

UNITARIAN UNIVERSALIST CHURCH OF URBANA CHAMPAIGN



FY 2022-2023

CONGREGATIONAL MEETING PACKET

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MISSION STATEMENT

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

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

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





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.

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.



CONGREGATIONAL VISIONS

Social Justice/Action

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

Service to Others

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

Spirituality

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

Learning

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



CONGREGATIONAL STATEMENT

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.



22-23 BOARD OF TRUSTEES AND OFFICERS



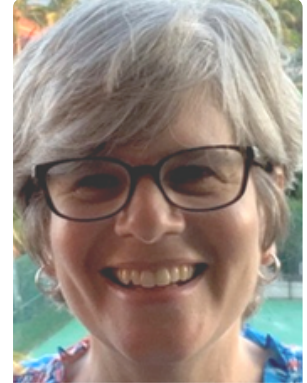
Becky Densmore
Chair



Jenny Hunt
Vice Chair



Adelaide Amie
Treasurer



Jody Hanger
Clerk



Penné Beckett



Karen Folk



Joseph Finnerty



Steve Herzog



Rev. Karen Bush
Interim Lead Minister



Kathy Vance
Financial Secretary



Gail Schiesser
Moderator





MODERATOR WELCOME

Greetings, Friends,

It's been a year of returning. We began reemerging this year like toddlers peeking out from under the covers to see if it's safe. It may not have always felt safe, it may not have always felt familiar, but we kept at it. Returning more and more to ourselves.

Naturally enough, we haven't all reemerged at the same speed or to the same degree. While still offering hybrid services and meetings, more and more of us returned to our church home - to the sanctuary for services, to the church building for meetings. Returning to ourselves. Returning to one another. Returning to our community.

And, as if to cast doubt on the trickiness of that reemergence, the Settled Minister Search Team managed to conduct their meetings, gather their data, share their meals, and return from their work with a candidate to be our settled minister. On April 30th, we returned a resounding vote to call Beth Monhollen as our Settled Minister.

What more could there be to do? Well, there's always some work to do at our Annual Meeting. As is always true, we'll vote on a budget for the next year and vote to elect members of the Board of Trustees and some Church officers. There will be another bit of business or two.

And once we've concluded our business, we can take a breath and relax for a moment.

I'll see you all at the Meeting.

Bright blessings,
Gail Schiesser
UUCUC Moderator



CALL LETTER & AGENDA

May 19, 2023

Dear Church Member,

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

The Annual Meeting is scheduled from 1:00 to 2:30 pm on Sunday, Jun 4, 2023, following an all church potluck.

In accordance with the Constitution and Bylaws, this meeting will take place in person at UUCUC. Votes made at this meeting will be binding. This meeting will be live streamed and recorded. Please note that voting will take place only in person.

The agenda will be:

- I. Call to order and verification of a quorum
- II. Finalization of the Agenda
- III. Remarks by the Board of Trustees Chair
- IV. Remarks by the Associate Minister
- V. Approval of Minutes from the Annual Meeting on June 6, 2022
- VI. Presentation and vote on the 2023-2024 Annual Budget
- VII. Election of Officers, Members of the Nominating Committee, and Delegates to the General Assembly

NOTE: For these positions, a proposed slate of nominees is attached. According to Article XI, Section 7, of the bylaws, "nominations for any office may be made from the floor at any congregational meeting. However, nominations will be accepted only for those who have given their consent either in person or in writing."

- VIII. Proposed Redistribution of Retained Unrestricted Bequest Fund Monies
- IX. Adjourn

Sincerely,

Jody Hanger
Clerk, Board of Trustees

(Printed copies of the Annual Meeting packet are available; call the office if you would like one. There will be a limited number of printed copies of the packet available at the in-person meeting along with a QR code to scan for electronic access.)



REMARKS BY THE BOARD CHAIR

Dear UUCUC,

Earlier in the year, I shared my belief that resilience and renewal are our church's superpowers. We stood witness this past year as we demonstrated grit to move beyond present circumstances to reach a joyful conclusion through a successful settled minister search. The Reverend Beth Monhollen is set to join us in August, and we couldn't be more delighted. Please join me in thanking the Settled Search Team (SST) who helped facilitate our resilience. Co-chaired by Janet Revell Barrett and Pat McClard, they were joined by Angela Urban, Chris Hannauer, Dave Sharpe, Tanja Hodges, and Wendy Graves. To each and every member of the SST, THANK YOU! Our simple thanks do not begin to express the deep gratitude we feel for the sacred work you performed on our behalf. Kudos and congratulations for your outstanding efforts!

This past year, our superpowers were also demonstrated in the leadership arena. Many congregants committed and recommitted to continue working in councils, committees, task forces, teams, and other means to operationalize our mission to build community, seek inspiration, promote justice, and find peace. Included in our Annual Meeting Packet is a full slate of nominees for lay leaders, officers, board members, and delegates ready to represent UUCUC during the Unitarian Universalist Association (UUA) 2023 General Assembly. On behalf of the Nominating Committee (NomCom) comprised of Kathy Frizzell, Peggy Patten, Penne Beckett, Tim Temple, and me, we offer our heartfelt appreciation to everyone we connected with to help fill these leadership openings. We are grateful to you for answering the call to leadership to serve UUCUC in this important way. Beyond that, we send our thanks to every church member who answers the leadership call throughout the year and years to come. Cheers to your brilliant success!

Included also in our Annual Meeting Packet is our draft 23-24 budget. We owe the Budget Preparation Taskforce, chaired by Brian McDermott, a tremendous gratitude debt. This year, the budget preparation was an intentional, inclusive process to ensure Council representation was at the table. Developing this budget wasn't an easy task as we had to make some hard decisions about our finances. The Taskforce persevered and identified a way to equitably share reductions to address our structural deficit. I'm pleased to report that through the flexibility and collaboration of many, we have addressed the majority of it.



REMARKS BY THE BOARD CHAIR

Once again, our superpowers rise in our favor and we thank the members of the Budget Prep Taskforce, including Adelaide Aime, Sam Beshers, Lara Breeze Troyer, Jerry Carden, David Gross, Tanja Hodges, Brian McDermott, Lan Richart, Kathleen Robbins, Mona Shannon, Dave Sharpe, Kathy Vance, and Paul Weston. Truly, to each and every member who contributed and to the Councils they represented, thank you for your resilience and commitment to UUCUC! We are grateful for your tremendous efforts to develop and present this budget to the board and congregation. Well done and deeply appreciated!

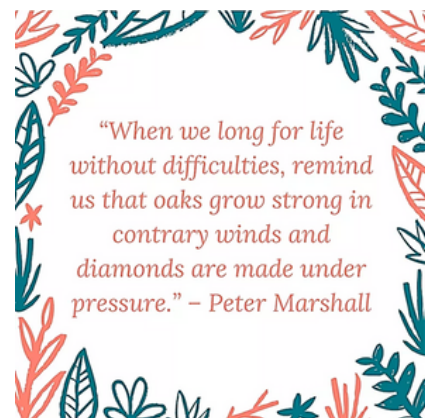
As is the way with the natural world, something must end to begin again. With deep appreciation, this past May, we said goodbye to the Reverend Karen Bush (aka Rev. KB) who held us in her loving pastoral embrace, while we worked through the liminal time of yesterday and today. Over the last two years, she has served UUCUC as a Consulting Minister, Lead Interim Minister, and our Chief of Staff. As a church community, we couldn't have been more blessed to have had her tending our garden of humans being, doing, and becoming. We send off Rev. KB with love, laughter, and a celebration of her ministry where we paid tribute to her expertise in managing the seemingly impossible tasks that are expected of butterfly herders. We wish you a life full of happiness and joy as you return to retirement. Thank you for allowing us to interrupt it and know you will always have friends here at UUCUC!

And to you, this congregation of passionate, committed, and dedicated activists and allies on fire to bring about justice, thank you for your incredible contributions to our church. Your time, talent, and treasure that you so generously share are true gifts, and they are most deeply appreciated.

And finally UUCUC, thank you for entrusting the 2022-2023 Board of Trustees to serve you and provide stewardship for our church. Together we can make real impacts to bring about a more just world. And our superpowers will continue being the special spice that sets us up for success. Onward and upward all y'all!

Yours in service -

Becky Densmore, Chair





REFLECTIONS FROM OUR INTERIM LEAD MINISTER REV. KAREN BUSH

Dear Beloved Community,

As I sit to put down my reflections of the past year and consider how far we have come as a congregation I am both proud and amazed.

Just over one year ago we made the judgement call to move from entirely online services and a closed building to open to small groups and hold the first of our backstage pass services. Together we found our way through the here to fore unknown landscapes in the tenuous dance between safety and in person reconnection.

There was no guidebook.

There were no traditions or lessons learned from “days of yore” to lean on or look to. Not even Julie Pride or the UUA could give us exact guarantees of right action— only encouragement and an overall safety framework. And so, after 2 years of full lock down, at each service 30 to 40 masked brave souls through the doors into in person worship and slowly, as rates have continued to drop and vaccines became increasingly available, we have opened more and more and more.

Until finally, here we are today in spring 2023. Full pews on Sundays. A fully engaged RE&E and OWL program. Yet another successful Generosity Campaign. A highly successful Settled Lead Minister search accomplished, a rich and nourishing year of Sunday services provided by a whole team of UUCUC members (including our powerhouse Transitions Team who led wonderful inspiring monthly services) in addition to services led by Reverend Sally and I as your ministers.

This past year ushered in top-of-the-line new staff members: M.R. Rowland, our Choir Director, Selena Gonzalez, our AV Tech; Natalie Danner, our Sunday Children’s REE Coordinator; Erin Preslar, our Childcare Coordinator, Kelly Skinner, our Manager for REE, Cate Calac, our Director of Congregational Administration; and Autumn Haskins, our Office Assistant. All these wonderful professionals joined the team of Tim Voelker, our Facilities Manager; Juan Camacho, our Accompanist; and, of course, the incomparable Reverend Sally Fritsche, our Minister of Congregational Life.

We wished fare-thee-well to Benjamin Hanson our former choir director, Rose St. Clair our REE Coordinator and Avalon Ruby, our AV Tech all of whom served our church so beautifully and courageously through the long lockdown days and beyond.

We also bid fare well to Brian Franklin, our Director of Business Administration, whose role in guiding our congregation through the “COVID Years and beyond” cannot be overstated. Brian’s wisdoms, expertise and constant support was at the ready for any who asked or needed— minister, staff, lay leader, church member, friend or visitor and his impact played an essential role in UUCUC’s depth and breadth of institutional health and resilience throughout his tenure with us. We all remain extremely grateful.



REFLECTIONS FROM OUR INTERIM LEAD MINISTER REV. KAREN BUSH

I need to put on record that Brian Franklin, Becky Densmore, Chair of the Board of Trustees and Reverend Sally made up a truly extraordinary team filled with wisdom, tenacity, strength, courage and love who each served to be my guides, encouragers, confidants and companions every step of the way during my tenure here and I want to thank each of them personally.

I also want to thank my Transition Team members who faithfully invested many hours a month in my home and on line together in planning beautiful monthly services to help carry the interim work forward as agents of insight and reflection. Kiri Fagen-Ulmschneider, Anne Newman, Sam Beshers, Karla Peterson, Jim Hannum and Kathleen Robbins, you are a true "dream team." I, as well as a grateful congregation, thank you.

As you read this I will no longer be serving as your Lead Interim Minister - a contract that ended on June 3rd. I want to make sure you all know this has been one of the greatest honors of my life. I have loved getting to know each and every one of you and walking beside you as one of your ministers.

In late August 2021 when Reverend Florence called me on behalf of the Board of Trustees to ask if I would consider serving for 3 months at 50 percent time as your consulting Lead Minister I looked around the deep enjoyment of my retirement "chair"... And then remembered what I knew about this congregation... your commitment to community with each one another, your passion for social justice, your fierce thirst for freedom of thought and ideas, your open hearted acceptance of the possibly quirky, sometimes nerdy, uniqueness of any one who comes in the door, your stubborn bull-headed determination to speak truth to power, no matter what the cost. I knew this was the chance of a life time for me to "come home" and journey with people of my deepest heart in this way. Little did I know how right I was.

I remember last thing Florence told me in that very first conversation up there at the top of the high diving board before I jumped off into the unknown on what will have unfolded to be a 22 month long adventure. She said, "You will have fun." Little did I know how right she would be.

I love you, UUCUC.

I am so proud of you.

I will miss you... and will always be so incredibly grateful for this amazing adventure we had... together.

REVEREND KB.
JUNE 4, 2023





TREASURER'S REPORT

Fiscal Year 2022-23 has been one of continuation, consolidation, and consideration. The joy and renewed community engendered by returning to in-person services has made the hard work of managing a half-million dollar-per-year budget a labor of love.

Continuing in the footsteps of our previous, dedicated Treasurers, since taking over the Treasurer task in July of 2022 I have worked with the Finance Committee to streamline processes by consolidating some accounts and activities. The next step is to consider whether some systems could be automated to create efficiencies.

The church's financial position is sound. The previous fiscal year—FY2021-22—ended on a positive note with a slight surplus of less than one percent. Pledge income has been rising each year, and donations and plate income have remained steady. We continue to benefit greatly from endowments created in the past which supplement our annual operating fund to the tune of \$23,000 per year, including dollars targeted toward funding special musical activities through the England endowment. In addition, the McMahan Fund continues to supplement annual spending by providing thousands of additional dollars for special projects in several targeted activity areas. Many thanks to the generous donors who have made these fiscal enhancements possible.

During this fiscal year (FY2022-23) our church passed the finish line in two significant capital areas. One is that we paid off the mortgage on our building; we now own our beautiful stone church (plus 5 city lots) free and clear. Another is that we paid off the installation cost of the rooftop solar panels. Savings have already been accruing as we generate a higher percentage of our electricity.

Looking towards next fiscal year, in the spring of this year the Budget Task Force worked tirelessly to craft a thoughtful proposed budget for the FY 2023-24 Fiscal Year. The budget will be presented for the congregation's consideration and approval at the annual meeting in June. While there is some reliance on one-time funds, that reliance has been cut by more than fifty percent compared to last year.

Looking through a multi-year lens, we hope to be able to project expenses more accurately now that activities are being reinvigorated. Councils will be estimating their fiscal needs guided by their sections of the 2021-25 Strategic Plan. And the Finance Committee—through the Operations Council—will be devising strategies for an appropriate and robust fiscal infrastructure to support the church's mission through the activities of the councils, ministers, and staff.

Respectfully Submitted,
Adelaide Aime, Treasurer



**FY24 BUDGET
OVERVIEW
AND HIGHLIGHTS**

Proposed FY24 Budget
(Revenue and Expenses)

ver: 28 rev: 5/15/2023

FY24 Proposed Revenue	FY24 Proposed	% change over prev		FY23 Approved
	535,590	0.4%	Receipts on Pledges (estimated)	533,681
	20,500	-4.7%	Donations, Credit Card Offset, & Plate (church half)	21,500
	25,000	18.5%	Service Auction Proceeds /Spring 2024 (Estimated)	21,098
	24,819	12.5%	Endowment Proceeds (for general use)	22,055
	5,968	138.7%	Rentals, Interest, Misc (higher this year b/c CD interest of \$2,400/yr)	2,500
	12,000	na	Pass-Through Income for Shared Social Action Activities incl Partner Church	was "off-budget"
623,877	Subtotal before One-time and Not-to-Exceed Revenue		- ←check	600,834
	43,789		One-Time Revenue & Not to Exceed Funds (McMahon, Engl Music, Ministers' Discr)	-
667,666	Revenue Grand Total		- ←check	

Expenses	(personnel costs in bold, percentages on subtotal)		
211,952	Ministerial Services 33.3%		
123,323	46.0%	Lead Minister Costs (Full-time, includes total compensation & professional expenses)	84,452
88,629	3.1%	Assoc Minister for Congr Life Costs (Part-time, includes compensation & prof expenses)	85,961
3,244	Congregational Life (in addition to Ministers) 0.5%		
3,244	48.0%	Membership Committee, Membership Coordination, Care Core spending	2,192
26,100	Social Action Activities (includes climate justice) 4.1%		
14,100	47.3%	Social Action Council (includes the 2 Initiatives & other activities)	9,575
12,000	na	Shared Social Offering Plate Proceeds to selected nonprofits	was "off-budget"
54,220	Worship/Sunday Services Expenses 8.5%		
6,550	20.2%	Worship (Incl instruments, music, summer services)	5,450
7,192	1.6%	Child Care [Coor Comp(4 hrs/week, 52 weeks/yr) and paid PT Child Care staff (52 wks/yr)]	7,080
28,240	0.0%	Musicians Compensation [Accompanist (44 weeks) & Choir Director (44 weeks)]	28,240
11,238	-42.8%	Worship A/V Tech Compensation to support hybrid worship (52 wks/year)	19,632
1,000	0.0%	Hospitality (kitchen supplies, coffee & tea)	1,000
77,124	REE Expenses 12.1%		
65,874	2.0%	REE Lead Costs (full-time, includes total compensation & professional expenses)	64,551

Proposed FY24 Budget

(Revenue and Expenses)

112,941	11,250	-20.8%	Program costs including REE volunteer background checks	14,200
	Occupancy	17.8%		
	65,425	3.8%	Facilities Lead Compensation (full-time)	63,023
	47,516	-14.5%	Property Expenses (includes cost of contractual services, minor repairs, insurance)	55,603
44,598	Congregational/Denominational	7.0%		
	1,500	87.5%	Trustees Contingency, Lay Leader Training & Recognition	800
	30,998	46.7%	UJA Annual Assessment	21,135
	9,000	na	Contributions to Setasides (Sabbatical, Property, Personnel)	-
	3,100	-44.6%	Fundraising Expenses	5,600
	-	na	Ministerial: "Committees on Ministry"	-
105,624	Administrative Expenses	16.6%		
	61,640	-21.6%	Administrative Lead Costs (incl compensation (full-time, 52 weeks/yr) & prof expenses)	78,577
	12,587	-9.4%	Communication/Office Assistant Compensation (52 weeks/year)	13,890
	31,397	1.2%	Administrative Expenses including staff background checks, training	31,026

635,803 Subtotal before One-Time and Not-to-Exceed Costs

31,863

One-Time Expenses & Not to Exceed Funds (McMahon, Engl Music, Ministers' Discr)

667,666 Expenses Grand Total

667,666 Anticipated Revenue

0 Over or Under

\$ check: -

% check: -100.0%

150,222

Non-profit benchmark: administrative costs ≤ 25% of revenues → 23.6%

Personnel: 445,084

% on total: 67%

Fixed Expenses: 177,747

27%

Flexible Costs: 44,835

7%

- ← \$ check

0% ← % check

NOTES:

This budget shows some costs that were formerly kept "off-budget". Cannot necessarily compare totals.

11,926 is the net recurring deficit between the subtotals of Income and Expenses (exclusive of One-Time and Not-to-Exceed dollars).

Overall personnel costs reduced by \$8K over last year's budget.

Respectfully Submitted, Adeladie Amie, Treasurer

in
loving
memory



Kathy Robinson

July 16, 1952 - July 3, 2022

Kathy joined our congregation shortly after moving into her Green Street co-op apartment with husband Howie. Their son and his family, who lived just next door, were already committed UUCUC members, so Kathy very soon found her own place in the heart of our church community. Kathy was thoughtful, warm, talented, and deeply caring. She made friends in the tenor section of our church choir, and discovered that many of the familiar faces she was meeting in her OLLI classes showed up here in the UUCUC pews as well. She was a prolific writer, and often blessed us with readings of her work, at coffeehouse fundraisers and sometimes even from the pulpit on a Sunday morning



Norma Childers

April 8, 1925 to July 19, 2022

Norma lone Hilsabeck was born to Louis and Edith (Shanks) Hilsabeck on April 8, 1925, in Pana, Illinois. She moved to Urbana in 1944. She married Bill Childers in 1947. In addition to being Bill's partner in numerous projects and adventures, she was the executive secretary for Harlan Moore's building supply business. In 1957, Norma had one son, also named Bill. After her husband Bill died in 1984, she spent winters in Ft. Myers, Florida, with her sister Lois. In 2002, Norma and Lois bought a house across the street from her son, Bill, his wife Barb, and most importantly, her grandchildren, Gwen and Willie. For the last 6 years, Willie has been Norma's caretaker. Norma lived a long and vivid life until July 19, 2022, when she quietly slipped away surrounded by her family.

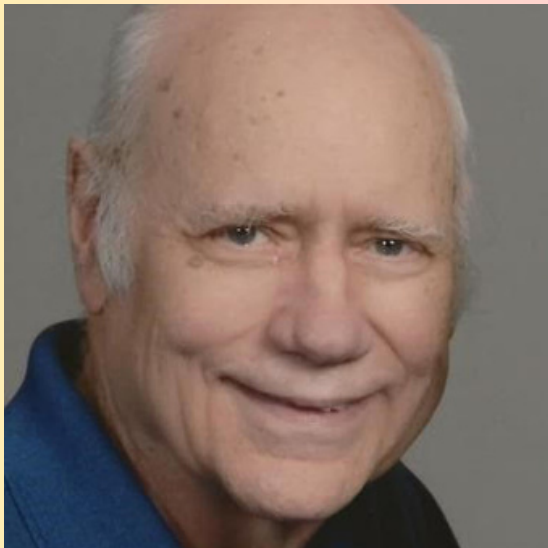
in
loving
memory



Virginia (Gin) Strohecker

August 19, 1928 - December 12, 2022

It is hard to talk about Gin without mentioning Chet, because they did everything together, until he died in 2019. Gin and Chet were well-known in the church for their generosity. At one point they thought the south door of the church looked shabby, so they funded a complete new door for the church. Every year in the aUuction Gin and Chet would contribute many items, including dinners, reiki massages, hundreds of home-made cookies, and home-made trivet/potholders. Gin also loved to give away home-made baby blankets to all the new arrivals in the church.

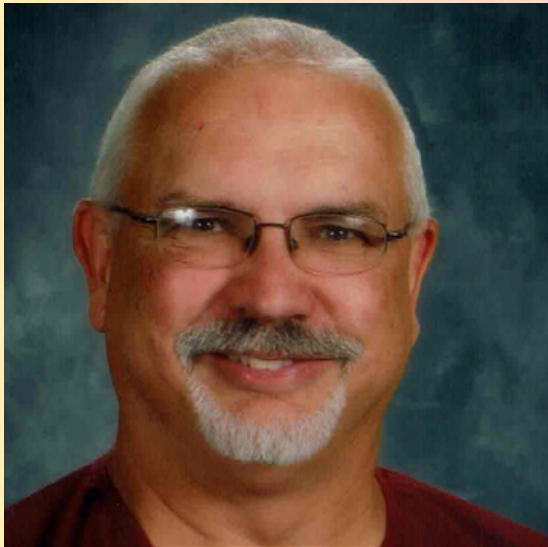


Tom Neuffer Emswiler

April 18, 1941 - February 21, 2023

Tom enjoyed reading and writing, and was especially well known for his extensive knowledge of and love of film, especially independent and overlooked ones. At the Wesley Foundation he created a small theater including procuring theater style seats for this space, which remains there today. He taught OLLI classes about films. He also offered popular movie nights for our UUCUC service auction for several years. Tom and his wife Sharon met and were married in Kansas, more than 54 years ago. They were true partners in all things, including in raising two children together (Elaine & Evan). Tom and Sharon were both ordained ministers. They served as co-ministers at several churches and at two Wesley Foundations, ending their pastoral careers here at UIUC.

in
loving
memory



David Barber

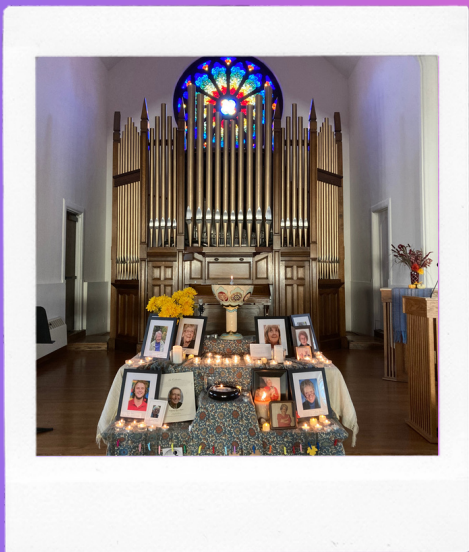
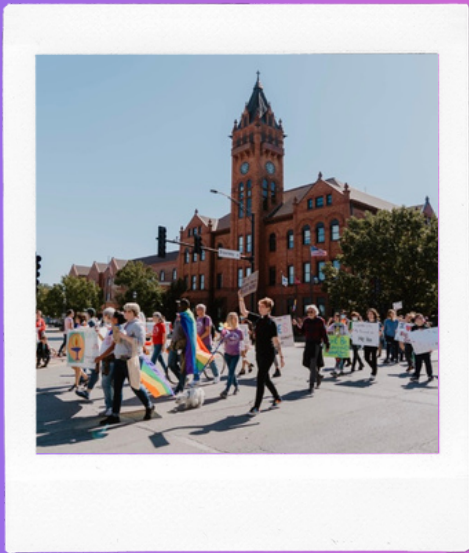
October 8, 1951 - April 30, 2023

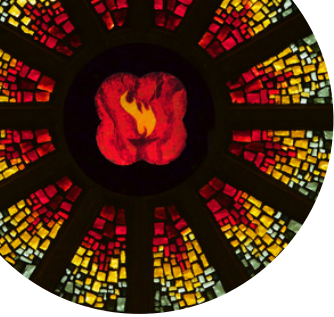
He was born Oct. 8, 1951, in Mattoon, IL. He taught industrial arts/graphic arts and later was the technology coordinator in the Danville school district until 1998, St. Joseph-Ogden High School as the technology coordinator and taught computer tech classes. He retired as a teacher in 2006 but continued to work at SJ-O HS as a network administrator until 2020. David was no stranger to adversity. In 1991, he survived being lost in the Costa Rican jungle, and in 1996, he survived an F3 tornado. David could find a connection with every person he met. He was a skilled carpenter, and it was reflected in his highly calloused hands. He was retired but did not know it and worked every day on his property or in his workshop.



The image features a circular mosaic pattern composed of small, irregular tiles in shades of yellow, orange, red, and pink. In the center of the mosaic is a solid, light-colored heart shape. Overlaid on this is a semi-transparent dark grey circle. Inside this dark circle, the text "HIGHLIGHTS FROM THE CHURCH YEAR" is written in a bold, black, sans-serif font, centered horizontally and vertically.

**HIGHLIGHTS FROM
THE CHURCH YEAR**





CONGREGATIONAL LIFE COUNCIL REPORT

JENNA ZEIDLER AND PRISCILLA KRON, CO-CHAIRS

The Congregational Life Council was established in spring 2023 to provide better communication for the many teams and groups that are part of UUCUC. Congregational Life Council members come together to communicate their upcoming plans, events, and needs, and to support, encourage, and inspire each other. The Congregational Life Council works to build an innovative, broad, and inclusive program of activities that recruit and involve all ages.

Teams or committees aligned with the Congregational Life Council

- Pathway to Membership – Rev. Sally Fritsche and Sue Stock (Coordinators)
- Sunday Morning Hospitality Teams – Peggy Patten (Lead)
- Social Engagement Team – Anne Newman (Lead)
- Care Core – Cindy Loui and Joanne Vician (Co-Leads)
- Repair Core – Herb Hiestand (Lead)
- Soul Matters Covenant Groups – Rev. Sally Fritsche (Coordinator)
- Companion Ministry – Rev. Sally Fritsche and Rev. Karen Bush (Coordinators)
- Membership Tracking – Vacant
- Outreach – Vacant
- Affinity Groups
 - Bridge Group – Marcy Joncich (Lead)
 - Compassion & Choices – Jim Hannum (Lead)
 - Older Men’s Discussion Group – David Sharpe and David Gross (Co-Leads)
 - Thursday Afternoon Walking Group – Cindy Loui (Lead)
 - UU Connections – Claudia and David Gross (Co-Leads)
 - UU Feminists Book Group – Karen Folk and Priscilla Kron (Co-Leads)
 - UU Happy Hour – Barb Childers (Lead)
 - UU Women’s Lunch Group – Sarah Wisseman (Lead)
 - Young Adult Group – Vacant (Monitored by RE & E)
- Support Groups and Chalice Circles
 - Caregivers Chalice Circle – Tim Temple (Lead)
 - LGBTQ Support Group – Jerry Carden (Lead)
 - Parent Support Group – Rev. Sally Fritsche (Coordinator)
 - Reflective Writing Chalice Circle – Pat Nolan (Lead)

2022/2023 Congregational Life Council Highlights

1. The concept of a Congregational Life Council sprouted to life in spring 2023 when Priscilla Kron and Jenna Zeidler agreed to be Co-Leads. The intention is to hold three full council meetings each church year.
2. The Congregational Life Council had a well-attended first meeting on April 3, 2023 during which the purpose was discussed and members introduced. At this meeting, plans were made to hold a Congregational Life CommUnity Fair on May 7, 2023, which was coordinated by Peggy Patten and the Social Engagement Team. At this fair, UUCUC members, friends, and visitors were able to gather information from many teams and groups represented in Fellowship Hall.
3. The Congregational Life Council established an on-line communication vehicle in the form of a periodic Check-In Form. On this form, members will inform the Council of upcoming events or meetings, new team/group members, changes in leadership, any funds used, and any assistance requested from the Council since the last check-in.



COUNCIL OF SHARED LEADERSHIP REPORT

JENNY HUNT, CHAIR

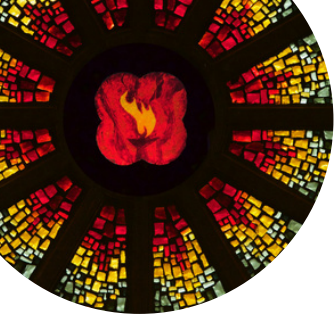
The Council of Shared Leadership (previously Committee Council) functions to serve the leadership of our congregation. The name change occurred to align with the organizational structure shift to an overall council model, as is recommended for congregations of our size. The council exists to provide avenues for collaboration and connection between different councils and teams and identifies leadership training needs and opportunities.

Teams or committees aligned with the Council of Shared Leadership

The list of councils, teams, committees and task forces within this council is too extensive to list here. This council includes ALL council chairs, committee chairs, team leads, task force leads and the Board of Trustees. Please see their reports to identify the different teams and lay leaders.

2022/2023 Council of Shared Leadership Highlights

1. The Council of Shared Leadership held two retreats during this church year, with a third one needing to be cancelled.
2. The first retreat focused on helping the lay leaders understand the 'council model' organizational structure and how this model can benefit their functioning.
3. The second retreat dove into the 'SOAR' model in appreciative inquiry to identify the church and council strengths and how to grow these strengths as we move forward into our next church year. We also explored what are obstacles to optimizing what we are doing.



OPERATIONS COUNCIL REPORT

BECKY DENSMORE, INTERIM CHAIR

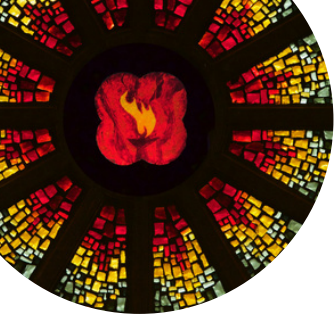
The Operations (Ops) Council was established to streamline church operations and the work of the Board of Trustees. Ops Council members dive deep into the minutia to ensure recommended processes, procedures, and policies advanced for Board consideration are fully vetted, and impacted groups are consulted prior to the Board taking formal action. The Ops Council works to ensure all Councils, staff, and lay leaders are able to seamlessly navigate UUCUC's operations to carry out the important work of operationalizing our church's mission to facilitate the successful attainment of it.

Teams or committees aligned with the Ops council

- Finance Committee - Brian McDermott, Interim Chair
 - Generosity Committee - Chair Vacancy
 - Planned Giving Team - Tim Temple, Liaison
- Personnel Committee - Kathleen Holden, Chair
- Building and Grounds Advisory Team - Jerry Carden, Chair
 - Accessibility Taskforce - Wendy Graves, Chair
- Safety and Security Team - Vacant
- Governance and Policy Team - Jenny Hunt, Chair
- Board of Trustees - Joe Finnerty and Karen Folk, Liaisons
- UUCUC Staff - Cate Calac, Director of Congregational Administration, Liaison

2022/2023 Ops Council Highlights

1. The concept of an Operations Council went from a vision to fully functioning in a relatively short time frame as the 22 - 23 Board authorized its establishment in June 2022.
2. The establishment of an Operations Council has afforded the Board greater opportunity to focus more energy on strategic planning and visioning by eliminating the need to perform operational level work during its monthly business meetings.
3. The Operations Council created a process to manage its work and developed a Proposal form to broadly share with lay leaders as we seek to codify proposed operational changes.



RELIGIOUS EXPLORATION & ENGAGEMENT COUNCIL REPORT

LARA BREEZE-TROYER AND KELLY HALCOM, CO-CHAIRS

Our church values lifelong faith formation for children, youth, and adults through the Religious Exploration and Engagement (REE) program. We foster intergenerational connections between adults and our children and youth. Our council brings together REE stakeholders to problem-solve, strategize, and dream to ensure that REE continues to thrive and grow. This year, the primary focus of the REE Council was to keep the Children and Youth programming running. Our council's impact: We were able to keep the program running and growing so that REE could start to find its footing, after being virtually shut down during COVID. We are happy to be in a more stable place to continue growing together.

Teams or committees aligned with the REE Council

Staff

- Kelly Skinner, Manager, Religious Exploration & Engagement (REE)
- Natalie Danner, Sunday Coordinator for Children's REE
- Erin Preslar, Childcare Coordinator

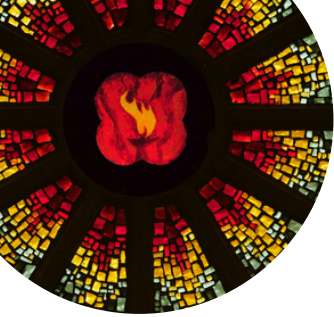
- Children's Team: Cindy Ingold (Lead) and Natalie Danner (Coordinator)
- Youth Team: Brian McDermott (Lead) and Kelly Skinner (Coordinator)
- Our Whole Lives (OWL) Team: Terri Frederick (Lead) and Kelly Skinner (Coordinator)
- Adult Team: Priscilla Kron and Millie Davis (co-Leads)
- Multi-Generational Team - Vacant

2022/2023 RE & E Council Highlights

1. Kept the REE program running and grew it from occasional online and in-person children/youth events during the height of the pandemic to fully operational in-person in Fall 2022 with six classrooms every Sunday morning. At the end of the year, there were more than 90 infants through 12th graders enrolled (not including OWL). For the first time ever for UUCUC, three age levels of OWL were offered (K-2, 4-6, and 7-9) with six teachers and 40 attendees between the three programs.

2. Hired a full-time REE staff member and a part-time coordinator to assist with running the children, youth, and OWL programs. Expanded the number of part-time paid and volunteer childcare workers due to the increased number of families using the Sunday nursery and improving accessibility and involvement by providing childcare for evening and weekend congregation events.

3. Recruited enough teachers and volunteers to staff the program for the entire church year. More than 40 volunteers regularly contributed to REE work, helping with our very youngest infants to our adults in their faith development.



SOCIAL ACTION COUNCIL REPORT

PAM RICHART, CHAIR

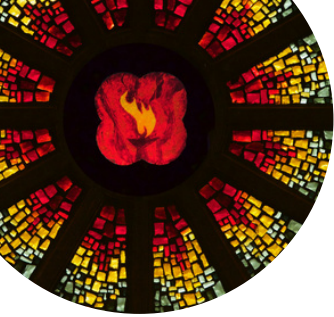
Social action at UUCUC embodies that part of our mission that promotes justice. Our Social Action Council was formed about 18 months ago to enable us to increase participation in social justice work and activities by creating teams, rather than working as one Social Action Committee. Each team has consistent members who attend regular meetings, but this transition also has allowed members and friends to work in areas of passion by participating in and supporting specific projects. We can better avoid siloing of projects and activities, by providing a format and structure that helps and encourages us to recognize and support the interconnectivity of work carried out by our eight teams. Coordinate our work and activities with both Congregational Life and the REE, who can help us grow, provide support and engage members and friends in ongoing work and activities.

Teams or committees aligned with the Social Action Council

- Racial Justice Team - Karla Peterson, Lead
- Immigrant Justice Team - Pam Richart, Lead
- CUUUltivate Climate Action Team - Nan Holda, Lead
- LGBTQ Welcome Team - Jerry Carden, Lead
- Reproductive Justice Team - Mike Sabacinsk, Lead
- Food Justice Team - Pat Nolan and Sandy Hannum, Co-Leads (NEW)
- Shared Offerings Team - Pat McClard, Lead
- Partner Church Team - Angela Urban and Kathleen Robbins, Co-Leads

2022/2023 Social Action Council Highlights

1. The newly formed Reproductive Justice Team held a successful full week of action during the month of April, partnering with other CU organizations to lift up and solidify Urbana-Champaign's commitment to achieving reproductive justice in all its forms for our community.
2. Our Immigrant Justice Team provided hospitality for two weeks to an unauthorized family from Nicaragua who arrived in CU from detention at the border. With the support of the congregation, we met basic needs (food, clothing, and transportation) and connected the family to legal, medical, and other support services in town.
3. We added a Food Justice Team that that focuses on providing free food and necessities to those in need via the Little Food Pantry located at the front of the church. This Team also organizes the annual CROP Hunger Walk, which consistently raises more money to end hunger and poverty than any other local, sponsoring organization.



WORSHIP COUNCIL REPORT

SAM BESHERS, CHAIR

The Worship Council encompasses all aspects of worship, which is the central activity of the church. Worship occurs mainly on Sunday morning but can happen at other times, and includes meditation groups. Sam Beshers, from Worship Committee, is acting chair of the Council.

Teams or committees aligned with the Worship Council

- Staff Worship Team - The Ministers
- Lay Worship team - the Worship Committee (Sam Beshers, Chair)
- Music Team - Juan Camacho and M.R. Rowland
- Music Committee - Tanja Hodges, chair
- Choir - M. R. Rowland, director
- Worship Associates - Not currently active
- Sunday Morning Mindfulness Team - (Millie Davis and Karen Folk, Co-Chairs)
- Saturday Meditation Group - leader not known
- Vespers Services - leader not known / inactive

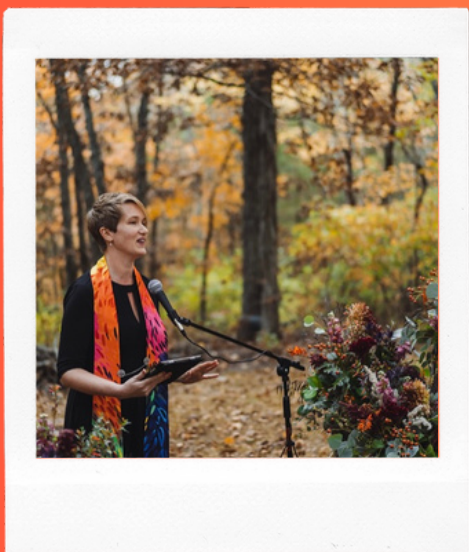
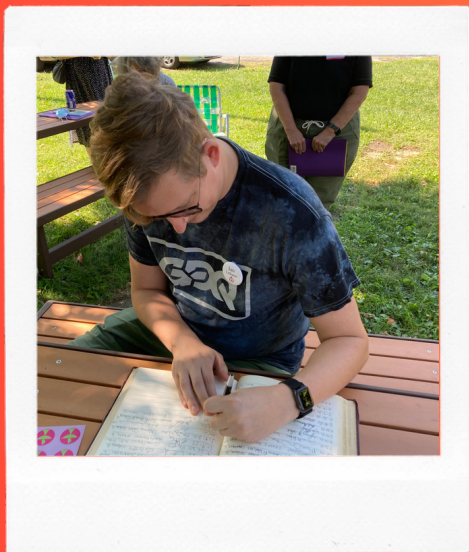
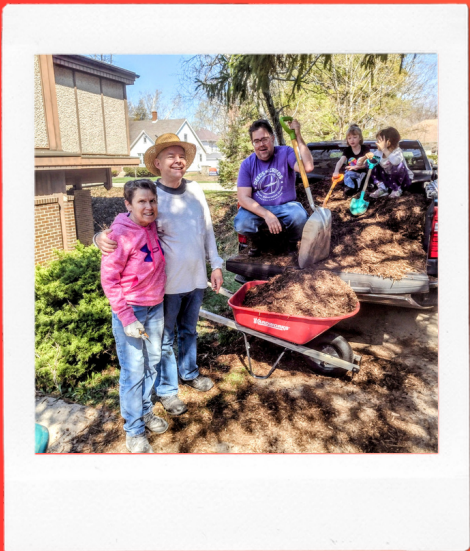
Note: Worship is unusual in that it directly involves the ministers. The Council will have to work out how ministers and lay leaders will work together on worship. Traditionally ministers and Worship Committee worked separately, but that has effectively changed (for the better). The organization of the Council should be examined and possibly reworked in the coming year.

2022/2023 Worship Council Highlights

1. This was an unusual year for Worship Committee, since most of the services that would normally be planned and led by Worship were taken instead by the Transition Team (which had some membership overlap with Worship). Together, Transition and Worship organized and led eight services that highlighted the state of the congregation, recovery from the pandemic, and looking towards the future.

2. The Music Committee welcomed a much more regular schedule of in person events and provided extra support to our worship experiences. We were lucky to have Juan Camacho continue to be our accompanist for another year. We were excited to bring on choir director M.R. Rowland who brought with them an amazing vocal gift and a commitment to finding and conducting contemporary music. They also had a new piece commissioned specifically for our adult choir; this will be debuted at the music service in May. M.R. has also worked to bring back the children's choir, which has sung at services monthly this year.

3. Our small ensembles -The CrUUners, the UU Band, The Horn Band and the Treble CrUUners - continue to provide an array of musical options. Additionally, the Music Committee co-sponsored a Coffeehouse with the Generosity team and will be cosponsoring a Spring concert with groups from Parkland College and Amasong later this May. All in all, yoUUr music team is back in action.



22
23



MINUTES FROM THE 2022 ANUAL MEETING

**To review the full minutes, please refer to Appendix A
Minutes from the Annual Meeting on June 5,2022.**



**SLATE OF
NOMINEES**

Board of Trustees - Three members to be elected

Three new members of the Board of Trustees are to be elected for the 23-24 church year: two new at-large members with 3 year terms and one new member with a 1 year term. (Terms shall begin at the beginning of the Board Organizational meeting of the year elected.) The Board has general charge of the administration and business of the church, as is explicitly charged in the bylaws.

Matt would be excited to join the board to represent the perspective of someone with young kids, and someone who is relatively new to UUCUC, town, and UU overall (all in the last decade). Outside of Church stuff, Matt loves the journey of raising Lavender with his wife Natalie. And he's a faculty member at U of I working on food safety, which supports well his overall interest in all things food.



Matt Stasiewicz

To be elected to a three-year term



Jocelyn Karsk

To be elected to a three-year term

Jocelyn was born and raised in Nebraska. After university, she spent 8 years as a seasonal field biologist conducting plant, tree, bird, and mammal surveys in various states. During her "off-season", she helped care for her mother through her cancer diagnosis and passing. In 2016, she moved to Champaign, where she works for the Illinois Natural History Survey as a bat biologist. Jocelyn is thrilled that this move has finally allowed her to plant some roots (literally and figuratively) and build community. She was drawn to the UUCUC congregation because of the active involvement, presence, and leadership of UUCUC members in social action campaigns and protests throughout the Champaign Urbana community and joined the congregation in 2019. She has previously assisted with the UUCUC Generosity Committee and Adult REE, and participates in the feminist book group, Racial Justice Project, and Welcoming LGBTQ+ Congregation.

I started attending the UU Church in 1994, and joined the choir soon after that, singing in the choir for 20 years, and later in crUUners as well. I became a member of UUCUC in the late 1990's, when an important congregational vote was approaching. I served on the Mediation Committee for about 5 years, a couple of years as chair, during a fairly "quiet" (although not totally quiet) time. I would be happy to serve on the Board.



Charlie Boast

To be elected to a one-year term

Clerk - To be elected to a two year term

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

I joined UUCUC in 2013 and have been involved in several different ways at various times including Hospitality Teams, subbing for a variety of RE classes, and serving as Clerk once before. You might recognize me from my supporting role in our dog, Taco's, Coffeehouse performances. I am originally from Homer, went to school here at UIUC and currently live in Champaign with my spouse, two dogs and a cat. One of my favorite parts of our church family is how accepted I am without feeling like there are parts I need to hide or minimize, and I love seeing everyone else's true and authentic selves!

Jenna Ziedler

Clerk - To be elected to a two year term



Financial Secretary — Two year term

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

Kathy Vance

Financial Secretary - To be elected to a two year term



I'm Kathy Vance. I've lost track of when I became a member of this church. Over the years, I've had the pleasure of serving as a REE teacher, OWL facilitator, YRUU advisor, Board Member (briefly) and a member of the Trust Committee. After graduating from the UI back in '72 I chose to stay in the area since I kept getting jobs I liked and my network of friends and love of the community continued to grow. When I received my MBA in the 80's I considered leaving but again the community captured my heart. As a fairly new retiree I spend my free time enjoying Krannert, traveling, visiting family and friends.

Nominating Committee - Three members to be elected for a one year term

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

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



Peggy Patten



Kathy Frizzell

I have been a member of UUCUC for around 40 years and attended faithfully via youtube for the last three COVID years. I have been a member of many committees and task forces including several years of service on Care Core. I particularly enjoyed participating in many adult education opportunities and book groups at UUCUC.

My husband Jerry Carden, and I started attending the Unitarian Universalist Church here in Urbana in 1995. At UUCUC I have been involved in the Caregiver's Chalice Circle as the group leader for years. I am currently serving on the Building & Grounds (property) committee, garden volunteer with the "adopt a plot", consulting on informal church decorating, and served as a previous member of the BOT, and as well as nominating committees and different task forces.



Tim Temple

Trust Fund Trustee — One member elected for a four year term

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

I would be honored to serve as a trustee of the UUCUC trust fund. The investment and uses of endowments is important for the long-term financial health of our church home. I have some experience with endowments from academic administration and I would be pleased to be able draw on that experience to serve our community.



David Cahill

DELEGATES TO THE GENERAL ASSEMBLY OF THE UUA

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

- JENNY HUNT
- BECKY DENSMORE
- DAVID GROSS
- JENNA ZEIDLER
- MARGARET LOVELL
- NATALIE DANNER
- OPEN
- REV. SALLY FRITSCHÉ

APPENDIX A
Minutes from the Annual Meeting
June 5, 2022

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.

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 ¾ 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

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.

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 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 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 McMahon 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.**

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 McMormott 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.



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