Payroll Service	\$ 1,654.41	\$ 1,750.00	\$ (95.59)	94.5
54130 Postage	\$ 292.98	\$ 600.00	\$ (307.02)	48.8
54140 Printing	\$ 386.01	\$ 500.00	\$ (113.99)	77.2
54150 Office Supplies	\$ 1,359.48	\$ 1,600.00	\$ (240.52)	85.0
54160 Telephone	\$ 2,255.99	\$ 2,200.00	\$ 55.99	102.5
54170 Copier Maintenance	\$ 2,164.29	\$ 2,000.00	\$ 164.29	108.2
54180 IT Support	\$ 260.00	\$ 400.00	\$ (140.00)	65.0
54190 IT Services & Subscriptions	\$ 8,906.41	\$ 8,000.00	\$ 906.41	111.3
54200 Computer Expenses	\$ 375.00	\$ 750.00	\$ (375.00)	50.0
54210 Internet Service	\$ 359.88	\$ 400.00	\$ (40.12)	90.0
<b>Total 54100 Office Expenses</b>	<b>\$ 18,019.45</b>	<b>\$ 18,200.00</b>	<b>\$ (180.55)</b>	<b>99.0</b>
<b>Total 54000 Office</b>	<b>\$ 18,019.45</b>	<b>\$ 18,200.00</b>	<b>\$ (180.55)</b>	<b>99.0</b>
<b>55000 Worship</b>				
<b>55100 Worship Expenses</b>				
55110 Instrument Maintenance	\$ 125.00	\$ 1,000.00	\$ (875.00)	12.5
55120 Music Supplies	\$ 1,240.95	\$ 1,140.00	\$ 100.95	108.9
55130 Musicians	\$ 500.00	\$ 500.00	\$ -	100.0
55135 England Music	\$ 255.00	\$ 312.00	\$ (57.00)	81.7
55140 Worship Supplies	\$ 543.34	\$ 350.00	\$ 193.34	155.2
55150 Worship Misc - A/V Support	\$ 1,323.63	\$ 500.00	\$ 823.63	264.7
55151 Worship Hybrid AV	\$ 12,187.68	\$ 15,000.00	\$ (2,812.32)	81.3
55160 Speakers	\$ 485.00	\$ 1,200.00	\$ (715.00)	40.4
55180 Summer Services	\$ 350.00	\$ 350.00	\$ -	100.0
<b>Total 55100 Worship Expenses</b>	<b>\$ 17,010.60</b>	<b>\$ 20,352.00</b>	<b>\$ (3,341.40)</b>	<b>83.6</b>
<b>Total 55000 Worship</b>	<b>\$ 17,010.60</b>	<b>\$ 20,352.00</b>	<b>\$ (3,341.40)</b>	<b>83.6</b>

# BUDGET VS ACTUALS 2021-2022—EXPENSES

## EXPENSES FY 2021 - 2022

	Total	Total Budget	Over/Under Budget	Percent of Budget
<b>56000 Religious Education</b>				
<b>56100 RE Expenses</b>				
56110 RE Supplies & Materials	\$ 2,172.80	\$ 4,000.00	\$ (1,827.20)	54.3
56130 Background Checks	\$ 536.50	\$ 300.00	\$ 236.50	178.8
56150 Youth Adult Community	\$ 194.16	\$ 200.00	\$ (5.84)	97.1
56160 Programs	\$ 3,173.90	\$ 4,000.00	\$ (826.10)	79.3
56170 Youth	\$ 1,183.33	\$ 1,000.00	\$ 183.33	118.3
56171 OWL	\$ 1,717.79	\$ 2,000.00	\$ (282.21)	85.9
56175 Adult	\$ 300.00	\$ 1,000.00	\$ (700.00)	30.0
56180 Coming of Age	\$ -	\$ 1,000.00	\$ (1,000.00)	0.0
<b>Total 56100 RE Expenses</b>	<b>\$ 9,278.48</b>	<b>\$ 13,500.00</b>	<b>\$ (4,221.52)</b>	<b>68.7</b>
<b>Total 56000 Religious Education</b>	<b>\$ 9,278.48</b>	<b>\$ 13,500.00</b>	<b>\$ (4,221.52)</b>	<b>68.7</b>
<b>57000 Property</b>				
<b>57100 Property Expenses</b>				
57110 Grounds Maintenance	\$ 2,950.00	\$ 1,600.00	\$ 1,350.00	184.4
57120 Natural Gas	\$ 8,086.47	\$ 3,750.00	\$ 4,336.47	215.6
57130 Electricity	\$ 3,374.63	\$ 3,750.00	\$ (375.37)	90.0
57140 Property Insurance	\$ 8,809.00	\$ 8,755.00	\$ 54.00	100.6
57150 Janitor Supplies	\$ 1,720.12	\$ 750.00	\$ 970.12	229.3
57160 Mortgage Principal	\$ 15,004.99		\$ 15,004.99	
57160 Mortgage Interest	\$ 2,215.01		\$ 2,215.01	
57160 Mortgage Payment		\$ 17,200.00	\$ (17,200.00)	0.0
57181 Church Maintenance	\$ 19,824.77	\$ 10,000.00	\$ 9,824.77	198.2
57185 High St (Taxes)	\$ 2,850.73	\$ 1,824.00	\$ 1,026.73	156.3
57190 Snow Removal	\$ 2,480.00	\$ 1,500.00	\$ 980.00	165.3
57200 Trash Hauling	\$ 688.40	\$ 900.00	\$ (211.60)	76.5
57210 Water/Sewer	\$ 2,555.48	\$ 2,400.00	\$ 155.48	106.5
57220 Equipment & Furniture	\$ 263.95	\$ 3,452.00	\$ (3,188.05)	7.6
57240 Alarm Monitoring	\$ 566.13	\$ 600.00	\$ (33.87)	94.4
<b>Total 57100 Property Expenses</b>	<b>\$ 71,389.68</b>	<b>\$ 56,481.00</b>	<b>\$ 14,908.68</b>	<b>126.4</b>
<b>Total 57000 Property</b>	<b>\$ 71,389.68</b>	<b>\$ 56,481.00</b>	<b>\$ 14,908.68</b>	<b>126.4</b>

# BUDGET VS ACTUALS 2021-2022—EXPENSES

## EXPENSES FY 2021 - 2022

	Total	Total Budget	Over/Under Budget	Percent of Budget
58000 Minister				
58010 Minister Expenses	\$ 2,191.40	\$ 5,354.00	\$ (3,162.60)	40.9
58012 Associate Minister Expenses	\$ 5,595.13	\$ 5,462.00	\$ 133.13	102.4
<b>Total 58010 Minister Expenses</b>	<b>\$ 7,786.53</b>	<b>\$ 10,816.00</b>	<b>\$ (3,029.47)</b>	<b>72.0</b>
58020 Minister Hlth Ins	\$ 4,596.90	\$ 4,596.90	\$ -	100.0
58022 Associate Minister Health Insurance	\$ 5,655.39	\$ 6,102.00	\$ (446.61)	92.7
<b>Total 58020 Minister Hlth Ins</b>	<b>\$ 10,252.19</b>	<b>\$ 10,698.90</b>	<b>\$ (446.71)</b>	<b>95.8</b>
58030 Minister Pension	\$ 4,409.66	\$ 4,032.40	\$ 377.26	109.4
58032 Associate Minister Pension	\$ 5,888.87	\$ 5,462.00	\$ 426.87	107.8
<b>Total 58030 Minister Pension</b>	<b>\$ 10,298.53</b>	<b>\$ 9,494.40</b>	<b>\$ 804.13</b>	<b>108.5</b>
58040 Minister Life & ADD				
58042 Associate Minister Life & ADD	\$ 462.65	\$ 229.00	\$ 233.65	202.0
<b>Total 58040 Minister Life &amp; ADD</b>	<b>\$ 462.65</b>	<b>\$ 229.00</b>	<b>\$ 233.65</b>	<b>202.0</b>
58050 Minister LTD	\$ 470.46	\$ 470.46	\$ -	100.0
58052 Associate Minister LTD	\$ 716.11	\$ 710.00	\$ 6.11	100.9
<b>Total 58050 Minister LTD</b>	<b>\$ 1,186.57</b>	<b>\$ 1,180.46</b>	<b>\$ 6.11</b>	<b>100.5</b>
58060 Minister Salary	\$ 25,886.33	\$ 25,886.33	\$ -	100.0
58062 Associate Minister Salary	\$ 24,891.45	\$ 25,042.00	\$ (150.55)	99.4
58064 Temporary Minister Salary	\$ 7,380.96	\$ 4,725.00	\$ 2,655.96	156.2
<b>Total 58060 Minister Salary</b>	<b>\$ 58,158.74</b>	<b>\$ 55,653.33</b>	<b>\$ 2,505.41</b>	<b>104.5</b>
58070 Minister Housing Allowance	\$ 15,076.88	\$ 15,076.88	\$ -	100.0
58072 Associate Minister Housing Allowance	\$ 29,579.94	\$ 29,580.00	\$ (0.06)	100.0
58074 Temporary Minister Housing Allowance	\$ 46,613.64	\$ 45,433.00	\$ 1,180.64	102.6
<b>Total 58070 Minister Housing Allowance</b>	<b>\$ 91,270.46</b>	<b>\$ 90,089.88</b>	<b>\$ 1,180.58</b>	<b>101.3</b>
58080 Minister FICA Allowance	\$ 3,133.63	\$ 3,133.63	\$ -	100.0
58082 Associate Minister FICA Allow	\$ 4,167.09	\$ 4,179.00	\$ (11.91)	99.7
58084 Temporary Minister FICA Allow	\$ -	\$ 3,837.00	\$ (3,837.00)	0.0
<b>Total 58080 Minister FICA Allowance</b>	<b>\$ 7,300.72</b>	<b>\$ 11,149.63</b>	<b>\$ (3,848.91)</b>	<b>65.5</b>
58090 Minister Dental	\$ 360.00	\$ 360.00	\$ -	100.0
58092 Assoc Minister Dental	\$ 1,320.00	\$ 1,440.00	\$ (120.00)	91.7
<b>Total Minister Dental</b>	<b>\$ 1,680.00</b>	<b>\$ 1,800.00</b>	<b>\$ (120.00)</b>	<b>93.3</b>
58093 Guest Ministers	\$ -	1,050.00	\$ (1,050.00)	0.0
58094 Recorded Sermons	\$ -	1,050.00	\$ (1,050.00)	0.0
<b>Total 58000 Minister</b>	<b>\$ 188,396.39</b>	<b>\$ 193,211.60</b>	<b>\$ (4,815.21)</b>	<b>97.5</b>

# BUDGET VS ACTUALS 2021-2022—EXPENSES

## EXPENSES FY 2021 - 2022

	Total	Total Budget	Over/Under Budget	Percent of Budget
<b>60000 Staff</b>				
<b>61000 Congregational Staff</b>				
<b>61100 Membership Coordinator</b>				
61111 Membership Coord Salary	\$ 3,777.03	\$ 7,631.00	\$ (3,853.97)	49.5
61113 Membership Coord Life & ADD	\$ 62.72	\$ 64.00	\$ (1.28)	98.0
61114 Membership Coord LTD	\$ 66.16	\$ 99.00	\$ (32.84)	66.8
61190 Membership Coord-Dental	\$ 592.00	\$ 600.00	\$ (8.00)	98.7
<b>Total 61100 Membership Coordinator</b>	<b>\$ 4,497.91</b>	<b>\$ 8,394.00</b>	<b>\$ (3,896.09)</b>	<b>53.6</b>
<b>61210 Child Care Coordinator</b>				
61220 Child Care Workers	\$ -	\$ 3,900.00	\$ (3,900.00)	0.0
61230 Youth Coordinator	\$ 587.10	\$ 6,980.00	\$ (6,392.90)	8.4
<b>Total Youth 61200</b>	<b>\$ 587.10</b>	<b>\$ 10,880.00</b>	<b>\$ (10,292.90)</b>	<b>5.4</b>
<b>Total 61000 Congregational Staff</b>	<b>\$ 5,085.01</b>	<b>\$ 19,274.00</b>	<b>\$ (14,188.99)</b>	<b>26.4</b>
<b>62000 Office Staff</b>				
<b>62100 Office Administrator</b>				
62111 Office Admin Salary	\$ 54,130.01	\$ 53,955.00	\$ 175.01	100.3
62112 Office Admin Hlth Ins	\$ 8,480.04	\$ 8,671.00	\$ (190.96)	97.8
62113 Office Admin Life & ADD	\$ 423.50	\$ 219.00	\$ 204.50	193.4
62114 Office Admin LTD	\$ 655.38	\$ 678.00	\$ (22.62)	96.7
62115 Office Admin Pension	\$ 4,885.11	\$ 5,019.00	\$ (133.89)	97.3
62190 Office Admin Dental	\$ 660.00	\$ 570.00	\$ 90.00	115.8
<b>Total 62100 Office Administrator</b>	<b>\$ 69,234.04</b>	<b>\$ 69,112.00</b>	<b>\$ 122.04</b>	<b>100.2</b>
<b>62200 Office Assistant</b>				
62201 Office Assistant Salary	\$ 9,564.53	\$ 10,759.00	\$ (1,194.47)	88.9
62213 Office Assistant Life & ADD	\$ -	\$ 42.00	\$ (42.00)	0.0
62214 Office Assistant LTD	\$ -	\$ 38.00	\$ (38.00)	0.0
62290 Office Assistant Dental	\$ -	\$ 360.00	\$ (360.00)	0.0
<b>Total Office Assistant</b>	<b>\$ 9,564.53</b>	<b>\$ 11,199.00</b>	<b>\$ (1,634.47)</b>	<b>85.4</b>
<b>Total 62000 Office Staff</b>	<b>\$ 78,798.57</b>	<b>\$ 80,311.00</b>	<b>\$ (1,512.43)</b>	<b>98.1</b>

# BUDGET VS ACTUALS 2021-2022—EXPENSES

## EXPENSES FY 2021 - 2022

	Total	Total Budget	Over/Under Budget	Percent of Budget
63000 Property Staff				
63100 Custodian				
63111 Custodian Salary	\$ 1,690.43	\$ 1,690.43	\$ -	100.0
63113 Custodian Life & ADD	\$ 22.20	\$ 22.20	\$ -	100.0
63114 Custodian LTD	\$ 28.16	\$ 28.16	\$ -	100.0
63115 Custodian Pension	\$ 169.05	\$ 169.05	\$ -	100.0
63190 Custodian Dental	\$ 120.00	\$ 120.00	\$ -	100.0
<b>Total 63100 Custodian</b>	<b>\$ 2,029.84</b>	<b>\$ 2,029.84</b>	<b>\$ -</b>	<b>100.0</b>
63210 Director of Facilities				
63211 Director of Facilities Salary	\$ 9,750.14	\$ 9,750.14	\$ -	100.0
63213 Director of Facilities Lif & ADD	\$ -	\$ -	\$ -	
63214 Director of Facilities LTD	\$ -	\$ -	\$ -	
63290 Director of Facilities Dental	\$ -	\$ -	\$ -	
<b>Total 63210 Director of Facilities</b>	<b>\$ 9,750.14</b>	<b>\$ 9,750.14</b>	<b>\$ -</b>	<b>100.0</b>
63310 Staff Facilities Manager				
63311 Staff Facilities Manager Salary	\$ 9,675.30	\$ 9,872.00	\$ (196.70)	98.0
63312 Staff Facilities Manager Health Ins.	\$ 3,601.76	\$ 3,171.00	\$ 430.76	113.6
63313 Staff Facilities Manager Life & ADD	\$ 103.00	\$ 25.00	\$ 78.00	412.0
63314 Staff Facilities Manager LTD	\$ 128.44	\$ 128.00	\$ 0.44	100.3
63390 Staff Facilities Manager Dental	\$ 592.00	\$ 592.00	\$ -	100.0
<b>Total 63310 Staff Facilities Manager</b>	<b>\$ 14,100.50</b>	<b>\$ 13,788.00</b>	<b>\$ 312.50</b>	<b>102.3</b>
<b>Total 63000 Property Staff</b>	<b>\$ 25,880.48</b>	<b>\$ 25,567.98</b>	<b>\$ 312.50</b>	<b>101.2</b>



# BUDGET VS ACTUALS 2021-2022—EXPENSES

## EXPENSES FY 2021 - 2022

	Total	Total Budget	Over/Under Budget	Percent of Budget
64000 RE Staff				
64100 Coordinator of REE				
64111 CREE Salary	\$ 47,058.52	\$ 41,311.00	\$ 5,747.52	113.9
64112 CREE Health Ins.	\$ 5,769.77	\$ 6,598.00	\$ (828.23)	87.4
64113 CREE Life & ADD	\$ 62.58	\$ 171.00	\$ (108.42)	36.6
64114 CREE LTD	\$ -	\$ 528.00	\$ (528.00)	0.0
64115 CREE Pension	\$ 751.62	\$ -	\$ 751.62	
64120 CREE Expenses				
64121 CREE Prof Expenses	\$ 499.71	\$ 4,061.00	\$ (3,561.29)	12.3
64190 CREE Dental	\$ 600.00	\$ 660.00	\$ (60.00)	90.9
Total 64100 Coordinator of REE	\$ 54,742.20	\$ 53,329.00	\$ 1,413.20	102.6
64300 Consultant - DREE			\$ -	
64311 Consultant DREE Salary	\$ 13,132.08	\$ 13,132.00	\$ 0.08	100.0
64320 Consultant DREE Expenses	\$ 1,351.84	\$ 2,313.00	\$ (961.16)	58.4
Total Consultant - DREE	\$ 14,483.92	\$ 15,445.00	\$ (961.08)	93.8
64200 RE Assistant				
64211 RE Assistant Salary	\$ 7,259.75	\$ 10,766.00	\$ (3,506.25)	67.4
64213 RE Assistant Life & ADD	\$ 124.47	\$ 26.00	\$ 98.47	478.7
64214 RE Assistant LTD	\$ 192.69	\$ 130.00	\$ 62.69	148.2
64290 RE Assistant Dental	\$ 540.00	\$ 720.00	\$ (180.00)	75.0
Total RE Assistant	\$ 8,116.91	\$ 11,642.00	\$ (3,525.09)	69.7
Total 64000 RE Staff	\$ 77,343.03	\$ 80,416.00	\$ (3,072.97)	96.2

# BUDGET VS ACTUALS 2021-2022—EXPENSES

## EXPENSES FY 2021 - 2022

	Total	Total Budget	Over/Under Budget	Percent of Budget
65000 Worship Staff				
65100 Music Director Salary	\$ 12,092.51	\$ 11,688.00	\$ 404.51	103.5
65200 Assistant Music Director Salary	\$ 14,768.58	\$ 14,026.00	\$ 742.58	105.3
65600 A/V Tech				
65610 A/V Tech Salary	\$ 8,860.00	\$ 7,280.00	\$ 1,580.00	121.7
65611 A/V Tech Life & ADD	\$ -	\$ 62.00	\$ (62.00)	0.0
75070 Asst. Music Director Personal Days	\$ -	\$ 200.00	\$ (200.00)	0.0
<b>Total 65000 Worship Staff</b>	<b>\$ 35,721.09</b>	<b>\$ 33,256.00</b>	<b>\$ 2,465.09</b>	<b>107.4</b>
69000 Staff Benefits				
69100 Workers Compensation	\$ 2,852.00	\$ 1,869.00	\$ 983.00	152.6
69200 FICA - Employer Contribution	\$ 13,600.74	\$ 15,402.00	\$ (1,801.26)	88.3
<b>Total 69000 Staff Benefits</b>	<b>\$ 16,452.74</b>	<b>\$ 17,271.00</b>	<b>\$ (818.26)</b>	<b>95.3</b>
<b>Total 60000 Staff</b>	<b>\$ 239,280.92</b>	<b>\$ 256,095.98</b>	<b>\$ (16,815.06)</b>	<b>93.4</b>
69900 Service Fees	\$ 142.52	\$ -	\$ 142.52	
75080 Staff Development	\$ 349.43	\$ 3,000.00	\$ (2,650.57)	11.6
75090 Staff Recognition	\$ 2,514.96		\$ 2,514.96	
<b>Total Expenses - Operations</b>	<b>\$ 597,746.07</b>	<b>\$ 623,639.54</b>	<b>\$ (25,893.47)</b>	<b>95.8</b>
<b>Net Operational Income</b>	<b>\$ (37,213.49)</b>			
Supplemental Funding	\$ 61,847.74	\$ 61,847.74		100.0
<b>Net Income with Supplemental Funding</b>	<b>\$ 24,634.25</b>			

---

# BUDGET 2021-2022—BALANCE SHEET

---

<b>BALANCE SHEET</b> <b>6/30/2022</b>
--

**ASSETS**

**Current Assets**

**Bank Accounts**

PNC Assoc Minister Setaside	17,518.60
<b>PNCOC PNC Operating Checking</b>	
PNC010 Non-Designated Op. Checking	71,222.57
<b>PNC100 Designated Subaccounts</b>	
PNC103 Accessibility Fund	9,886.40
PNC104 Assoc. Minister Fund	120.00
PNC 155 McMahon Fund	295.77
PNC170 Partner Church	188.91
PNC210 Social Action	5,614.93
PNC220 Property Wish List	0.00
PNC221 Solar Project	10,589.75
PNC270 Mortgage Pay Down	0.00
<b>Total PNC100 Designated Subaccounts</b>	<b>\$ 26,695.76</b>
<b>Total PNCOC PNC Operating Checking</b>	<b>\$ 97,918.33</b>
<b>PNCOS PNC Operating Savings</b>	<b>54,616.07</b>
<b>PNCPR PNC Property Setaside</b>	<b>10,068.34</b>
<b>PNCSTB PNC Sabbatical Setaside</b>	<b>13,778.42</b>
<b>PNCSTD PNC Health Benefits Setaside</b>	<b>10,009.90</b>
<b>Total Bank Accounts</b>	<b>\$ 203,909.66</b>
<b>Other Current Assets</b>	
Credit Card Bill Credit	\$ 0.00
<b>Total Current Assets</b>	<b>\$ 203,909.66</b>
<b>TOTAL ASSETS</b>	<b>\$ 203,909.66</b>

---

# BUDGET 2021-2022—BALANCE SHEET

---

<b>BALANCE SHEET</b>
<b>6/30/2022</b>

## LIABILITIES AND EQUITY

### Liabilities

#### Current Liabilities

##### Payroll Liabilities

Employee Pension Contribution Payable	\$	-
---------------------------------------	----	---

Total Current Liabilities	\$	-
---------------------------	----	---

Total Current Liabilities	\$	-
---------------------------	----	---

#### Long-Term Liabilities

Mortgage Balance		16,283.06
------------------	--	-----------

	\$	16,283.06
--	----	-----------

Total Liabilities	\$	16,283.06
-------------------	----	-----------

### Equity

10000 Opening Balance Equity		13,647.70
------------------------------	--	-----------

13000 Unrestricted Net Assets		170,287.07
-------------------------------	--	------------

Net Income	\$	3,691.83
------------	----	----------

Total Equity	\$	187,626.60
--------------	----	------------

TOTAL LIABILITIES AND EQUITY	\$	203,909.66
------------------------------	----	------------

---

# BUDGET 2021-2022—PASS-THROUGH, OFF-BUDGET, DESIGNATED

---

<b>PASS-THROUGH, OFF-BUDGET &amp; DESIGNATED INCOME FY 2021 - 2022</b>
--

	Total
<b>PASS-THROUGH</b>	
Social Action	
Income - 45210	\$ 30,211.28
Disbursement - 70210	\$ 30,355.96
Net Income	<u>\$ (144.68)</u>
Partner Church	
Income - 45170	\$ 1,910.00
Disbursement - 70170	\$ 2,000.00
Net Income	<u>\$ (90.00)</u>
<b>OFF-BUDGET</b>	
McMahon Fund - Off Budget	
Balance	\$ 984.94
A/V Equip/RE/Recorded Sermons/ Leadership Training	<u>\$ 689.17</u>
Net Remaining in Designated Op Checking	\$ 295.77
<b>DESIGNATED INCOME</b>	
PNC 270 Mortgage Principal Paydown	
Donations	\$ 17,100.00
PNC104 - Associate Minister Set-Aside	
Donations	\$ 14,270.00
PNC 220 - Property Wish List	
Donation for Tent Purchase	\$ 1,000.00

# 2021-2022 DIRECT DONATIONS

<b>DIRECT DONATIONS</b> <b>FY 2021 - 2022</b>
--

<b>Committee or Program</b>	<b>Direct Donations</b>	
<b>Shared Offering</b>		
Greater Community AIDS Project	\$	1,812.50
First Followers	\$	1,702.50
Partner for People and Places	\$	2,730.00
Banks Bridgewater Lewis Fine Arts	\$	1,835.00
DREAAM	\$	1,577.50
MAIA	\$	1,992.50
The Refugee Center	\$	2,285.00
Champaign Urbana Schools Foundation	\$	2,015.00
Women in Need Recovery (WIN Recovery)	\$	2,273.00
RACES	\$	1,898.50
The Lakota People's Law Project	\$	2,077.03
<b>Cunningham Township Utilities Fund</b>	\$	2,974.00
<b>Partner Churches</b>	\$	2,000.00
<b>Racial Justice Project</b>		
NAACP	\$	1,000.00
Malcom X Grassroots Movement	\$	750.00
First Followers	\$	500.00
Urban Neighborhood Connection	\$	500.00
CUAP Trauma and Resiliency	\$	750.00
<b>Immigration Justice Task Force</b>		
Immigrant Hospitality	\$	332.80
BackPack project	\$	1,646.90
<b>Social Action Committee</b>		
UP Center	\$	100.00
University YMCA Welcome Center	\$	150.00
UU Advocacy Network of Illinois	\$	750.00
<b>Total</b>	\$	<b>33,652.23</b>
<b>UUA Annual Program Fund</b>	\$	<b>25,618.00</b>

This page left intentionally blank.

# APPROVED BUDGET 2022-2023

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



# APPROVED BUDGET 2022-2023

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

# APPROVED BUDGET 2022-2023

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

# APPROVED BUDGET 2022-2023

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

# APPROVED BUDGET 2022-2023

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

This page left intentionally blank.

---

# DRAFT MEETING MINUTES FROM JUNE 5, 2022 ANNUAL MEETING

---

## DRAFT MINUTES

Annual Meeting

Unitarian Universalist Church of Urbana-Champaign

309 W Green St

Urbana, IL 61801

Held hybridly in person and on Zoom

June 5, 2022

### I. Call to order and verification of a quorum

A quorum of 63 was reached at 11:58 p.m. The meeting began at 12:06 p.m. with a welcome and voting instructions from Gail Schiesser, Moderator.

85 people in attendance: 50 in Fellowship Hall and 35 in Zoom. Revs. Karen Bush and Sally Fritsche provided snacks and refreshment.

### II. Finalization and Approval of the Agenda

The moderator moved the gift policy motions to be under New Business.

Chris Hannauer moved to finalize the agenda; Pat McClard seconded.

The vote was 75 in favor to accept the finalized agenda; 1 person was opposed.

### III. Remarks by Board of Trustees Chair

Becky Densmore

Welcomed everyone to the first ever hybrid meeting. Expressed gratitude for:

- meeting planners (Jody Hanger, Gail Schiesser, Randy Locke, Brian Franklin, Avalon Ruby, Jamie Jones, Kelly Halcom, Lara Breeze-Troyer, Steve Troyer)
- the Revs. KB (Karen Bush) and Sally Fritsche
- the Chairs of the various committees including Chris Hannauer (Finance), Dave Sharpe (Personnel), and Mona Shannon (Gifts and Generosity)
- Jenny Hunt for dreaming and planning,
- The Board of Trustees for 21-22: Penné Beckett, Jennifer Ellis, Jerry Frye, David Gross, Jody Hanger, Brian McDermott, Lan Richart
- The congregation for past, present and future support

### IV. Remarks by the Consulting Lead Minister

Rev. Karen Bush

- Expressed thank yous and a call to make the world what we dream it to be - we have made it this far, we still have some work to do to bring everyone together.
- Introduced the Interim Minister Transition Team: Sam Beshers, Karla Peterson, Kiri Fagen-Ulmschneider, Anne Newman, Jim Hannum.
- Church is at a place where we are ready to move on, but we have grief to process - time to cleanse and prepare for what is next.
- Transition team's job is to engage the congregation to prepare for the next ministry.

---

# DRAFT MEETING MINUTES FROM JUNE 5, 2022 ANNUAL MEETING

---

## V. Approval of Minutes from the Annual Meeting on June 6, 2021

Karen Folk moved to approve minutes as presented in the Annual Meeting packet; Jerry Carden seconded.

81 voted in favor, 0 were opposed. The minutes from the 2021 Annual Meeting were approved unanimously.

A motion was presented by Walt McMahon to streamline voting for the rest of the meeting. He suggested that votes in opposition to a motion be counted (i.e. ask for any objections) first. If the votes in opposition are not the majority of those present, then the motion passes.

75 voted in favor of making this change to the voting procedure for this annual meeting, 3 were opposed. The motion to amend the voting procedure passed.

## VI. Presentation and Vote on the Proposed Budget 22-23

Chris Hannauer, Finance Committee Chair

Challenges from the past year included

- Increased property needs
- The uncertainty of pledge donations (drop in expected pledges was 3%)
- The impact of return to in person worship
- The need to maintain and improve hybrid worship - staff investment costs

FY23 highlights:

- Both ministers are  $\frac{3}{4}$  time
- Increased hours for AV Technician
- Facilities Manager now full time
- Child Care Coordinator position and paid child care workers are funded
- All staff will get a 3% cost of living raise
- Able to fund the ministerial search team with \$10,000 from the sabbatical setaside
- The total budget is \$603,708 (up a little bit from last year)
- Pledge receipts total \$487,502 plus \$46,645 pledged specifically for the Associate Minister position
- Membership Coordinator position was reduced to 10 hrs/wk
- Youth Coordinator not currently funded
- No contributions were made to any setaside accounts
- The Social Action Council budget was cut by 50%
- We received a one-time \$7,000 reduction in dues owed to the UUA because of our longstanding stature
- 76% of the church's budget is staff; 24% is everything else

Concerns for FY 24 and beyond:

- FY23 budget was enhanced by one-time infusions (McMahon fund, UUA due forgiveness, Associate Minister setaside)
- Looking at an institutional deficit of at least \$30,000 next year and every year after that

---

# DRAFT MEETING MINUTES FROM JUNE 5, 2022 ANNUAL MEETING

---

Chris Hannauer made a motion to accept the budget as presented; Kathleen Robbins seconded.

There was no opposition expressed; the motion to accept the FY23 budget carried.

Comments:

- Randy Locke expressed thanks for those who worked on the budget. Good that the structural deficit is on the forefront. The youth coordinator is a very important position that should be filled - can parents help in some way?
- Chris Hannauer commented that Adelaide Aime has revolutionized the budget process

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

For the Board of Trustees: Joe Finnerty, Karen Folk, and Jenny Hunt were all elected with no opposition. There remains an open position that will be filled by the Board of Trustees.

Adelaide Aime was elected as Treasurer with no opposition.

Gail Schiesser was elected to another term as Moderator with no opposition.

Peggy Patten and Tim Temple were elected to the Nominating Committee with no opposition.

There remains an open position on the Nominating Committee that will stay open by the Board's request due to a pending bylaws change - there was no opposition.

Steve Troyer was elected as a Trust Fund Trustee with no opposition.

David Gross was elected as a General Assembly delegate with no opposition.

Doug Jones was nominated, but can not attend – suggested Dwight Jones as a replacement, but because he was not at the meeting, the position will be filled by the board.

The moderator answered Mick Henry McEnroe's question from the Zoom chat about discussion around elections - usually there is no discussion with elections, just votes.

There were no nominations to the Mediation Committee because of the pending bylaws changes.

## **VIII. Affirmation of Settled Search Team**

The following people have been asked by the Board of Trustees to serve on the Ministerial Search Team and have accepted: Wendy Graves, Chris Hannauer, Tanja Hodges, Pat McClard, Janet Revell Barrett, Dave Sharpe, and Angela Urban. This team serves at the will of the Board of Trustees.

There was applause for the search team.



---

# DRAFT MEETING MINUTES FROM JUNE 5, 2022 ANNUAL MEETING

---

## IX. Proposed Gift Policy Revisions

Mona Shannon, Generosity and Gifts Chair

### A. Creation of the Capital Fund

Monies put in it could be used for process of evaluating our current building

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

Mona Shannon moved to accept the motion as written; Jenny Hunt seconded.

#### **Discussion:**

- Clarification that the UU Trust Fund is UUCUC-specific, not a national fund from the UUA.
- Kelly Halcom asked what would be done with leftover funds? Mona Shannon replied that this is meant to be an ongoing fund and so money would stay in account for future capital campaigns.

The motion carried with no opposition; the motion to create a Capital Fund passed.

### B. Creation of an Unrestricted Bequests Fund

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

Mona Shannon moved to accept the motion as written; Becky Densmore seconded.

#### **Discussion:**

- Clarification that the fund creation will not change what we do with money received
- Walt McMahon concerned that the Board of Trustees would be able to use unrestricted bequest money in the operating budget
- Mona Shannon assured McMahon that the only thing the BOT can do is bring the question before the congregation; the BOT must follow the policy set by the congregation

The motion to create an Unrestricted Bequests Fund carried with no opposition.

### C. Amendment to Article V, Acceptance of Gifts over \$5000

Section 3e is confusing and applied inconsistently. The purpose of this rule is to make sure that the

---

# DRAFT MEETING MINUTES FROM JUNE 5, 2022 ANNUAL MEETING

---

congregation only accepts appropriate gifts and to ensure that the congregation retains authority to decide how funds are used.

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

Mona Shannon moved to accept the motion as written; Karen Folk seconded.

The motion was amended to insert the language from Article V. Section 3e to make the motion more clear.

Karen Folk made a motion to accept the amended motion; Joe Finnerty seconded.

The amended motion (as reelected above) passed with no opposition.

## D. Revision to the Unitarian Universalist Trust Fund

The full motion is available for review in the 2022 Annual Meeting Packet.

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

Mona Shannon moved to accept the motion as written; Pat McClard seconded.

### **Discussion:**

- The moderator clarified that the congregation is voting on what was provided in the 2022 Annual Meeting Packet, sent to everyone via email and available in printed form at the church.
- Sean Bartlett asked what was meant by “church leaders.” Mona Shannon clarified that it is anyone in the leadership of the church who can move the money, not just the Trustees of the UU Trust Fund.

The motion carried as written with no objections.

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

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

Mona Shannon moved to accept the motion as written; Barbara Hudgings seconded.

### **Discussion:**

- Sam Beshers asked if the retained money had flexibility - could the congregation put it

---

# DRAFT MEETING MINUTES FROM JUNE 5, 2022 ANNUAL MEETING

---

anywhere? Mona Shannon confirmed.

- Question from Zoom chat: Could the retained money be invested? Shannon replied that if the congregation requests it.

Motion carries as written with no objections; the Anne Erlich bequest will be distributed as described above.

## XI. Proposed Changes to Bylaws

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

The Board of Trustees evaluated the language with the Committee on Shared Ministry. The Board is committed to creating a mediation policy, but it should not be a part of the bylaws.

**MOTION:** Based upon the recommendation of the Council on Shared Ministry, the Board of Trustees moves to advance a Bylaws amendment to remove references related to the Mediation Committee, including the congregation's need to take action on committee members' appointments and/or nominations.

Brian McDermott moved to accept motion as written; Cindy Ingold seconded.

#### Discussion:

- Walt McMahan agreed with dissolution - no conflict, no mediation needed.
- Jenny Hunt suggested that the Board of Trustees look at former minister Florence Caplow's interest in a Right Relations Committee - there could be conflicts as we move ahead with Widening the Circle; only trained people who can really facilitate conflict resolution should be on a future committee
- Kelly Halcom - curious that it doesn't stay in place until a replacement is created; Brian McDermott replied that no one is on the Committee now - it is basically nonexistent. Not a good use of valuable leadership resources to try to find members right now.

Motion carried as written with no objection; the Mediation Committee is stricken from the Bylaws.

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

**MOTION:** The Nominating Committee proposes the following revision to UUCUC's Bylaws to the Board of Trustees.

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

Section 2: The members of the Board of Trustees shall be elected for three-year terms. Terms shall begin and end with the beginning of the Board Organizational Meeting for the relevant years.

**Trustees will be elected in a rotational cycle: Three shall be elected in year A, and two in year B and 2 in year C.**

---

# DRAFT MEETING MINUTES FROM JUNE 5, 2022 ANNUAL MEETING

---

Brian McDermott moved to accept the motion as written; Marilyn Ryan seconded.

The motion to amend the Board of Trustees Bylaw VII carries with no objections.

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

**MOTION:** The Nominating Committee proposes the following revision to UUCUC's Bylaws to the Nominating Committee.

### ARTICLE XI: NOMINATING COMMITTEE

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

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

Brian McErmott moved to accept motion as written; Cindy Ingold seconded.

#### **Discussion:**

- Cindy Ingold commented that the language as revised is much clearer
- Todd Kinney wondered why an attempt was not made to elect another Nominating Committee member; Brian McDermott responded that the Board and Nominating Committee will try to recruit someone after the meeting.

The motion passed with no objections; Bylaw XI regarding the Nominating Committee will be revised.

## **XII. New Business**

Per the Moderator - not needed because the gift policy revision was part of the motion presented by Mona Shannon.

## **XIII. Adjourn**

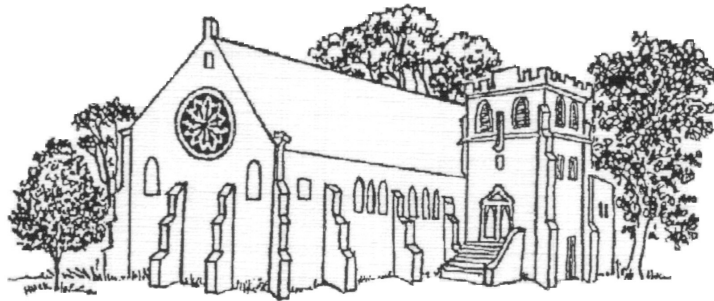
Virginia Brubaker made a motion to adjourn the meeting; Chris Hannauer seconded.

The 2022 Annual Meeting adjourned at 2:37 p.m.

This page left intentionally blank.

This page left intentionally blank.

This page left intentionally blank.



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