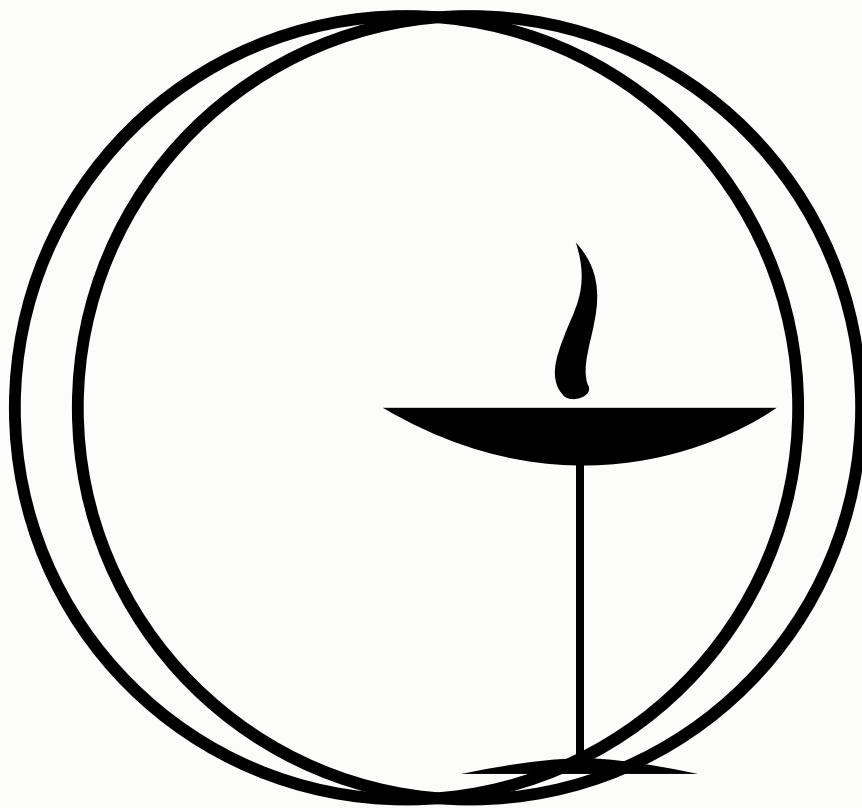


ANNUAL REPORT FISCAL YEAR 2022-2023



**UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN
309 WEST GREEN STREET
URBANA, ILLINOIS 61801
217-384-8862 • WWW.UUCUC.ORG**



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.

This page
was intentionally
left blank

11

Year in Review

16

Officer Reports

26

Staff Reports

34

Committee Reports

60

Task Force Reports

66

Apendex



22-23 BOARD OF TRUSTEES AND OFFICERS



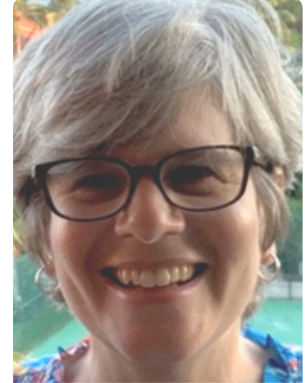
Becky Densmore
Chair



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



22-23 STAFF



Rev. Sally Fritsche
Associate Minister



Cate Calac
DCA



Kelly Skinner
Manager, REE



Rev. Karen Bush
Interim Lead Minister



M.R. Rowland
Choir Director



Autumn Haskins
Communications Coordinator



Natalie Danner
Sunday Children's REE



Selena Gonzalez
AV Tech



Juan Camacho
Accompanist



Tim Voelker
Facilities Manager



Erin Preslar
Childcare Coordinator



**FY22-23
IN
REVIEW**



REMARKS BY THE BOARD CHAIR

“Wear gratitude like a cloak, and it will feed every corner of your life.” -- Rumi

The 2022 - 23 Board of Trustees extends its deep appreciation to the congregation. Just as the fabled Phoenix rose from its own ashes as an improved version of itself, we too embraced resilience and renewal. It is because of your dedication to our church coupled with an amazing staff that UUCUC fully emerged from the pandemic. Because of these collaborative efforts, we were able to participate in all parts of church life, including being back together in-person, masks optional.

The 2022 -23 Board of Trustees (BoT) was seated upon the conclusion of the Annual Congregational Meeting held on June 5, 2022. The congregation elected Joe Finnerty, Karen Folk, and Jenny Hunt for board member seats. Additionally, Adelaide Aime was elected as Treasurer and Gail Schiesser was seated for another Moderator term. The Board and Nominating Committee appreciated the Congregation’s support by seating these dynamic leaders.

During the Annual Meeting, the congregation approved changes to Bylaw VII, Sections 1 and 2 which dictate the Board of Trustees size and quorum number. We approved a nine-person board, including seven at-large members plus the Clerk and Treasurer. We also took action to approve a simple majority of five members for a Board quorum. This ensured business meetings could be held as planned when life took precedence over Board meeting schedules. The Board appreciated the congregation’s flexibility as we experimented with different board configurations, landing on this effective model.

From June 2022 through May 2023, the Board met 11 times in regular business meetings, 9 times in study sessions, and four times in specially announced combined study sessions and business meetings for a total of 24 meetings. All business meeting minutes were developed and distributed by Jody Hanger, Clerk, and they can be found on [UUCUC’s website](#). We are grateful for the efforts of many in our congregation as through your collaboration and support, we continue to raise the bar and lean into improvement. During the church year, we:



REMARKS BY THE BOARD CHAIR

- Made updates to the Operations Manual, catalyzing the actions of the Governance Taskforce to examine policy best practices to make recommendations for UUCUC adoption.
- Initiated an Operations Council to help streamline church operations, lay leaders efforts, and Board procedures.
- Formed the Council of Shared Leadership by renaming the Committee Council to help leverage and build our leadership talent and available pool.
- Transitioned UUCUC's governance model from a Pastoral sized congregation (50 to 150 congregants) to represent the Program-sized church (150 to 350) we've grown into by instituting a Council Model of Governance.
- Took action to create a Mediation Taskforce, led by Gail Schiesser to provide the board recommendations for the congregation's next steps as we voted to remove it from the Bylaws during the 2022 Annual Meeting.
- Engaged in a Safety and Security Audit to provide informed insights into the state of our safety and security practices.
- Developed and approved a Safety and Security Team Charter with a focus on providing stewardship and oversight of UUCUC's overall safety and security. Pat McClard has agreed to lead this new team.
- Supported the work of the Settled Search Team (SST) through participation in workshops, listening sessions, and congregational-wide survey leading to the successful Call of Rev. Beth Monhollen.
- Engaged in a successful Generosity Campaign informing a budget that included: addressing a structural deficit, employing 1 and $\frac{3}{4}$ time ministers, and funding set aside accounts.
- Purchased our solar panels for an agreed upon price of \$10K leveraging a previously established set aside.
- Advanced the conversation related to an Accessibility Study conducted by Reifsteck Reid and Company to help the congregation raise awareness related to our church home.
- Developed and approved the Unhoused Hospitality Taskforce Charter. This group is under the leadership of Jennifer Ellis and is charged with providing policy recommendations for the board's consideration and action.
- Collaborated with staff and lay leaders to formulate a sustainable staffing plan to inform budget preparation and planning.



REMARKS BY THE BOARD CHAIR

On behalf of the Board of Trustees, we extend our heartfelt gratitude for your collaborative spirit and generous commitment to UUCUC.

Yours in service,

FY 2022 - 2023 Board of Trustees

- Adelaide Aime - Treasurer (Finance Committee Member)
- Penne Beckett - Trustee (Social Action Council Liaison)
- Rev. Karen Bush - Ex Officio Member (Worship Council Liaison)
- Becky Densmore - Chair, (*Interim*) Operations Council Chair
- Karen Folk - Trustee (Operations Council Liaison and Generosity Campaign Co-Chair)
- Joe Finnerty - Trustee (Operations Council Liaison)
- Jody Hanger - Clerk (Governance Taskforce)
- Steve Herzog - Trustee (RE&E Council Liaison)
- Jenny Hunt - Vice Chair (Council of Shared Leadership Chair, Chair of Governance and Policy Task Force and Generosity Campaign Co-Chair)



FROM OUR LEAD MINISTER REV. BETH MONHOLLEN

Dear Beloved Community,

Welcome to the shortest lead minister's report we're likely to have! As I'm new to my role, much of the ministerial reporting is coming from Rev. Sally this year. But I'm happy to highlight the two major ministerial events of this past year. The interim ministry, led with care by Rev. KB, ended in June with concrete recommendations for the board to consider as priorities for the coming year. The Search Team's work resulted in a successful Candidating Week in April, and I was honored to say a resounding YES to the congregation's vote to call me. I'm excited to enter into this new phase of ministry with you all and welcome the transformation that we will create together.

In compassion and care,
Rev. Beth Monhollen. MDiv. M.S.
Lead Minister



**FY22-23
OFFICER
REPORTS**



TREASURER'S REPORT

Overview

The Fiscal Year 2022-23 has continued many ongoing practices and programs, and has launched our congregation into a new era with the call of our new Lead Minister, Rev. Beth Monhollen.

Balance Sheet: The church's overall fiscal condition is sound:

- Total assets of \$242,181.23
- Total liabilities of \$1,419.95
- Equity position (bottom line) of \$240,761.28

Please note that our balance sheet does not reflect the value of various endowments and funds tallied elsewhere in this report, nor does it reflect the value of our church property. A property appraisal is planned for summer 2023.

Income: Total income for the fiscal year at \$655,293.94 was 3.9% greater than the budgeted income of \$630,708.

The higher income was due to income over budget in the following areas: service auction proceeds, receipts on pledges, and new interest income resulting from the decision to store \$50,000 of our emergency funds in a CD rather than the former bank savings account.

Proceeds from Endowments and Gifts: The church budget continues to benefit greatly from endowments created in the past which supplement our annual operating fund in the amount of over \$23,000 per year, including dollars targeted toward funding special musical activities through the England endowment. In addition, the McMahon 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.

Mortgage and Solar Array Payoff: During this fiscal year our congregation 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 6 city lots) free and clear. Another is that we paid off the installation cost of the rooftop solar panels. Savings have already been accruing through increased reliance on solar generation as part of our overall electricity payments.

Expenses: Total expenses for the year were \$602,157.13, or only 95.5% of the budgeted expenses of \$630,708. Most of the savings are related to open staff positions of several months' duration.

Net Income: The bottom line for this fiscal year is a net income of \$53,136.81.



TREASURER'S REPORT

Direct Aid to Organizations Outside our Church

Over the year the congregation donated \$11,030.40 from the church budget in direct support of Social Action activities in the following issue areas:

- \$3,946.26 to Social Justice Organizations
- \$3,720.00 to Racial Justice Organizations
- \$3,364.14 to Immigration Justice Organizations

In addition, as part of our Shared Offering Program, half of all plate receipts from the Sunday offering are donated to selected non-profits; we donated \$26,531 to the following recipients chosen by the congregation, including our two partner churches in India and Romania:

- \$1,755 to Brennan Center
- \$2,020 to Education Justice Project
- \$2,137 to Up Center
- \$2,208 to Trauma & Resilience Project
- \$2,257 to School of Americas Watch
- \$1,599 to Partner Churches
- \$3,395 to Utility Fund (Cunn Twnshp)
- \$2,167 to Chicago Abortion Fund
- \$1,568 to DREAAM
- \$1,475 to Randolph St. Gardens
- \$2,598 to CASA
- \$1,716 to Immigration Justice
- \$1,636 to Community Choices

In-Kind Donations of Goods and Services to Community Organizations

Various Councils and Teams reported the following donations of in-kind goods and services to community organizations:

- To anyone in need: Little Free Pantry on the church property provided \$200-\$300 per month of non-perishable food plus hygiene items.
- Up Center: Sponsorship of a booth at Pride Parade for over \$100
- Community at large: provision of an online conversation regarding reproductive justice
- Refugee Family from Nicaragua: provision of 14 dinners
- Randolph Community Gardens: 76 volunteer hours doing hands-on work at the gardens
- Daily Bread Soup Kitchen: volunteer collects food scraps and transports to Randolph
- Community Gardens to be composted for future use as garden fertilizer

Respectfully Submitted,
Adelaide Aime, Treasurer



FINANCIAL SECRETARY'S REPORT

This year, as in the past, has been filled with many 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, the Capital Fund 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 Chairperson to provide 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 [\(Insert correct page #\)](#).

Highlights of the past year include the following:

- Quarterly giving statements and annual tax statements were sent to donors.
- Due to vacant DCA position and need to train new DCA staff, collaborated with Treasurer from January through April to complete transactional duties while position was vacant to ensure bills were paid and contributions properly processed.
- Assumed a more active role in Generosity Campaign due to vacant DCA position.
- Provided ongoing support to Trust Fund Trustees.
- Assisted in the orientation of the new VAHEST Chairperson.
- Served as a member of the Finance Committee.
- Worked with Treasurer to streamline operational/transactional procedures related to the Trust Fund accounts.

It is with continued gratitude that I want to extend thanks to Cate Calec, DCA, Adelaide Aimee, Treasurer and all those that I have had the honor to work with over the past year. You ALL make our church community a wonderful place to support.

Respectfully submitted,

Kathy Vance, Financial Secretary



TRUST FUND TRUSTEES

General Trust Fund (excluding England Endowment)

Starting balance, July 1, 2022	\$602,446.57
TD Ameritrade	\$433,684.87
Busey Bank	\$168,761.70
Income	
TD Ameritrade - dividends & interest	\$9,786.98
Memorial gifts	\$5,117.05
Nan Ehrlich bequest (10/7/22)	\$50,000.00
Nan Ehrlich bequest (12/15/22)	\$15,483.50
Pending transfer to church's FY24 operating account	(\$21,627.62)
Ending balance, June 30, 2023	\$661,737.40
TD Ameritrade	\$532,079.72
Busey Bank	\$129,657.68

Allocation of the General Trust Funds - June 30, 2023

Nuveen Small Cap ETF (NUSC)	\$66,237.40
Calvert US Large Cap (CISIX)	\$173,620.95
Calvert Int'l Responsible Index (CDHIX)	\$58,852.54
Calvert Short Duration Income (CDSIX)	\$97,457.16
Calvert Bond (CBDIX)	\$86,575.11
TD Ameritrade Money Market	\$49,336.56
Busey Bank Checking Account	\$129,657.68

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

Starting balance, July 1, 2022	\$17,853.00
Return of unexpended balance from CMMF in General Operating Account	\$295.77
Transfer to church to cover budget shortfall	(\$10,000.00)
Ending balance, June 30, 2023	\$8,148.77

Capital Campaign Fund (Special sub-fund of the General Trust at Busey Bank)

Starting balance, July 1, 2022	\$635.70
Distribution from Nan Erhlich bequest (10/7/22)	\$50,000.00
Distribution from Nan Erhlich bequest (12/15/22)	\$15,483.16
Ending balance, June 30, 2023	\$66,118.86



TRUST FUND TRUSTEES

Nan Erlich Bequest (Special sub-fund of the General Trust at Busey Bank)

Starting balance, July 1, 2022	\$150,000.00
Final Distribution from Nan Erlich bequest	\$30,966.66
Transfer to TDA General Trust Fund (10/7/22)	(\$50,000.00)
Transfer to Unrestricted Bequest Fund (10/7/22)	(\$50,000.00)
Transfer to Capital Campaign Fund (10/7/22)	(\$50,000.00)
Transfer to TDA General Trust Fund (12/15/22)	(\$15,483.50)
Transfer to Capital Fund (12/15/22)	(\$15,483.16)
Ending balance, June 30, 2023	\$0.00

Unrestricted Bequest Fund (Special sub-fund of the General Trust at Busey Bank)

Starting balance, July 1, 2022	\$0.00
Transfer from Nan Erlich bequest (10/7/22)	\$50,000.00
Ending balance, June 30, 2023	\$50,000.00

(Please note: At the annual meeting in June 2023, it was approved to transfer of half of this balance to the General Trust Fund and the other half to the Capital Campaign Fund. This will be done shortly after July 1, 2023.)

England Endowment

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

Starting balance, July 1, 2022	\$105,432.92
Income	
Dividends & interest	\$2,344.14
Pending transfers to church's FY24 operating account	(\$4,253.82)
Musical activities	\$1,063.46
General operating	\$3,190.36
Ending balance, June 30, 2023	\$112,149.42



TRUST FUND TRUSTEES

Allocation of the England Endowment - June 30, 2023

Nuveen Small Cap ETF (NUSC)	\$11,392.92
Calvert US Large Cap (CISIX)	\$35,794.41
Calvert Int'l Responsible Index (CDHIX)	\$12,485.82
Calvert Short Duration Income (CDSIX)	\$23,867.90
Calvert Bond (CBDIX)	\$23,090.46
TD Ameritrade Money Market	\$5,517.91

Victor A. Hoersch Elderly Services Trust (VAHEST)

Starting balance July 1, 2022	\$283,441.04
Income	
Vanguard - dividends & capital gains	\$19,144.16
Busey Bank - interest	\$2.18
Grants awarded for current year (pending)	(\$12,900.00)
Ending balance, June 30, 2023	\$295,509.52

Allocation of VAHEST Funds - June 30, 2023

Vanguard Wellington Fund (VWENX)	\$260,839.06
Busey Bank	\$34,670.46

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

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.

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

Respectfully submitted,
Terry England
Debbie Rugg
Steve Troyer



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



**FY22-23
STAFF
REPORTS**



ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

REV. SALLY FRITSCHÉ

This was a church year bounded on either side by the beginning and end of a joyfully successful ministerial search process. Rev. KB and her transitions team worked hard to get us through the interim and ready to welcome a new lead minister, and the search team buckled down to do the deep work of finding someone for the role. I took care at the beginning of the year to consider whether I'd want to put my own name in the hat for the position, but I am so deeply fulfilled and happy in my current role here that I can't imagine giving it up. I met with the search team in the fall and told them that I believed our perfect lead minister was still out there, and we should go into the nationwide search with our hearts wide open to the possibilities. I am overjoyed that we found Rev. Beth Monhollen, and I can't wait to see the shared ministry we'll build together!

The Associate Minister position at UUCUC is a three-quarter-time position, and its essential functions center on membership, pastoral care, 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. The following is a report of my 2022-2023 church year in this position.

Sunday Services & Rites of Passage

I was responsible for leading or co-leading 20 Sunday services this year, including some unusual and surprising topics: the theology of toilets, and the spiritual practice of tattooing were particular favorites. I also appreciated the chance to dig into some UU theology with a sermon making the case for universal debt forgiveness, a Thanksgiving week sermon inspired by Indigenous author Robin Wall Kimmerer, and a fun Pride service queering the Biblical story of David. The worship team this year committed to having fully multigenerational services at least once per month, which helped me continue to stretch my liturgical imagination in creatively engaging a variety of ages, abilities, and worship styles. We dug our fingers into dirt to plant seeds together, cozied up on pajama Sunday, tried learning songs line-by-line rather than reading from the hymnals, and even had one "flipped Sunday" when the grownups went downstairs to learn and kids stayed up in the Sanctuary with me.

This was a year with many milestones to recognize, thanks in part to the backlog of COVID era postponements. We held one big group baby dedication in December, recognizing five(!) youngsters in the congregation who had all been born during the pandemic shut-downs. I also had the opportunity to officiate three different weddings, for Deborah & Michelle on 11/11/22, Claire and Michael on 10/15/22, and Elaine and Gerry on 5/20/23. Finally, I was honored to lead three memorial services here at church, for Tom Neuffer Emswiler on 4/18/23, Bob Craggs on 6/17/23, and Norma Jean Holden on 6/30/23.

Pastoral care

Offering care and compassion to congregants going through difficult times is one of the most sacred responsibilities of ministry, and I continue to be honored to serve in this role. This is the category of work that will always take priority over everything else. I will cancel a meeting or come in on my day off, and do it happily, if it means being present for someone in the ER or



ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

REV. SALLY FRITSCHÉ

holding the hand of someone facing the death of a loved one. In fact, one of the main reasons I hold boundaries in other areas of ministry — not overscheduling meetings, etc. — is so I will always have the flexibility to rush to someones' side when they truly need a minister.

This year, like every year, included grief, loss, spiritual crises, relationship struggles, hospitalizations, family conflicts, financial strains, and of course the inevitable hardships of aging and unfamiliar life stages. I am forever grateful to the volunteers of the Caring Congregation list, who always step up to provide meals and rides when someone is in need, and to the Care Core, who are the ones who keep track of an entire community's sorrows and strains, and tell the ministers where we are most needed. I am also grateful to the UU Companion Ministry Team, Alice Englebretsen and Virginia Brubaker, who are holding steady in their roles despite the many shifts and redefinitions these pandemic years have brought. For congregants who are facing hardships that need more than just a mealtrain, the Companion Ministry are the ones who can be there with a listening ear and deeper emotional support. In fact, this group wanted to refresh their training, and helped organize a "Compassionate Listening" workshop this summer, which drew a dozen interested participants, who might eventually be interested in joining the Companion Ministry team in the future.

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. This year, as the church made the shift away from the previous "committee model" and toward the new "council model," the work of the Membership Committee has been distributed between several different teams and individuals, overseen by the wonderful co-chairs of the Congregational Life Council, Priscilla Kron and Jenna Zeidler.

Visitors are welcomed in by the hospitality teams on Sunday mornings, and have their official nametags made by the inimitable Anne Sharpe. Sue Stock and I have co-led three Pathway to Membership classes this year, each one followed by a social potluck a few weeks after, and welcomed a total of 28 new members. The "social engagement" team (new name to be determined) has led the way in planning and holding events aimed at strengthening connections between congregants. This is included our 2022 PrideFest participation, a coffee & cornbread gathering on Thanksgiving Day, carols & cookies in December, a June campfire singalong, our all-congregation picnic to celebrate the end of the church year, and three very successful "community fairs," highlighting all the many ways folks can get connected to the UUCUC community.

One benefit of the council model is that individual volunteers get to sign up for more targeted involvement in the areas that most fill their cup, without being obligated to sit in monthly committee meetings or be responsible for broader areas of volunteer work that may not suit them. Unfortunately, this means that the more administrative aspects of membership, previously handled by the Membership Committee or by a hired Membership Coordinator, are in need of some revival and extra attention. Careful tracking of visitors and newcomers, utilizing Breeze tags and sorting tools to their full potential, updating a printed directory, and cleaning up the



ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

REV. SALLY FRITSCHÉ

membership rolls to delete names of those who have drifted away, are all administrative memberships tasks that have been carried in bits and pieces by a variety of stalwart volunteers and staff this year, but which aren't smoothly integrated or clearly "owned" by any one group.

I have been honored to continue supporting our Soul Matters small groups this year, meeting monthly with all of our facilitators and helping to manage the training and sign-up process at the beginning of the year. We had five active groups, led by seven facilitators, with 47 participants total. These groups each have their own distinct characteristics, some meet weekly, some monthly, some on Zoom and some in person, but they help members to get beyond the surface level and deeply connect with one another and with their own spiritual selves.

Finally, although direct social action is not an official part of my role here, I find that it can lead to some of the most powerful membership outreach. Being visible at events in the community —from PrideFest to Reproductive Justice Week to UIUC Quad Day, to speaking on a panel for a WILL movie screening — being involved in justice issues as a representative for our congregation has led to newcomers approaching me to ask questions about UUism, and longtime members expressing the pride they feel about belonging to UUCUC when our ministers are "out there" doing good work in town. I hope to continue to invest in visibility and involvement beyond our church doors, as something that benefits the whole community.

Religious Exploration & Engagement

I did not take part in any adult REE offerings this year, and I admit that I missed it. I would very much like to offer a workshop or two in the coming year. That said, I was overjoyed to get the chance to focus some time and attention on our kids and youth instead. Early in the year while we waited for volunteers' background checks to go through, I helped in the PreK-K classroom on a few Sundays. It was an absolute delight, and a powerful reminder of the vitality of intergenerational spaces for spiritual development and learning. This year, I grew increasingly aware of the legacy of the upstairs/downstairs divide in our congregation (and in our denomination as a whole), and I strove to break down that wall. Serving alongside RE teachers, taking part in the graduation ceremonies for our OWL classes, and working directly with some of our youth questioning their UU identity, all enriched my own learning, but I hope also served as reminders to the kids, families, and RE volunteers that they are seen and valued by their ministers. I am interested in exploring ways we can build new patterns and prevent the upstairs/downstairs divide from forming in the first place, and I'm grateful to have Kelly Skinner as a strong ally in that effort.

Staff Supervision

I served as the direct supervisor to M.R. Rowland, our choir director, while MR served as supervisor to Juan Camacho, our accompanist. This means I met regularly with MR to set goals, solve problems, and check in on how their work fits with the needs and goals of the congregation at a whole. I spent some significant time and energy this year supporting MR as they dealt with being frequently misgendered by members of our church community. I am grateful for their ability to stand up for themselves, and for their willingness to stick with UUCUC and help us all live into our values as a more truly LGBTQ affirming space.



ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

REV. SALLY FRITSCHÉ

Professional Development

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. I filed my third round of evaluations in July 2023, and will know in November if they’ve been approved. If they are, then I will be granted “Full Fellowship,” which means I no longer need to complete these evaluations, and also means I could supervise a ministerial intern at some point!

As part of my continuing education, I took two courses on ministerial boundaries and ethics this year, and particularly appreciated the one that covered some of the specific history of dysfunctional norms & clergy misconduct within UUism. I took a silent Easter retreat at The GilChrist retreat center in Michigan, a trip I hope to repeat annually, and a one day retreat with the “Merry Olivers,” a group of UU women ministers I meet with regularly on Zoom for group spiritual practice. For the first time since pre-pandemic, I was able to attend General Assembly and the UU Ministers’ Association’s “Ministry Days” in person! I deeply appreciated the chance to attend workshops, hear powerful speakers, participate in large group worship, and vote on the adoption of new Article II language and on our new UUA president.

Not Going Anywhere

I am so lucky to have found this congregation, and I am so grateful that Rev. Beth has found us as well. I feel completely loved and supported here, and I hope to serve for many years to come. Please rest assured I am not looking for some “bigger and better” ministry elsewhere. I deeply love this congregation, and it is my dream job to be working alongside Beth, and all of you, to build community, seek inspiration, promote justice, and find peace. My roots here are growing deeper and our future together is wide open and full of possibility.

Respectfully submitted,
Rev. Sally Fritsche



DIRECTOR OF CONGREGATIONAL ADMINISTRATION

CATE CALAC

The Director of Congregational Administration (DCA) 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.

List of accomplishments from February to June

- Updates to social media
 - Replaced the static picture on the homepage with a carousel showing multiple events and announcements.
 - Moved the room and zoom request link to the home page for easier access.
 - We now have a UUUC TikTok.
 - Changed the format of the enUUs to be less crowded and easier to interact with
- Reduced the cost of online subscriptions
 - Changed Zoom to a yearly subscription. A savings of 22% a year. We were able to cancel one zoom account completely.
 - Changed Constant Contact to a yearly subscription. A savings of 30% a year.
- Administrative tasks
 - Successful switch from TIAA to Empower the UUA new retirement fund
 - Successful creation of the Annual Congregational meeting report
- Oversaw
 - Thank you to Kelly Skinner for referring 3 contractors she found via Facebook.
 - Malachi Gottschalk submitted the winning bid to do the flooring in the Minister's office and the YRUU room.
 - Tim Voelker ripped up the carpet and painted the Minister's office.
 - The flooring was put in after hours and on weekends to accommodate Malachi's work schedule.
 - In an effort to improve lighting in the elevator Malachi installed some of the leftover flooring as well as a motion sensor light bulb.



MANGER, RELIGIOUS EXPLORATION & ENGAGEMENT

KELLY SKINNER

At the risk of being redundant, the 2022-2023 year can once again be summarized as a transition year as the congregation eased back into learning in-person. For REE, the focus was a full return to REE in Fall 2022 with 6 classrooms in operation every Sunday morning after being virtually shut down for two years due to COVID.. And doing so without the support of full-time REE professional staff for much of the year.

Staff and Volunteers

The year kicked off with an announcement that REE Coordinator Rose St. Clair would be leaving in August. Natalie Danner was hired as a temporary part-time Sunday REE Coordinator who would help support the Children's Program through the end of the fiscal year.

Kelly Halcom joined Laura Breeze-Troyer as the REE Council Co-Chairs. The two served as lay volunteer REE Coordinators from August-November 2022. During this time, the REE Council functioned more as independent teams of teachers/facilitators without defined team leaders. Also during this time, Kelly and Laura led a search team through a process to hire a new Manager of REE. Kelly Skinner was hired for the position and began on December 1, 2022. REE Assistant Avalon Ruby left on November 27 due to illness and was not available to assist with any overlap transition.

With the enormous effort it took Kelly and Laura to get the Sunday morning REE program up and running with a large pool of volunteer teachers, the REE Council has been left to go stagnant. Over the spring, we engaged in conversations about getting this group going again so that they can help with feedback, planning, and projects.

The REE Council team leads were not set in stone until Spring 2023:

- Children's Team: Cindy Ingold
- Adult Team: Millie Davis and Priscila Kron
- Youth Team: TBA
- Multigen Team: TBA
- OWL Team: Teri Frederick and Michaela Kruse

The REE Council had a spring retreat (April) with 16 people in attendance to talk about the overall vision and goals for REE, where we've come from and what the path forward is, and begin to dream about the kinds of learning opportunities we could offer for the next two years. This was an opportunity to review the classroom structure and curriculum ideas for 2023-2024, talk about improving collaboration, and cement the volunteer leadership moving forward.

We hired two more part-time childcare workers (Jack Braun, Makayla Dockins) and additional volunteers to address the growing demand in the nursery and the desire to provide childcare at all-congregation events. We also partnered with the University of Illinois College of Education EDUC 201 class in the spring to place five freshmen education students to work in the nursery, during event childcare, and assist with REE projects.

Almost 50 volunteers regularly contributed to REE work, helping with our very youngest infants to our adults in their faith development. We were able to celebrate them at the volunteer recognition worship service in June 2023.

Volunteer recruitment and support continues to be an issue, especially for the middle school and high school youth. We have returned again and again to the same small volunteer pool over the past several years and people are burned out. I



MANGER, RELIGIOUS EXPLORATION & ENGAGEMENT

KELLY SKINNER

have begun working on defining in-class teacher roles as well as smaller behind the scenes roles that volunteers can take on. It will be important moving forward to create volunteer job descriptions, tasks and expectations, and term limits.

Budget

This year, we spent 98% of the REE budget. While much of the budget was spent for needs and programs during the fiscal year, about 20% was used to pay forward expenses for the 2023-2024 fiscal year. The budget was spent as follows:

- 38% on supplies and materials including volunteer recognition gifts, furniture and equipment for the nursery, banners and signs, consumable supplies for classes, volunteer background checks, and tablets for each classroom
- 37% on programs such as Popcorn Theology, All Ages Fort Building, trainings and council meeting, and YRUU as well as purchasing curriculum for 2023-2024
- 25% on OWL including buying books and supplies for new K-2 and 4-6 classes, training five teachers, and running three classes

Worked closely with REE Council co-chairs to compile and submit a proposed budget for 2023-2024 with a new line item structure suggested by BOT Treasurer. Engaged in a study session with the BOT on the type of experience the congregation wants in REE and to identify underlying assumptions about the REE program. This is especially important because of the REE interim/transitional leadership since 2018.

Collaboration

- The Social Action Council gave REE \$1000+ from their remaining unspent funds to purchase justice-oriented books for the UUCUC library and also to get replacement Eight Principles materials for the REE classrooms. We added almost 90 new books to our library this summer.
- Worked with Congregational Life Council on an all-ages picnic and fair following Flower Communion Service and before the Annual Meeting.
- Supported Minister Search Team to pull together a REE Council meet-and-greet with the candidate and provided childcare for the open sessions and other Council gatherings.
- Met frequently with the Social Action Council to review the REE planning document for next year, get input, and talk about opportunities for shared programming and collaboration.

Worship

- I served for the very first time as the worship lead for Easter Service on Sunday, April 9. The theme was Death Transformed.
- Worked with Rev. Sally and I collaborated on Upside Church in April, a service to let adults and kids share each other's experiences of Sunday religious education and exploration. After the Time For All Ages section of the service, the kids stayed in the sanctuary to explore different parts of the typical worship service. The adults were escorted downstairs and put in 5 groups that rotated through the different classrooms to get a taste of the kinds of experiences our children and youth have. It was an eye-opening experience for many of the congregants, and we were encouraged to make this an annual service.
- A team of OWL facilitators worked with Kelly to plan and conduct a worship service on Sacred Sex Ed on July 16. The recorded worship service has received 373 views on YouTube.

Policy and Procedure

- One of the first issues that came to my attention in December was related to our background check process, specifically the DCFS screening and the 6-8 week time to get results from the screening. I worked with Personnel Chair Kathleen Holden and the REE Council Co-Chairs REE to examine best practices and do research about the policies of other UUA area churches with the goal to make modifications to the policy. The Operations Council and BOT approved the recommended changes to the Safe Congregation Policy in April which eliminated DCFS background checks.



MANGER, RELIGIOUS EXPLORATION & ENGAGEMENT

KELLY SKINNER

- I became aware that church volunteers in Illinois are considered mandated reporters. With this knowledge, we need to include some training around this topic for our volunteers and consider further modifications to the Safe Congregation Policy.
- Worked with senior leadership team and REE leaders to revise the COVID Safety Guidelines and lift the mask mandate. Solicited feedback from teachers and parents, and communicated changes through email, ENews, and the website.
- After a fire scare earlier in the year, the senior leadership team wanted to host a fire drill during a Sunday service in March. As I started working with Tim Voelker to look into what policies and procedures we had, it became clear that a lot of work was needed to update procedures and signage in the REE area as well as the entire building. There are not clear procedures for what teachers, staff, hospitality, and other volunteers need to do in the event of a fire or other emergency. In light of the enormous work that needed to be done to update the information and communicate it out, the scheduled fire drill was postponed indefinitely. This work still needs to be completed, but intentionally and thoughtfully without the pressure of an eminent drill.

Children's Programming

Summer: Two outdoor programs happened in summer 2022: Water Day in July and All-Ages Fort Building Day in August (12 attendees).

2022-2023 Registrations: Nursery (11), Pre-K-K (20), Grade 1-3 (23), Grade 4-5 (14)

Nursery: Erin Preslar (Childcare coordinator), Maria Howerton-Sweid and Jack Braun (Childcare workers), Karen Folk and Jody Hanger (Volunteers)

PreK-Kindergarten Teachers: Beth Carsley, Joe Reichlin, Peggy Patten, Carol Veit, Natalie Lloyd

1st-3rd Grade Teachers: Cindy Ingold, Matthew Kitzmiller, Tania Madrigal, Julia Cronin

4th-5th Grade Teachers: Erik Chapman, Wendy Graves, Trisha Locke, Linda Owens, Melissa Watson

Summer: Two outdoor programs happened in summer 2022: Water Day in July and All-Ages Fort Building Day in August (12 attendees). Popcorn Theology showing of "Boo Bitch," on July 15

Curriculum: Although two volunteers were trained in Spirit Play with the goal to roll it out in mid-to-late fall, this did not happen due to the staff turn-over. Soul Matters was used for all children's classrooms.

Highlights

- Erin Preslar worked with several volunteers to set up the nursery into a safer and more functional space for infants and toddlers.
- Natalie Danner took the lead in planning the annual Easter Egg Hunt. About 30 children in three different age groups ran around the grassy area and playground searching for more than 300 well-hidden eggs.
- Nursery and childcare usage increased and the number of requests for evening/weekend childcare for events peaked in April due to candidating, although very few children signed up. While it is still a priority to continue to offer and promote childcare availability, we will need to do more work in communication with the event organizers and with event participants. Groups who are planning events that require childcare need to contact the REE manager earlier in the planning process so we have enough time to schedule staff. They also could use support and assistance with how to more clearly promote available childcare to their attendees. And



MANGER, RELIGIOUS EXPLORATION & ENGAGEMENT

KELLY SKINNER

congregants need to get into a better habit of registering for childcare instead of walking in (or not) or we should consider setting a minimum number.

Youth Programming

2022-2023 Registrations: Middle School (16), YRUU (14)

Middle School Teachers: Christine Cahill, CL Cole, Jim Hannum, Joe Omo-Osagie

YRUU (Young Radical Unitarian Universalists) Facilitators: Scott Godlew, Caroline Kuhn, Brian McDermott, Sylvia McDermott

Curriculum: Soul Matters for Middle School and Youth Group

Summer: There was a series of outdoor summer programs for high schoolers in July and August to bring youth together to prepare for the year.

Highlights

- YRUU was able to move back into their space in the lower level in July after the space was used for Immigration Justice Team hosted families.
- While quite a few volunteers were recruited to work with the group at the beginning of the year, one by one they dropped off until there were only 2-3 involved. Attendance was also a big issue. While different events and meetings were scheduled over the year with input from the youth, the group struggled to get regular participation. Attendance at all scheduled activities, no matter what time or what day they were scheduled, was very low. Both advisors and youth expressed ongoing frustration about not being able to have the group gel.
- Anya Troyer was the only youth who participated in Bridging Sunday on May 28. Conducted outreach to YRUU grads from the past couple of years to engage them in the service.
- Planned an off-site weekend YRUU retreat at the end of June, but only 3 youth registered so we canceled it.
- Replaced flooring in the YRUU room and arranged the space for better comfort, functionality, and appeal to youth.

Adult Programming

The REE Council chairs in conjunction with senior staff leaders decided to take a break from adult programming in 2022-2023 due to lack of staff support.

Our Whole Lives (OWL)

* trained in 2022-2023

K-2 and 4-6 Trained Facilitators: Elizabeth Larson, Paul Kaiser, Kim Kranich, Miriam Larsen, Meredith Olsen

7-9 Trained Facilitators: Joe Omo-Osago, Matt Burack, Terri Fredericks, Michaela Kruse, Jerry Carden*, Aggie Reiger*, Avalon Ruby*, Ann Odom, Paul Kaiser*, Kim Kranich*, Martin Stock*

2022-2023 Registrations:

- Fall 2022: K-2 Program (10 participants) taught by Paul Kaiser, Kim Kranich, Miriam Larsen, and Elizabeth Larson
- Fall 2022-Spring 2023: 7-9 Program (12 participants) taught by
- Spring 2023: 4-6 Program (13 participants) taught by Paul Kaiser, Kim Kranich, and Miriam Larsen - this is the first time this class was taught



FACILITIES MANAGER

TIM VOELKER

It has been an eventful and productive time here for me at UUCUC. I have currently been in this position as a full-time Facilities Manager for 1 year now since joining UUCUC as Director of Facilities in February of 2021.

With some of the fiscal issues the church was facing in the past year due to COVID, I decided to absorb the facilities work we used to outsource such as landscaping and snow removal. We needed to purchase some lawn equipment which I was able to utilize during the past year's budget and the equipment will pay itself off in one year's time with the savings in lawn care alone. While I will do the snow removal, I have retained the services of our vendor in case there is a severe winter weather event that is beyond my capacity or I am unable to safely commute onsite.

One of the challenges that UUCUC and I faced this previous year was the frequency of unhoused individuals camping on our church property. This started with the oncoming cool weather in the fall (and a couple of periods of no issues) and still continues to the present day. I have asked these individuals not to drink alcohol, camp or litter on the property to no avail. It is my hope that the SOS committee will come up with solutions. We also had a fire incident during the Spring in which a fire was started in the Fireplace Room off of the Sanctuary. Fortunately, the fire was extinguished with no serious damage taking place. However, the event highlighted how we have some safety shortcomings and this event spurred the Church to undertake a Safety Assessment.

I continue to serve as the Church's event coordinator. We had some activity in hosting three weddings and several memorials generating income for the church. Brian Franklin and I revised our rental policy to update it as its last update was in 2019.

I continue to serve on the Building and Grounds Advisory Committee (BAGAT) as staff liaison. It has been a grinding but productive year for the group as we investigate options for improving accessibility and other aspects of our Church Home. A new committee has since been chartered, the Safety and Security Committee (SOS) led by Pat McClard, this committee was developed near the end of the fiscal year and we have just begun to meet and discuss objectives and goals. I continue to be part of the Accessibility Task Force (ATF) as well and this group works alongside BAGAT.

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. A special note of gratitude and appreciation to Brian Franklin and the Personnel Committee for being so generous in crafting my parental leave in January when my second child was born.

Respectfully submitted,
Tim Voelker



**COMMITTEE
REPORTS**



BUILDING AND GROUNDS ADVISORY TEAM (BAGAT)

JERRY CARDEN, CHAIR

The Building and Grounds Advisory Group (BAGAT) meets monthly and serves in an advisory capacity assisting the Facilities Manager (formerly Director of Facilities) to prioritize and discuss the physical needs of the UUCUC. This group, under the leadership of Jerry Carden, provides continuity in the care of our building both inside and out.

The Accessibility Task Force is largely composed of members of BAGAT and many discussions at BAGAT meetings involve improving accessibility as of late. See notes on accessibility quotes.

Some of the activities that BAGAT and Tim Voelker undertook:

- Elevette has had no maintenance issues since its last certification but continues to be a source of issues. We were required to do a load test which is required every five years at a cost of \$4,163 (originally quoted \$4-6,000), and to summarize a point, we have sunk approximately \$20,000 into the elevette the past two years between the cargate and this load test. The elevette passed the load test and annual inspection with no issues found and is certified until June 2024.
- The fire alarm panel has emitted a beeping sound periodically and indicates that it is having communication issues with Securitas. I had technicians from Securitas and i3 Broadband come to resolve this issue. Securitas was unable to resolve the issue themselves and had to outsource the repair work to a third party company that specializes in this work. A new cellular based transmitter was installed rather than the fire alarm system communicating through phone lines. The cost for the installation of this system was \$1,533.
- We have investigated Accessibility options of a new platform lift and ramp- extensive research into options and contractors- at first we discovered Personal Mobility and received quotes from them for a Vertical Platform Lift and Ramp as well. The lift was quoted at \$41,711.96 and the ramp was quoted at \$31,982.99. We reached out to other vendors but also found that there was a lack of options for vendors to work with, fortunately, we discovered a local vendor, Champaign County Mobility/John Beckwith with the lift quoted at \$34,543.00 and the ramp currently quoted at \$24,894.34. We are leaning towards moving forward with CCM here as John has been great to work with. This does not include a new automatic door and keypad system with the ramp and we will continue to find this information out.
- At a memorial event, David Sharpe and I observed a vehicle bottoming out while driving over a pothole at our west parking lot exit. The pothole was significant in size and Andy Robinson and Jon Ellis, graciously donated time and material to make emergency repairs. Meanwhile, it was agreed that we needed to invest in maintaining the lot. Our neighbor, Tom Bruno recently had work and I contacted him asking who did their work. We contacted Advanced Paving Solutions, received a quote from them with multiple options from fully redoing the lot to just resealing it. We accepted the option to repair the pothole, reseal the lot and restripe it at a cost of \$5,500 and signed the contract with Advanced Paving Solutions to be completed in the new FY '24. Work has yet to be scheduled.



BUILDING AND GROUNDS ADVISORY TEAM (BAGAT)

JERRY CARDEN, CHAIR

- Investigated options for air conditioning in the Sanctuary, past quotes came in at \$150,000+, received a quote from DesignAir based in Decatur at \$40,800, this currently does not include add-ons. BAGAT is hoping to fundraise and have this work done in Early Spring of 2024 in preparation for summer services.
- RE classrooms were emptied to reimagine the spaces. The classrooms were deep cleaned, repainted, and the floors repolished.
- Fellowship Hall floor was cleaned and repolished by Tim, was done previously by ESS Cleaning at a savings of \$750.
- Jerry Carden and Tim Voelker collaborated with Becky Densmore and Karen Folk to create a detailed presentation on the history of the church, its current state, and its future. This is related to the BOT's five year strategic plan that was put on pause due to the pandemic and efforts are underway to restart this critical and necessary discussion.
- Other Items of note:
 - We were approached by an individual looking to designate our church for historical preservation. Some interest was indicated but we never heard back from this individual and decided the restrictions with preservation can hamstring us.
 - Solar panels were fully purchased from Hawk Atollo, all energy generated now goes towards our energy costs.
 - Worked with IJTF to host a family from Nicaragua.
 - Received quotes on slate roof replacement, lowest cost at \$80,000 and highest at \$150,000. We continue to secure estimates on other replacement costs for our current property. A spreadsheet was created to continue itemizing potential costs.
 - A garden 'party' work event was organized and held on Sat. April 8th. Cleanup of the playground and mulching was a primary focus.
 - We continue to have issues with people 'hanging out' either under the RE Wing overhangs or at the top of the Birch Street entry stairs. Issues arise with trash and urination in those areas. We struggle with humane ways to address this problem
 - Adopt-A-Plot volunteers continue to care for various sections of the landscape- thanks to Anne & Dave Sharpe; Jerry Carden & Tim Temple; Karen & Mike Retzer; and Herb Hiestand for their assistance.



COUNCIL OF SHARED LEADERSHIP REPORT

JENNY HUNT, CHAIR

The purpose of the Council of Shared Leadership is to bring all our lay leaders together to collaborate on the programming and direction of our congregation and to provide leadership support and growth/learning opportunities. The council supports all pieces of our church's mission because as we grow our leadership we are better able to reach out within our congregation and beyond into our community.

All teams, task forces, committees and councils are aligned with the Council of Shared Leadership. This group is essentially the 'umbrella' of lay leaders encompassing all groups in our congregation. Rather than listing every group and contact here, I will point people to the 'Connect With Us' document on the Fellowship Hall Hub Table and on the church website. Of course, if anyone ever has specific questions, feel free to contact me at chair@uucuc.org or the 2023-2024 Council of Shared Leadership chair, Jocelyn Karsk at vicechair@uucuc.org.

During the 2022-2023 year, the Council of Shared Leadership met in person twice and between those two retreats we worked within our groups and over email to prepare for the budget process and how different councils and teams could best align their goals and plans with our strategic plan and plan fiscally to align with those goals.

In the spring, at our retreat, we had a wonderful, collaborative discussion/review of the year based on SOAR Analysis. With SOAR, one looks at/identifies the strengths, the opportunities, the aspirations and the results. This was a good turning point for the lay leadership present. As a result of this discussion, it was recognized just how many strengths we, as a congregation, have as we move into this new era with Rev Beth Monhollen. This helped allay concerns coming out of our COVID time of being apart. Two of the significant opportunities that were identified were building bridges within UUCUC, both communicating and listening and responding to cultural and political threats as they evolved. Three of the aspirations that were identified were that this be a home, that everyone has a voice and that we help people be prepared for the world.

As I worked with the Council of Shared Leadership this past year and heard how their councils were functioning under our council and team model, I have become even more convinced of how this new model of organizational structure is already benefitting us and how it can help us grow into the future. It has been my honor and pleasure to serve as the chair of the Council of Shared Leadership and work with these dedicated congregational leaders.

Respectfully Submitted.

Jenny Hunt

2022-2023 Board of Trustees Vice Chair

Chair, Council of Shared Leadership



FINANCE COMMITTEE

CHRIS HANNAUER, CHAIR

The Finance Committee maintains the church's financial stability by monitoring reports from the Financial Secretary, Treasurer, board liaison, Stewardship Committee and other financial business brought before the committee. We provide the Board of Trustees, the Minister(s), and the Operations Council with the information needed to make decisions and set policy on financial matters. In addition, we work closely with the Personnel Committee to help fiscally support any decisions/policies directly related to supporting our staff and their contributions to our mission. The Finance Committee is aligned with the following committees:

- Generosity Committee
- Planned Giving
- Service Auction Committee
- Budget Generation Taskforce

Many individuals help make these groups run with their time, energy, and love of UUCUC. As chair of Finance for the 22-23 church year, I'd like to thank all those directly on the Finance Committee who put up with me for the past year in that role: Paul Weston, Steve Troyer (we'll miss you, Steve), David Gross, Kathy Vance (Financial Secretary), Adelaide Aime (Treasurer), Mona Shannon (too many hats to name), our Personnel Liaison Kathleen Robbins, and Chris Hannauer (in spirit while he did more important things) and all those lurkers on the email list (why don't you come to a meeting once in a while?). In addition, we could not function nearly as well if we did not have the able support of our Office Administrator(s) and welcome Cate Calac in that role.

The Finance committee and its aligned teams worked on multiple important projects last year. That is why our list is so extensive; these were important projects that, in the opinion of the Finance Chair for 22-23, should be documented in the annual report:

·In October, thanks to Steve Troyer, we reviewed the fiscal considerations regarding the final buy-out for the Solar Panel array and recommended that the church complete the buyout using the reserved funds from the original solar capital campaign from 2016.

- Supported our new Treasurer, Adelaide Aime, in some of the novel improvements being recommended that will help make this volunteer position more sustainable and our fiscal health easier to track.
- Helped support the set-up and initial work of the Operations Council with direct support on the Council by the Finance Committee chair (Brian McDermott for the 22-23 church year.)



FINANCE COMMITTEE

CHRIS HANNAUER, CHAIR

- Implemented a 3-year rolling average calculation procedure for determining the excess reserves. Designed to help smooth out unexpected windfalls or dips in operating income.
- Supported the Treasurer in putting to work some of our regular operating funds, taking advantage of the favorable interest rate environment to invest in low-risk CDs, boosting UUCUC's revenue stream.
- Supported the Budget Generation process during the first year using the Council model. Representatives from each council and major committee were on the taskforce that created the budget that was passed by the congregation at the annual meeting.
- Supported the Treasurer in assessing our current accounting firm; evaluating a new statement of work for updated accounting support; soliciting bids and selecting a contractor for updated accounting support that can more effectively support UUCUC.
- Helped create enhanced fiscal tracking while ensuring continued confidentiality around the Ministerial Discretionary funds.
- Supported the Trust fund trustees, thanks to Kathy Vance our Financial Secretary, in ensuring that the funds held in the Unrestricted bequest Fund and the Capital fund could be invested in safe interest-bearing investments.
- Supported the Treasurer's recommendations in streamlining the proposed budget that was presented to the congregation for approval at the annual meeting - the summary was much easier to understand for those congregants who do not own green eyeshades, than the full detailed budget with all line-items included.



CARE CORE

CINDY LOUI & JOANNE VICIAN, CO-CHAIRS

Care Core meets monthly on the 2nd Wednesday of the month at 9:30am. Meetings are held in person, often at the home of a member but occasionally at the church.

We continued to provide support to the congregation while addressing ongoing needs
A variety of ways:

- Hosting several memorial services for members and friends of UUCUC including a memorable memorial service during a power outage.
- This year we worked more closely with the Companion Ministry team (formerly Pastoral Care Associates) to coordinate support & care of congregants.
- Coordinated transportation to medical and other appointments for several members
- Coordinated a meal schedule for several UUCUC families
- Sent and/or arranged for cards and letters to a multitude of members experiencing illness, surgery, grief
- Made phone calls, emailed and met regularly with 20+ individuals who have significant needs related to many life circumstances
- Notified the congregation of major life events of congregants who requested we do so.
- Communicated to the congregation information about the Little Free Pantries

Budgeted funds were spent on mailing costs.

We are eternally grateful to all the wonderful volunteers among the Caring Congregation. They continue to amaze & gratify us with the myriad ways they eagerly show up to care for & support each other.

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

COMMITTEE MEMBERS: SALLY BABBITT, JENNIFER GREENE, SANDY HANNUM, HERB HIESTAND, DEEDY MARBLE, LYNN WILEY AND REV. SALLY FRITSCHÉ

*CHUCK COOPER RETIRED FROM MANY VALUABLE YEARS OF SERVICE ON THE CARE CORE TEAM THIS YEAR.



CONGREGATIONAL LIFE COUNCIL

PRISCILLA KRON & JENNA ZEIDLER, 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. These activities help members and friends of UUCUC build community. Many of the activities also help to seek inspiration, promote justice, and find peace by overlapping with the activities of the Religious Exploration and Engagement Council and the Social Action Council.

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.

The Congregational Life Council had a well-attended first meeting on April 3, 2023 during which the purpose was discussed and members introduced. A Congregational Life CommUUnity Fair was held 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.

The Congregational Life Council established an on-line communication vehicle in the form of a periodic Check- In Form. On this form, members 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. The first Check-In Form was requested in late July, 2023.



GENEROSITY TEAM

MONA SHANNON, CHAIR

Generosity Team collaborates with the Ministers, BOT, and the Finance Committee to develop, implement, and evaluate the annual pledge campaign. The theme for this year's generosity process was "Leap to the Future: Reconnect and Deepen Our Community." Our FY23-24 Generosity Campaign concluded with 170 households making pledges of financial support. In total, \$535,633 was pledged for FY23-24. 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 (Bea Betzner, Janet Revell Barrett, Marilyn

Ryan and Umeeta Sadarangani, Jenny Hunt, Karen Folk), phone call and thank you writers (Mona Shannon, Bea Betzner, Cindy Loui), Finance Committee (budget and income monitoring), our Admin (Brian Franklin and Cate Calac) and Communications (Jocelyn Karsk,

Julia Cronin, Alice Engelbrecht, Bea Betzner), Laptop pledge takers (Kathy Vance, Jerry Carden, Karen Folk), YRUU youth for a progress display, Board leadership, our inspirational

Ministers, and YOU!

With Gratitude, Karen Folk and Jenny Hunt, Co-chairs for 22-23, Tanja Hodges, and Jocelyn Karsk

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



HOSPITALITY TEAMS

PEGGY PATTEN, CHAIR

The Hospitality Teams are part of the Congregational Life Council. The Hospitality Teams do not have a budget. Items for Sunday refreshments are either donated by the Team volunteers (e.g. snacks) or paid for out of other line items (e.g. coffee, tea, napkins)

This past year marked the eighth year with our Hospitality Team approach. The six Hospitality Teams support our worship and fellowship activities on Sunday mornings by serving as ushers, welcomers, bell ringers, decorations and refreshment providers.

We are grateful for the flexibility exhibited by this year's Team Leaders. They include: Pam Richart and Cathy Cunningham (Team A), Julie Laut and Emily Laugesen (Team B), Pat Feely and Wendy Graves (Team C), Ursula Reuter-Carlson and Lynn Wiley (Team D), Abrita Chharkravarty and Julia Freeman (Team E), and Eileen Borgia and Barbara Hudgings (Team F).

The Team Leaders continue to adapt to fewer participants on their Teams. Many individuals have not yet returned to in-person worship since the pandemic and in some cases individuals have asked to be removed from their Hospitality Team. Team Leaders have also welcomed several new members to their Hospitality Teams throughout the year. Those who participate in the Pathways to Membership classes are invited to join a Hospitality Team.

Peggy Patten, Karen Retzer and Cindy Loui met with Team Leaders twice during the 2022-23 church year (February and August) 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



IMIGRANT JUSTICE TEAM

PAM RICHART, CHAIR

Purpose

The Immigration Justice Team (IJT) of the UUCUC Social Action Council was formed to respond to the inhumane treatment of immigrants at the border, and to address the needs of our immigrant friends and neighbors in Champaign-Urbana.

We speak out against injustice on behalf of immigrants' rights, work with other local immigrant justice organizations, and provide hospitality and emergency refuge to our immigrant friends in need.

How Our Purpose fits the Mission of UUCUC

Build Community: Our team works with members and friends to provide a carrying community through our programs, particularly our hospitality project and by providing welcome/backpacks for unaccompanied minors. We work beyond our church community to make Champaign Urbana a more welcoming place by collaborating with our partners: CU Immigration Forum, Immigration Project, The Refugee Center, New American Welcome Center, and more.

Seek Inspiration: We are moved by acts of kindness and love TOWARD our immigrant friends and neighbors, and by the acts of kindness and love we receive FROM our immigrant friends and neighbors, many of whom are willing to share their joys and sorrows with us, and offer us good food, conversation, and friendship.

Promote Justice: Our Immigrant Justice Team advocates for a more just and humane national immigration policy by supporting the rights of immigrants crossing the border to seek asylum, and making their way to Champaign Urbana. Our collaboration with the Community Alliance, a group of immigrant justice organizations, helps us promote justice for immigrants here at home. Our affiliation with the Illinois Coalition for Immigrant and Refugee Rights and the National Immigrant Justice Center broadens our reach beyond our community.

Find Peace: Working to promote justice, seek inspiration, and build community helps us find peace in ourselves and our team. This peace helps us work in the turbulent, unjust landscape of bringing immigrant justice to our community, our state, and our country.

Immigrant Justice Team - A Rather Busy Year!

Hospitality. Providing hospitality to immigrants continued to play a key role in our program. In July, with the support of members and friends who offered meals, we housed a family of three for two weeks.



IMIGRANT JUSTICE TEAM

PAM RICHART, CHAIR

This family arrived in Champaign after making a three-month long trek from Nicaragua and being detained at the border. They left Nicaragua after sweeping reforms by the government were adopted and used to deter critical speech, inhibit opposition participation in elections, and keep critics in prison without formal charges, to prevent or limit their political participation. Our team connected this family to legal and support services offered by the Immigrant Project, the Refugee Center, the New American Welcome Center, and the Champaign County Regional Planning Commission. The family is now settled in Urbana and thriving.

Welcome Week. Last fall we partnered with the Hessel Park Christian Reformed Church to organize and carry out a "free sale" for newly arriving Afghan families. This included identifying items most needed by families, collecting those items via donations, and being present at the free-sale to help families. Several church members outside our team participated, and donations were freely given by members and friends. We also gave rides to the "free sale" to families, and transported goods back to their homes. It was a huge success, and developed as part of the annual Welcoming Week, hosted by our partners CU-Immigration Forum and the New American Welcome Center.

Community Alliance. 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.

Human Trafficking. We learned that immigrants are being exploited in Champaign County, and that there likely is human trafficking taking place. After considerable discernment, we decided to raise awareness through a series of programs that would help educate members and friends at UUCUC, the general public, city councils, and other organizations. We connected with an attorney who has local experience in this area, and began outreach to organizations with whom we work to both explore what they know, as well as ask them to participate in our series. We've had good response, but by the time we got organized it was summer, and we decided to wait until this coming fall to launch this program.

Accompanying Refugees. Our team has been asked to investigate providing Sanctuary to an unauthorized individual (or family) who has been working to achieve legal status but faces deportation due to the long process and expense associated with obtaining legal status.



IMIGRANT JUSTICE TEAM

PAM RICHART, CHAIR

Sanctuary typically is a 6-month to two-year commitment to those who have a winnable case, but need the time to complete the process. A church can provide protection from ICE, since it is considered to be a safe space by the Department of Homeland Security. Based on space and facility requirements, the financial commitment required at this time, and other logistical concerns, our team has decided to join others to provide support services for newly-arriving refugees. We are investigating the burgeoning program in Champaign, and have identified potential partners. We expect this to be a major component of this coming year's work, and will engage members and friends at UUCUC. Stay tuned for more!

Welcome Kits, Unaccompanied Minors. 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 welcome cards. These teens find their way to our community with virtually nothing but the clothes on their backs,, and our support helps them integrate into their new lives in our community. In August, we participated in the Blessing of the Backpacks service, and then invited families with children and other interested adults to hear from Lucas Diego-Diego, who crossed the border when he was 13. Lucas now is living with his guardians Pam and Lan Richart, but his story of why he left his native country and his family, his journey across the desert and the Rio Grande, what it was like to be detained at the border, and how he found his way to Champaign is typical of many unaccompanied minors, the majority of who are coming to Champaign from Guatemala. Families signed welcome cards and helped assemble backpacks, which have been distributed to Lucia Maldoando, Latino parent liaison, Urban School District #116, where they are being put to good use.

Support for Partner Organizations. We gave \$500 to Parkland College's educational fund that provides scholarships for unauthorized youth wishing to attend Parkland but not otherwise able to afford it. Other state scholarships are typically not available for them. This donation was given in memory of our dear friend Claire Szoke, who encouraged us to support this fund, initiated by Three Spinners, years ago. We also donated \$471.69 to Immigration Services of Champaign Urbana for supplies they need to purchase for migrant families relying on the goods donated to ISCU's warehouse. Two of our members work at their warehouse.



IMIGRANT JUSTICE TEAM

PAM RICHART, CHAIR

Budget. We spent all of our congregational-approved budget (\$4,065) as follows:

IJT Programming	Expended
Backpacks / Welcome Kit Project #USD 116 (two requests)	\$2,387.50
Parkland Community College scholarships for unauthorized youth	\$500.00
Hospitality Project (included food, clothing, and other supplies)	\$735.81
ISCU warehouse	\$471.69
Expended FY 22/23	\$4,095.00

The 22/23 Immigrant Justice Team members included: Sally Anderson, PennéBeckett, Erica Bellina, Karen Folk, Mike Folk, Wendy Hartley, Pat Nolan, Lan Richart, Pam Richart, Marilyn Ryan, Lisa Sechler, and Pamela Soper. Contact Pam at pamelarichart1@gmail.com for more information and to get involved.

Prepared by
Pam Richart, Team leader



LGBTQ-UU WELCOMING TEAM

JARRY CARDEN, TEAM LEAD

Our church has been a “Welcoming Congregation” since 1999. You may have seen this designation on the banner of our newsletters or on a plaque in our church lobby, but what does this mean? It means we have worked and are working to make our church home open and supportive for lesbian, gay, bisexual, trans, non-binary, intersex, asexual, and queer people of any stripe. We collaborate to meet the annual requirements of the UUA’s Welcoming Congregation Program. We currently try to meet and socialize at least once every quarter. Our Team welcomes queer identified individuals as well as our allies. We continue to learn about undoing homophobia and transphobia and opposing discrimination in our individual lives, our church community, and our society. We work to understand and honor our various identities, backgrounds, and experiences and to create a safe, inclusive space in which people of many different gender identities, sexual orientations, and gender expressions can come together. If you are interested in joining, contact Jerry Carden, Team Lead

We are aligned under the Social Action Council.

- Meetings- We have revitalized the group with a pizza and planning meeting on April 16th with around 25 queers and allies; and an evening potluck on August 11 with 20 persons planning for the Sept Pride Fest Fair and Parade. We plan to meet on a quarterly basis.
- Submitted UUA Welcoming Congregation application which covered the activities we completed in calendar year 2022. Summarized below:
 - Two worship services- ‘Sacred Sex Education’ delivered on 3/13/22, by Rev. Sally Fritsche. And ‘Remembering is an Act of Love- The Local Response to HIV/AIDS’ delivered on 6/12/22 by Rev. Sally and Jerry Carden.
 - Welcoming Religious Education: Live 90 min. seminar at Spurlock Museum on UI campus, in concert with the closing of the ‘Sewn In Memory- AIDS Quilt Panels from Central Illinois’ exhibit. Speakers- Jerry Carden, Julie Pryde (CU Public Health) and Mike Benner, GCAP Exec. Director. 60 persons attended; 32 were UUCUC members/friends.
 - Community Support: September shared offering of \$2,140.00 for Uniting Pride of Champaign County. To coordinate with the local September Pride Fest celebrations.
 - Recognized at least six LGBTQ+ days of observance. See our renewal application for details



OPERATIONS COUNCIL REPORT

KAREN FOLK, CHAIR

After assessing the church's management and decision-making structure to foster our growth from a pastoral to a program-sized church, the Board of Trustees, Ministers, and Staff implemented a Councils governance model. In this model, five Councils meet quarterly including: Worship, Congregational Life, Religious Education & Exploration, Social Action, and Operations Councils. In addition, permanent committees include: Personnel, Finance, and Buildings & Grounds.

The Operations (Ops) Council was established to streamline changes in church operations requiring Board review and/or approval (Strategic Plan Goal 5, Action item 3). After receiving a proposal from staff, a committee or a Council requiring Board of Trustees action, the Ops Council discusses and talks with affected parties about the proposed change/action and then submits their recommendations to the Board using the consent agenda, saving Board meeting time. The Board is still fully informed of the issues and decisions of Operations Council and has the option to pull any items from the consent agenda for Board discussion, if desired. During 2022-2023 Board Chair Becky Densmore served as Chair of the Ops Council as it began meeting and working out procedures.

Examples of Items reviewed by Ops Council in 2022-2023 church year included:

- Revisions to the policy on background checks for REE volunteers from REE,
- A revision to Employee Handbook regarding staff absences on Sundays and revised descriptions from Personnel,
- A revised Excess Reserves policy from Finance,
- Revision to rental policies for church members from Building and Grounds taskforce.

Operations Council members meet monthly and include representatives from the Building and Grounds team, Finance Committee, Governance Task Force, Personnel Committee, and the Safety and Security team. Cate Calac, Director of Congregational Administration, supports the Ops council as does the church's Treasurer at meetings. The Ops Council created a form for church lay leaders to submit proposals for changes in policies or for actions needing approval by the Board of Trustees. The goal for this Council is to streamline church operations which allows the Board of Trustees to focus on policy administration, strategic planning and visioning, financial stewardship, and ensuring the church continues to carry out its mission.



PERSONNEL COMMITTEE

KATHLEEN HOLDEN, CHAIR

The mission of the Personnel Committee is to assist the Minister in their role as Head of Staff to develop and implement equitable and appropriate personnel policies for non-ministerial staff.

In that role, the committee assists and provides consultation to the Minister on human resources issues, including employment, compensation and benefits, employee relations, personnel policies and job descriptions.

This has been a busy year for the committee:

- The part-time Custodian position was revised to include event registrations and coordination, and the incumbent was upgraded to a full time Facilities Manager.
- The Director of Business Administration position was upgraded to Congregational Administrator; the position was advertised and filled.
- Successful replacements were hired in the positions of RE&E Manager, RE&E Assistant, AV Tech, Office Assistant, Choir Director, and Childcare Coordinator.
- A Personnel Committee liaison with the Finance Committee was established to facilitate development of the annual staff budget and review staff budget issues that arise during the fiscal year.
- Three policies were recommended and approved:
 - i. Paid leave wording was changed from maternal to parental leave.
 - ii. Provide up to four weeks of paid parental leave for employees working 15 hours a week or more after one year of employment, including the option of up to 12 weeks of unpaid FMLA leave.
 - iii. Employees are not required to use accumulated vacation or sick leave during the FMLA leave.



PLANNED GIVING

MONA SHANNON, CHAIR

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. 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.

Respectfully Submitted,
Mona Shannon, generosity@uucuc.org



RACIAL JUSTICE TEAM

KARLA PETERSON, CHAIR

The Purpose of the UUCUC Racial Justice Project is: To educate ourselves about racial injustice, white privilege, and implicit racial bias, and to work to dismantle white supremacy in our schools, our church, our workplaces, and our communities.

The Purpose fits the Mission of UUCUC by:

- **Build community:** improving relationships between all cultural and racial groups enhances the ability to work together in appreciation of what each group brings to the table.
- **Seek inspiration:** learning from and understanding ideas and concepts from others inspires innovation and problem solving as a community.
- **Promote justice:** injustice to one cultural or racial group results in unfair practices in all aspects of life from education, to living conditions, to the environment, to governance and more.
- **Find peace:** only when all groups are treated equally and fairly can our society truly live in peace.

During the Fiscal Year 22-23 (July 1, 2022 - June 30, 2023) the following activities were completed by RJT:

- **Surveyed committee members and community members regarding most beneficial work by UUCUC Racial Justice Team: films with discussion led by knowledgeable leaders; book readings; workshops often in collaboration with NFPs; sharing RJT resources both financial and "hands on"**
- **Learned about Books to Prisoners (B2P) program from Director Rachel Rasmussen**
- **Were scheduled to sponsor B2P Thankful Holiday Potluck (unfortunately cancelled due to weather)**
- **Attended training session (Julie Cronin trainer) on sorting and sending requested books to prisoners through B2P**
- **Submitted ad of Congratulations to Bethel AME Church and attended 160th Anniversary Celebration (8 members of UUCUC attended)**
- **Obtained signatures on petition to "Commemorate Kiwane A. Carrington Way" in collaboration with Coalition for Progress and Liberation for submission to Champaign City Council (no action to date from city)**



RACIAL JUSTICE TEAM

KARLA PETERSON, CHAIR

- **Submitted letter to Parkland Community College administration to discourage rehiring of former Police Chief Robert Finney in training of new police officers; action requested by Coalition for Progress and Liberation and student groups from Parkland and UIUC.**
- **Proposed racial justice-oriented organizations to receive UU Shared Sunday offering; two selected.**
- **Co-sponsored and participated in workshops led by Joe Minarik (former UIUC professor and RJT chairperson) and Joycelyn Landrum Brown - subjects were Privilege and Privileging plus Strategies to Create Change; workshops sponsored and publicized by Community Coalition/Race Relations. Two were held at UUCUC; NAACP provided food.**
- **Provided work crew for Habitat for Humanity build for local family**
- **Assisted two Saturdays with spring clean-up and planting at Randolph Street Gardens**
- **Members of RJT connected to and/or working with: Books to Prisoners (Julie), Reparations in C-U (Pamela); Community Coalition/Race Relations Comm (Karla); Randolph Street Gardens (Jim); Blues in the Schools (Sandy); UUCUC Library (Wendy); Campus Compact/Community Conversations (Karla); Native American Justice (Wendy, Pamela, Julia); Illinois Network for Pretrial Justice (UUANI)**

Groups with which UUCUC Racial Justice Team shared financial resources:

NAACP; Boys and Girls Club; Bethel AME; Restore Justice Foundation; Restoration Urban Ministries; Midwest SOARRING

In addition funds were shared with Reproductive Justice Team as new team with no budget: BIPOC for Better Birth; Midwest Abortion Fund; Elevated Access - and REE: 8 new posters with Eight Principles (replacing 7 Principles) and children's books on social justice for UUCUC Library

Members of Racial Justice Team FY22-23: Julie Cronin, Jerry Frye, Jim Hannum, Sandy Hannum, Wendy Hartley, Jocelyn Karsk, Priscilla Kron, Joe Omo-Osagie (consulting role), Karla Peterson (Chair), Kathleen Robbins and Pamela VanWyk



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.

- Religious Exploration and Engagement (REE) Staff
 - Rose St. Clair, Coordinator of REE (until August 2022)
 - Avalon Ruby, REE Assistant (until November 2022)
 - Erin Preslar, Childcare Coordinator
 - Natalie Danner, Sunday Coordinator for Children's REE (August 2022-June 2023)
 - Kelly Skinner, Manager of REE (beginning December 2022)
- REE Council Co-Chairs: Lara Breeze-Troyer and Kelly Halcom (Lara and Kelly also served as REE Coordinators (lay leaders) from August-November 2022)
- Children's Team
 - Nursery: Erin Preslar (Childcare coordinator), Maria Howerton-Sweid and Jack Braun (Childcare workers), Karen Folk and Jody Hanger (Volunteers)
 - PreK-Kindergarten Teachers: Beth Carsley, Joe Reichlin, Peggy Patten, Carol Veit, Natalie Lloyd
 - 1st-3rd Grade Teachers: Cindy Ingold, Matthew Kitzmiller, Tania Madrigal, Julia Cronin
 - 4th-5th Grade Teachers: Erik Chapman, Wendy Graves, Trisha Locke, Linda Owens, Melissa Watson
- Youth Team
 - Middle School Teachers: Christine Cahill, CL Cole, Jim Hannum, Joe Omo-Osagie
 - YRUU (Young Radical Unitarian Universalists) Facilitators: Scott Godlew, Caroline Kuhn, Brian McDermott, Sylvia McDermott
- Our Whole Lives (OWL) Team
 - 7th-9th Grade Our Whole Lives (OWL) Facilitators: Jerry Carden, Michaela Kruse, Aggie Rieger
 - Kindergarten-2nd Grade OWL Facilitators: Kim Kranich, Elisabeth Larson, Miriam Larson
 - 4th-6th Grade OWL Facilitators: Kim Kranich, Paul Kaiser, Miriam Larson



RELIGIOUS EXPLORATION & ENGAGEMENT COUNCIL REPORT

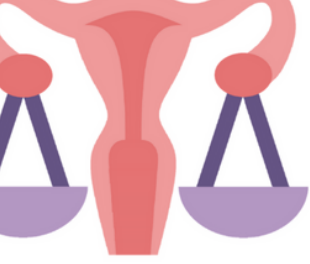
LARA BREEZE-TROYER AND KELLY HALCOM, CO-CHAIRS

- Adult Team
 - Adult Leaders - Priscilla Kron and Millie Davis
- Substitutes/Volunteers: Randy Banning, Sam Beshers, Matthew Burack, Jennifer Ellis, Terri Fredrick (OWL Team Leader), AJ Herzog, Randy Locke, Debbie Rugg, Amber Schultz, Dan Urban, David Wolf, Jenna Zeidler
- Multi-Generational Team
 - This team was without leadership in 2022-2023.

Our top three accomplishments are:

- Kept the REE program running and grew the program from occasional online and in-person children/youth events during the height of the pandemic to a full return to REE in Fall 2022 with 6 classrooms in operation every Sunday morning. At this time, over 90 children and youth are enrolled in Nursery-YRUU programs at YRUU for 22-23 (not including OWL numbers). For the first time ever for UUCUC, three age levels of OWL were offered and enrolled (K-2, 4-6, 7-9).
- Hired two staff to assist in running the children, youth, and OWL programs
- Recruited enough teachers and volunteers to staff the program for the entire church year. Over 40 volunteers regularly contributed to REE work, helping with our very youngest infants to our adults in their faith development.

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.



REPRODUCTIVE JUSTICE

MIKE SABACINSKI, CHAIR

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."

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 wrote 200 non-partisan postcards to voters in Illinois and Wisconsin, urging them to vote in critical elections that impacted reproductive rights.

We have a book club and ongoing film series focusing on reproductive justice issues. And we have periodically volunteered to assemble care packages for abortion patients.

The UUCUC Reproductive Justice Team collaborated with the new organization Urbana-Champaign Reproductive Justice to launch the inaugural UCRJ Week (April 24-30, 2023). The RJ Team contributed \$940 to offset the cost of venue rentals and refreshments at several events. In addition, UUCUC RJT members volunteered at events throughout the week.

Members of our team also worked with the UU of Indiana Reproductive Justice Team and Grandmothers for Reproductive Rights (GRR!) to facilitate an online Heart-to-Heart Abortion Conversation to help kick off UCRJ Week. The Reproductive Justice Framework requires us to bring the fight for reproductive rights and bodily autonomy together with the full spectrum of social justice activism. The work the UUCUC RJT is doing promotes community engagement and is integral to the promotion of social justice for all.



SERVICE AUCTION COMMITTEE

JARED AND KATIE LOFRANO. CO-CHAIRS

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. This year, we continued to utilize a hybrid/in-person auction with the Auctria software. This way, those who were less comfortable attending a party in person could still bid and contribute to this fundraiser. This year, the Auction had the theme of a "SIUUmber Party!" - a theme that the Auction Committee had been hanging out to since before COVID. This year also saw a return to a selling select items in a live auction format!

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 \$525 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



SHARED OFFERING

PAT MCCLARD, CHAIR

Shared offering is a vital part of the church's financial gifts and touches almost every aspect of our mission. Shared offering is part of the operations council and is led by Pat McClard,

Working with the various organizations that we donate to through shared offering provides many opportunities for inspiration right here in our community from people who are doing the work of building a beloved community. All of the organizations that we support are voted on by the congregation and chosen because they support the church's mission. Several of the organizations in 2023 help to promote justice through their mandate, including the Chicago abortion fund, DREAAM, Champaign County CASA, and Urbana books to prisoners. Other organizations are dedicated to helping people find peace, including first followers, survivors resource center and the greater community aids project.

In 2023, UUCUC donated more than \$27,000 to 11 community organizations and our partner churches in India and Transylvania, or more than \$2,300 per month. Those organizations and the amounts given are detailed below:

- The Refugee Center, \$2,285
- Champaign-Urbana Schools Foundation, \$2,015
- WIN Recovery, \$2,273
- RACES, \$1,898
- The Lakota People's Law Project, \$2,077
- Concern Citizens of Carbondale, \$1,883
- The Brennan Center for Justice, \$1,755
- The Education Justice Project, \$2,020
- Uniting Pride of Champaign County, \$2,137
- Trauma and Resilience Initiative, \$2,208
- School of the Americas Watch, \$2,257
- Partner Churches, \$1,599



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

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.

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.

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.

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. In the coming year, we will be working with Revs. Beth and Sally to reinvision the role and importance of the Worship Committee.

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 was 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.

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 a Spring concert with groups from Parkland College and Amasong in May. A Fall Coffeehouse and Fall Concert are also being planned. All in all, your mUUSIC team is back in action.



**TASKFORCE
REPORTS**

2023 ANNUAL REPORT GOVERNANCE AND POLICY TASKFORCE

The Governance and Policy Task Force was created in 2021-2022 to evaluate and update our congregational documents and to evaluate our congregational structure. The Task Force evaluates: how current policies are, what policies might well be more appropriate as procedures, what aspects of our by-laws might be more appropriate as policies and in what areas we have gaps that need to be addressed in new policies.

The Governance and Policy Task Force functions at the pleasure of the Board of Trustees. Any recommendations for deletions, changes or additions are sent to the Operations Council for evaluation before going on to the BoT. Final policy changes are the purview of the board. Any changes that are recommended to the by-laws must go before the congregation for a final vote after being agreed to by the board. This task force also works closely with councils and teams when they feel a policy change or addition is needed.

During this past year, we were planning on working closely with Rev David Pyle from Mid America Region to evaluate and make recommendations on our congregational documents, but this plan did not come to fruition. So the task force has been diving into our documents, especially the policies, this year. A number of policies have been determined to be out of date and no longer accurate to where we are as a congregation, so we have been working to determine which ones to recommend be removed and which simply need to be updated to more accurately portray who we are and what we are doing. We have also been looking at gaps in our policies, areas that have not been covered by policies in the past, that we felt needed to be addressed due to the changing view of church life but also our general political landscape. We have identified some of these gaps by researching other congregations of a similar size and their congregational documents. We focused especially on a policy on policies, which would create a template for policies to follow which would provide consistency between our policies. Our other major focus was on redoing our communications policy to include provisions for our expanded social media presence and the safety precautions necessary for those platforms. Hopefully these will both be passed by the Board of Trustees during the 2023-2024 church year.

Respectfully Submitted.

Jenny Hunt, Chair

Brian McDermott

Priscilla Kron

Jody Hanger



2023 ANNUAL REPORT STRATEGIC PLAN EVALUATION TASKFORCE

Introduction

The Strategic Plan Evaluation Task Force's (SPTF) charge from the Board is to review progress on the goals of the 2021-2025 Strategic plan (now extended one year to 2026). 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 2023 and 2024 fiscal year.

Following congregational approval in December 2020, UUCUC is now 2.5 years into our 5-year plan. Focusing on original action items within the goals and creating new action items did not happen as planned, given the immense disruptions during the past 2.5 years: loss of a beloved minister to disability, replacement with an interim minister, turnover in all staff positions except facilities director, new minister search, and pivot to online services and COVID preventive activities, mostly outdoors. Despite the pandemic's isolation, we survived as a community, continued to add new members, and regrouped as we transitioned back to in-person services, activities, and outreach. In addition, the Board voted to extend the plan one year to 2026 given the circumstances of the past 2.5 years.

Despite these challenges, we have retained our focus on our nine visions and five broad goals and used them to guide our planning. For 2022-2023, primary themes for focus were:

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

Building on these themes, the following three goals for 2022-23 were adopted by the Board of Trustees. Each goal incorporates two of the five broad goals of the Strategic Plan):

- 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)
- 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)
- 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)

Summary of 2022-2023 Actions with each broad goal

The Council on Shared Leadership asked individual councils to summarize accomplishments and goals in relation to the Strategic Plan in January 2023 and at an April 1 2023 Council workshop that used a SOAR analysis. SOAR uses an appreciative inquiry approach to analyze Strengths, Opportunities, Aspirations, and Results (what would success look like?).

This summary of 22-23 actions organizes individual Council leadership reports and the results of the SOAR analysis under the five broad goals in the five-year (2021-2025) plan, citing original Strategic Plan action items as they apply.



2023 ANNUAL REPORT STRATEGIC PLAN EVALUATION TASKFORCE

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.

In 2022-2023, we were able to maintain a diverse set of learning, social, and service activities as more and more members transitioned back to in-person church.

- Our ministers and staff contribute to our strengths. Hiring M.R. Rowland as choir director, hiring Kelly Skinner as manager of REE, and Rev Sally's work with Soul Matters, Pathways to Membership, and taking over some membership director (unfilled position) duties were cited in our SOAR analysis among our many strengths that support inclusive and welcoming programs.
- Building a culture of inclusion and welcoming helped us survive and thrive through challenges and become a "church for the unchurched" with no pressure for commitment (SOAR).
- We survive and thrive through challenges with an ability to adapt and pivot. This is especially true in our commitment to hybrid services with AV tech improvements both in the sanctuary and to keep connecting with those not able to attend in person.(SOAR).
- Intergenerational activities included: Fall potluck picnic and all-ages fort building; Pridefest; Cornbread & Coffee Thanksgiving morning; a Cookies and Carols holiday night (Goal 1, Action Step 5) and Annual church picnic: a grand celebration of our congregation's strength, tenacity, and capacity for fun!
- Time for All Ages to start each service, and monthly intergenerational services experimented with differing forms of engagement for all generations.
- Two Pathways to Membership classes were each followed by an all-members tea for getting to know new church members in a social setting. 24 new members joined the church in 2022-23.
- To engage more members in church programs, a new version of UU Committee Fair featured just one Council's teams one Sunday each month. With this format, people had more time to visit with team members, learn what each team does, and engage with their programs.
- Care Core supports members undergoing life stresses with calls, cards, meals, etc. In addition during 2022-23, Care Core assisted a congregant to select, apply, and move to an assisted living facility. They coordinated 6 weeks of rides for a member's cancer treatments. Repair Core helped at least 15 people with small home projects/repairs & consultations.
- The 6 Hospitality Teams pivoted back to in-person serving as ushers, welcomers, and bell ringers and providing decorations and snacks each Sunday. All new members are invited to join a Hospitality Team. Nearly all do so.
- Companion Ministry members take time to respond to every joy and sorrow shared each Sunday offering follow-up support/connection. They all received training in offering spiritual care and emotional support to peers in the congregation. (Goal 1, action item 4: "Develop learning opportunities which reflect diversity (racial, sexual, gender, emotional and physical abilities, and others) in programming, curriculum and program leadership.")
- The Older Men's Discussion Group (60 and older) is a newer weekly gathering. With 15 members, Attendance varies from 5-6 to a dozen.
- Soul Matters Small Group Ministry. Since Sept 2022, five Soul Matters small groups led by seven facilitators meet regularly for deep interpersonal connection and reflection on Soul Matters programs. Ten of the 30 participants are new this year; every group has at least one new member.
- The OWL program was expanded. In addition to the usual 7-9 grade level, new classes were added for grade groups K-1 and 4-6. This expansion involved extensive OWL training of adult teachers for the two additional age-grouped classes.



2023 ANNUAL REPORT

STRATEGIC PLAN

EVALUATION TASKFORCE

- With multiple staff changes and the August 2022 resignation of Rose St. Clair, Coordinator of the REE program, the RE Council and Sunday REE was floundering. As a result of Kelly Halcom and Lara Breeze-Troyer (REE Council) advocating to the Board for REE and many volunteer teachers stepping up, the YRUU group began meeting regularly again, and attendance in REE classes increased. During 22-23, a major transition occurred: 1) Shift to using Soul Matters themes as curriculum for all age levels, 2) consolidation into fewer classes with broader age ranges, and 3) hiring of Natalie Danner as Sunday REE coordinator. A second major step forward was the search and hiring of an REE manager, Kelly Skinner, for an 18-month interim position. Kelly has proved invaluable, has started work to become a credentialed RE professional, adding to her extensive former experience.
- Social groups continued meeting and transitioned from Zoom online to in-person. These include Parents Support Group (weekly), LGBTQ+ meetups, Feminist book group, Happy Hour, Bridge group, Women's lunch, Reflective Writing Circle. A new Thursday Walking group formed and the monthly book & magazine exchange during Fellowship was revived.
- The Beyond Categorical Thinking workshop led members of the congregation to consider what biases it has (both conscious and unconscious) around identities that their potential minister may hold. This was part of the search process but also applies to learning about inclusion and inherent bias around identities different than our own.

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.
- The Transition Team focused on experimenting with different formats for the services they planned and led throughout the year as part of the interim process.
- We continued our commitment to hybrid service format – expanded AV Tech hours; \$15K contributed for AV equipment; added slides before and after services. We continued both in-person and online Fellowship Hours after each Sunday service.
- Soul Matters small groups meet regularly using Soul Matters reflection materials. These Soul Matters groups focus on spiritual practice, deep listening, and continue to expand our theological diversity beyond Sunday services.
- Music staff, Choir, CrUUners, and UU Band all contribute to creating music diversity in services. The Music Committee organized a well-attended coffeehouse in conjunction with the Generosity Campaign with a full roster of diverse performances. Exceptional music and talent was one of our strengths in SOAR analysis.
- In Fall 2022, the settled search team explored and listened to the congregation's voices in both a series of cottage meetings and an all-member survey (200 responded) to discern and inform their search for a minister who will be a good fit with our diverse theological backgrounds and beliefs.

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.

Most Goal 3 activities happened within the congregation this year, and wider community activities were continuations of those established earlier, i.e., Pridefest, CROP hunger walk, Randolph Street Gardens workdays, Habitat for Humanity workdays.



2023 ANNUAL REPORT

STRATEGIC PLAN

EVALUATION TASKFORCE

- Transgender Day of Remembrance evening service led by Rev Sally Fritsche drew nonmembers and strengthened relationships with LGBTQ+ communities
- Leaning into Our Faith led by Priscilla Kron and Millie Davis – adult REE explored our commitment to this goal with training and discussion programs on Abortion, Hunger, and our UUCUC shift to a Councils and Teams organization.
- Congregational Life Council - Social Engagement Team In October took part in PRIDE Fest, marching and staffing the UUCUC PRIDE booth. Wide participation by members of the congregation
- Social Action Council – CUUUltivate climate action team formed Spring 2022. With Worship committee, in Summer 2022 planned and delivered two Climate Change services
- RJP Saturday workdays at Randolph Street community gardens strengthened our relationship with Dawn Blackman and residents of the North End of Champaign who grow fresh produce in a food desert area of Champaign.

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.

- Social Action Council – CU CROP Hunger Walk team - a community-wide interfaith annual October event raises funds to alleviate hunger and poverty. The UU walkers team participated with 15 other faith groups in C-U to raise funds.
- Racial Justice Team – community collaborations: work crew for Habitat for Humanity build; regular work crews at Randolph Street Community Gardens; volunteers participated in Books to Prisoners; participated in MLK Walk for Peace; attended meetings of race relations subcommittee of Community coalition; and supported workshops presented by former UUCUC member Joe Minarik. Supported NAACP and 6 local racial justice groups with funding grants from RJP budget; Proposed four racial justice organizations to receive monthly shared offering; Supported UUANI initiatives on cash bail and assault weapons ban. Within our church: portions of this year’s RJT budget is being used to fund new social justice and anti-racism books for the church library and new REE posters to update the UU Principles to include the 8th Principle.
- Immigrant Justice Team – partnered with Hessel Park Christian Church to host a free sale for Afghan refugees in need of household items, bicycles, etc. UUCUC members donated items. IJT members transported refugees to the event and assisted with activities. Learned about human trafficking of immigrants and possible actions. Joined community coalition meetings to prepare for possible busing of immigrants from Chicago with need for emergency housing, food, services.
- Social Action Council – Reproductive Justice Team This new team networked with about a dozen community and campus organizations, and established contact with clergy who are working on reproductive justice in other states. Through UUANI, met with Illinois UU ministers on reproductive justice issues. Other actions: wrote 100 postcards to voters on reproductive rights; online issue advocacy with legislators; educated on U of I Quad for outreach; six members are volunteering to be clinic escorts at Planned Parenthood Health Center. Involvement in multiple activities during community wide events in first annual Reproductive Justice Week

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.



2023 ANNUAL REPORT STRATEGIC PLAN EVALUATION TASKFORCE

With lower in-person attendance, accommodating growth lessened in importance, i.e. sanctuary capacity. Physical accessibility remains a barrier to full participation in church activities. Elevette maintenance kept access to all levels, and the Building and Grounds Advisory Team & Tim Voelker, Facilities Manager--are researching improvement options.

- The Fall 2022 search team survey did not give a clear answer re: congregation's will to stay in our current building or to search for a more accessible location. In June, the Board completed listening sessions and a one-question survey to clarify the congregation's desires with respect to improve accessibility in our current location OR move/build/renovate. No firm survey conclusion was reached; listening sessions revealed a large proportion of members asking for additional details on options and costs. Listening session comments were preserved for future use on a new Church Home page on the UUCUC website.
- After assessing the church's management and decision-making structure to foster our growth from a pastoral to a program-sized church, the Board of Trustees, Ministers and Staff implemented a Councils model with smaller specific project action teams within each Council. Five Councils meet quarterly including: Worship, Congregational Life, Religious Education & Exploration, Social Action, and Operations Councils. In addition, permanent committees include: Personnel, Finance, and Buildings & Grounds.
- The Council of Shared Leadership is helping members of Councils and action teams take on more responsibility for communicating and implementing within their governance area, a more democratic bottom-up rather than top-down approach (former structure - Committees reporting to their individual Board liaisons). Operations Council meeting monthly has assumed the responsibility of receiving requests from Councils, reviewing them, gathering more information and creating or revising policies as the need arises. Operations Council relieves the Board from dealing with operational matters, freeing Board meeting time for policy considerations. The Board is still fully informed of the issues and decisions of Operations Council and has the option to pull those items from the consent agenda for Board discussion if desired.
- The Personnel committee worked diligently to create a robust staff team to ensure that Councils are fully supported in their work. Other supportive staff changes were expanding a paid parental leave policy, and restructuring several part-time facilities positions into one full-time Facilities Manager position.
- Goal 5 mentions "accommodating growth," but focuses less on creating that growth in the first place. That is reflected in Goal 5, action step 4, "Maintain a membership professional to support members and continued growth." Despite Board approval to hire a Membership Professional this year, Associate Minister Rev. Sally Fritsche did not initiate a search, as the job description was focused narrowly on welcoming visitors and ushering them toward membership, which in the past 5 months has been covered quite ably by a growing volunteer team.

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>

Report submitted by Karen Folk. Strategic Plan Task Force members: Rev. Karen Bush, Interim Lead Minister; Rev. Sally Fritsche, Associate Minister; Kelly Skinner, Manager, RE&E; Natalie Danner, Sunday Children's RE&E; Cate Calac, Director of Congregational Administration; Becky Densmore, 22-23 Board Chair; Mona Shannon, Generosity; Terry Fredrick, RJP; Kathleen Holden, Personnel; and Karen Folk SPTF Chair.



**GROUP
REPORTS**



COVENANT GROUPS & CHALICE CIRCLES

Caregiver's Chalice Circle

We are one of the affinity groups aligned under the Congregational Life Council. We sometimes coordinate with the Care Core Team. This monthly group meeting serves those who find themselves called to be a caregiver for someone else- whether from a physical or mental/emotional illness. Each caregiving circumstance is different. Our concern is for at least one person who can no longer care for themselves without assistance. They may be local or in a distant state and might reside in their own home or apartment; others may be in a care facility.

This support group provides a safe and trusted place to share about our caregiving experiences and often includes private information, complaints or fears, humor, inspiration, and empathy. We offer each other our personal experience, emotional support, rides, meals, and care assistance when needed.

Most of our members are actively involved in other groups and committees. The Chalice Circle serves to add to the health and strength of UUCUC as another important aspect of 'building community' and hopefully finding whatever peace is possible among trying circumstances.

We are most proud of the number of years we've been meeting to provide support and consistency when a health care situation arises within their own circle of family or friends. People rotate in and attend as long as they feel the group is meeting their needs. People can continue meeting with the group whether their person(s) have passed on or recovered from their illness.

Respectfully submitted, Timothy Temple, Coordinator

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

We are one of the affinity groups aligned under the Congregational Life Council. We sometimes coordinate with the Care Core Team. This monthly group meeting serves those who find themselves called to be a caregiver for someone else- whether from a physical or mental/emotional illness. Each caregiving circumstance is different. Our concern is for at least one person who can no longer care for themselves without assistance. They may be local or in a distant state and might reside in their own home or apartment; others may be in a care facility.

Feminist Book Club

The Feminist Book Group meets monthly to discuss books featuring strong women characters or addressing issues of importance to women. We welcome new readers of all ages who identify as women. On average, 8-12 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.

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, and a check-out. A brief time for socializing follows the discussion. This year we have met via Zoom or with a hybrid meeting at UUCUC using the OWL. Direct inquiries to Karen Folk (foxandfolk@gmail.com) or Priscilla Kron (priscilla.kron@gmail.com) .

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 an informal fellowship group that meets once a month to socialize with other members and friends of the church. We usually meet at a local bar or restaurant from 5 to 7 p.m. on the fourth Thursday of the month, except in November and December when we meet on the third Thursday. Attendance averages around 7 people with a low of 3 and a high of 15 in 2022-23. The location is selected by attendees at the previous month's get-together and can be found on the Church's online calendar, in weekly events, or on the Facebook page.

Mindfulness

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

Older Men's Discussion Group

The Older Men's Group (60+) was founded in July, 2021, as an offering in the Adult RE program. The Group is led by David Gross and Dave Sharpe. As a discussion group, we have an informal agenda, and are guided by the interests or concerns of our members. Our meetings begin with a check-in, and our discussion frequently arises from the comments during check-in.

In preparing for this report, we asked the members for a word or phrase about how they feel about the Group. The responses included: "Develop friendships"; "Be welcoming"; "Share our personal experiences"; "Be more human, lighten up: Affirm each other"; "Learn to be more open"; "Safe space to 'take risks'; Building connections"; "Support each other"; and importantly, "Steer clear of 'you should do' type statements." With such comments as guides, we have built an open, yet diverse, Older Men's Group.

We have about 15 active members, and attendance varies from 5-6 to a dozen. We don't take attendance, and members fit the Group into their busy lives. Our meeting style makes our Group a good way for men who are new to UUCUC to build a relationship with an interesting group of men.

Assuring accessibility for all members is a guiding principle. In the two years we have met at Fellowship Hall, on the South Lawn, and in members' homes. Each option has involved compromise in accessibility. David Gross has arranged for us to meet at Clark-Lindsey Village. Our meetings are now more accessible to several members who live at Clark-Lindsey. Also, a number of other UUCUC members live at Clark-Lindsey and may wish to join our Group.



AFFINITY GROUPS

Parent's Support Group

The Parent Support Group was established in Spring 2020 as a way for parents to meet regularly via Zoom to share in the challenges and joys of parenting during the pandemic. The group has continued to meet weekly since, with members (and occasionally Reverend Sally) signing up to act as host. Over the past year, the parent support group has met for 50 out of 52 Saturdays. In November 2022, the group hosted its first parents' retreat weekend, which nine members attended.

The Parent Support Group has approximately 15 regular participants with a smaller subgroup attending each Saturday. Each week, the group gathers for honest sharing, generous listening and being fully present with and for each other. The group makes participants feel less alone on the journey of parenting. Members have all expressed profound appreciation for the meaning, comfort, inspiration, humor and joy they derive from this community.

(Submitted as a collaborative effort by members of the Parent Support Group)

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. Please email uuwlg@uucuc.org to be added to the mailing list.



**IN
MEMORIAM**

IN MEMORIAM

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 Ione 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.

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.

IN MEMORIAM

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.

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.

APPENDIX

78

UUCUC ATTENDANCE AND MEMBERSHIP GROWTH

79

WORSHIP SERVICES

82

BALANCE SHEET

83

PROFIT AND LOSS

88

**DRAFT MINUTES FROM JUNE 4, 2023
ANNUAL MEETING**





UUCUC ATTENDANCE AND MEMBERSHIP GROWTH

	2022-2023	2021-2022
Average Weekly Worship Attendance	153	114
Average Weekly Summer Worship Attendance	119	71
Average Weekly REE Attendance	22	N/A
Average Weekly Summer REE Attendance	4	N/A
Total Voting Members	337	319
Total New Voting Members	25	10



WORSHIP SERVICES

Date	Service Title	Service Lead
7/3/22	Circle 'Round	Rev. Sally Fritsche
7/10/22	Solutions: Addressing Climate Change Locally and Systemically	The Worship Team
7/17/22	Light	Sam Beshers & Celia Barbieri
7/24/22	Politics Worthy of the Human Spirit: An Online Field Trip to UU First Parish in Needham MA	Rev. Jenna Crawford
7/31	Literature as Sacred Text	Jennifer Greene
8/7	Celebrating the Harvest	Kiri Fagen-Ulmschneider
8/14	Singing the Living Tradition	Sam Beshers
8/21	Paying Attention to Paying Attention	Rev Karen Bush
8/28	Thirsty Roots: Water Celebration Sunday	Rev Sally Fritsche & Rev Karen Bush
9/4	Belonging	Rev Sally Fritsche
9/11	Together on the search	Settled Search Team 22-23
9/18	The Ongoing Evolution of the 'Beloved Community': Hype or Real Change	Rev Karen Bush
9/25	Inspired to promote justice	Jerry Carden
10/2	Courage	Rev Sally Fritsche
10/9	Journey to Wholeness: An Imperfect Human Path	Theresa Benson
10/16	Courage in a Time of Transition	Transition Team
10/23	Forgive Us our Debts	Rev Sally Fritsche



WORSHIP SERVICES

10/30	Moving Past the Walls of 'Niceness' to Find One Another ...Anew	Rev Karen Bush & David Wolf
11/6	All Souls Sunday	Rev Sally Fritsche
11/13	Living in Covenant	Transition Team
11/20	Of the Land	Rev Sally Fritsche
11/27	Unitarian Universalism in a Nutshell	Rev. Karen Bush
12/4	Wonder-full	Rev. Sally Fritsche
12/11	Having the Courage to be Vulnerable	Transition Team
12/18	Light One Candle	Rev. Sally Fritsche
12/24	Holy Unexpected [Saturday, 5pm service]	Rev. Sally Fritsche
12/24	At the Still Point [Saturday, 7pm service]	Rev. Karen Bush
1/1	Embracing Possibility through Transition	The Worship Team
1/8	The Candles of Kwanzaa: Inspiration And Challenge For Us All	Rev. Karen Bush
1/15	Dr. King and the UUs	Rev. Sally Fritsche
1/22	From Categorical Thinking to Radical Welcome	Jerry Carden & Settled Search Team 22-23
1/29	Our Living Tradition is Changing (Again!)	Rev. Sally Fritsche
2/5	Love In Action	Rev. Karen Bush and Rev. Sally Fritsche
2/12	Come Dream A Dream	Rev. Karen Bush
2/19	Rest Rooms: A UU Theology of the Toilet	Rev. Sally Fritsche



WORSHIP SERVICES

2/26	Where Do I Belong?	Transition Team
3/5	What Is Church?	Rev. Karen Bush
3/12	Why We Stay	Rev. Sally Fritsche
3/19	Spring Break: And now for something completely different	Transition Team
3/26	Disability Justice vs Ableism at UUCUC and in Our Lives: Important Conversations	Rev. Karen Bush
4/02	Joyful Resistance	Rev. Sally Fritsche
4/09	Death Transformed	Kelly Skinner
4/16	Upside Down Church	Rev. Sally Fritsche & Kelly Skinner
4/23	Going Fast or Going Far: The Power of Community	Beth Monhollen
4/30	Don't Show Up Empty Handed	Beth Monhollen
5/07	A Music Journey Onward	M.R. Rowland
5/14	Fear and Faith	Transition Team
5/21	Fanfare for the Common Man	Sam Beshers and Transition Team
5/28	Youth Bridging Sunday	Sally Fritsche
6/4	Delight! A Flower Celebration Sunday	Sally Fritsche
6/11	Queer Joy as Resistance	Sally Fritsche
6/18	Let's Hear It For The Volunteers	Janet Revell Barrett and Peggy Patten
6/25	Transformation Through Creative Expression	Kiri Fagen-Ulmschneider

UU Church of Urbana-Champaign

Balance Sheet

As of June 30, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
PNCMD PNC Minister's Discretionary fund	3,418.61
PNCOA PNC Office Administrator	2,187.61
PNCOC PNC Operating Checking	0.00
PNC010 Operating	117,099.00
PNC100 Passthrough Subaccounts	0.00
PNC210 Social Action P/T	11,911.90
Total PNC100 Passthrough Subaccounts	11,911.90
Total PNCOC PNC Operating Checking	129,010.90
PNCOS PNC Short-term Set Aside Savings	33,710.94
PNCPR PNC Ongoing Set Aside	0.00
Personnel	10,008.49
Property	10,067.83
Sabbatical	3,776.85
Total PNCPR PNC Ongoing Set Aside	23,853.17
Total Bank Accounts	\$192,181.23
Other Current Assets	
PNC CD	50,000.00
Total Other Current Assets	\$50,000.00
Total Current Assets	\$242,181.23
TOTAL ASSETS	\$242,181.23
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
PR Payroll Liabilities	
PRFIT Federal Income Tax Withheld	0.01
PRSOC Social Security Withheld	-0.06
Total PR Payroll Liabilities	-0.05
Security Deposits	1,420.00
Total Other Current Liabilities	\$1,419.95
Total Current Liabilities	\$1,419.95
Total Liabilities	\$1,419.95
Equity	
10000 Opening Balance Equity	13,647.70
13000 Unrestricted Net Assets	173,976.77
Net Income	53,136.81
Total Equity	\$240,761.28
TOTAL LIABILITIES AND EQUITY	\$242,181.23

UU Church of Urbana-Champaign

Profit and Loss July 2022 - June 2023

	TOTAL
Income	
41100 Pledges	
41180 Pledges 2017-18	250.00
41191 Pledges 2019-20	2,600.00
41192 Pledges 2020-2021	110.00
41193 Pledges 2021-2022	14,335.00
41194 Pledges 2022-2023	390,055.59
41195 Pledges 2023-2024	82,660.00
Total 41100 Pledges	490,010.59
41200 Donations	8,806.86
41210 Assoc Minister Set Aside	36,021.00
Total 41200 Donations	44,827.86
41300 Plate Collections (cash)	12,940.41
41400 UU General Trust	19,430.00
41410 England Endowment	3,500.00
41500 Fundraising	
41510 Service Auction	27,205.16
41520 CC Processing Fees - Offset	382.00
Total 41500 Fundraising	27,587.16
41600 Facility Use Fees	
41620 Other Rentals	5,345.00
Total 41600 Facility Use Fees	5,345.00
41700 Miscellaneous	5,875.83
41750 Miscellaneous Income	351.90
Total 41700 Miscellaneous	6,227.73
41800 Savings Interest	1,236.76
44000 Non-operating Savings Interest	2.51
45000 Designated Income	
45155 McMahan Fund	10,000.00
45170 Partner Church	1,599.00
45210 Social Action	26,131.92
45300 Minister's Discretionary Fund	6,455.00
Total 45000 Designated Income	44,185.92
Total Income	\$655,293.94
GROSS PROFIT	\$655,293.94
Expenses	
53000 Congregation	
53100 Congregational Expenses	
53110 Trustees Contingency	1,024.89
53115 Consultants and Contractors	250.00

UU Church of Urbana-Champaign

Profit and Loss

July 2022 - June 2023

	TOTAL
53120 Leadership Training	274.80
53131 Minister's Discretionary Fund	3,491.65
53140 Denominational Expenses	
53142 UUA Annual Program Fund	21,635.00
Total 53140 Denominational Expenses	21,635.00
Total 53100 Congregational Expenses	26,676.34
53150 Fundraising Expenses	
53151 Stewardship	587.38
53153 Service Auction Expenses	1,093.04
53155 CC Processing Fees - Vanco	1,550.13
Total 53150 Fundraising Expenses	3,230.55
53160 Committee Program Expenses	
53161 Membership Committee	407.24
53162 Membership Coordination	440.09
53163 Personnel	2,171.00
53164 Social Action	3,946.26
53166 Care Core	24.00
53168 Racial Justice Initiative	3,720.00
53180 Immigration Justice	3,364.14
Total 53160 Committee Program Expenses	14,072.73
53200 Misc Congregational Expenses	3,116.62
53230 Hospitality	1,173.73
53250 Bookkeeping Service	9,900.00
53270 Search Committee	6,327.33
Total 53200 Misc Congregational Expenses	20,517.68
Total 53000 Congregation	64,497.30
54000 Office	
54100 Office Expenses	64.82
54110 Treasurer Expenses	80.00
54120 Payroll Service	1,770.29
54130 Postage	291.27
54140 Printing	594.03
54150 Office Supplies	2,210.79
54160 Telephone	2,203.27
54170 Copier Maintenance	2,655.53
54180 IT Support	25.91
54190 IT Services & Subscriptions	8,693.64
54200 Computer Expenses	888.33
54210 Internet Service	359.88
Total 54100 Office Expenses	19,837.76
Total 54000 Office	19,837.76

UU Church of Urbana-Champaign

Profit and Loss

July 2022 - June 2023

	TOTAL
55000 Worship	
55100 Worship Expenses	
55110 Instrument Maintenance	250.00
55120 Music Supplies	832.98
55130 Musicians	850.00
55135 England Music Support	650.00
55140 Worship Supplies	402.31
Total 55100 Worship Expenses	2,985.29
Total 55000 Worship	2,985.29
56000 Religious Education	
56100 RE Expenses	
56110 RE Supplies & Materials	3,171.09
56130 Background Checks	149.25
56140 Youth Outreach	197.50
56160 Programs	1,209.03
56170 Youth	577.28
56171 OWL	4,554.94
Total 56100 RE Expenses	9,859.09
Total 56000 Religious Education	9,859.09
57000 Property	
57100 Property Expenses	
57110 Grounds Maintenance	2,892.64
57120 Natural Gas	7,422.21
57130 Electricity	5,019.67
57140 Property Insurance	10,112.00
57150 Janitor Supplies	1,338.17
57160 Mortgage interest	-433.38
57170 Property Contingency	2,394.02
57181 Church Maintenance	11,880.67
57190 Snow Removal	320.00
57200 Trash Hauling	717.22
57210 Water/Sewer	2,455.77
57220 Equipment & Furniture	1,526.86
57240 Alarm Monitoring	1,017.52
57300 Accessibility	9,100.00
Total 57100 Property Expenses	55,763.37
Total 57000 Property	55,763.37
58000 Minister	
58010 Minister Expenses	2,929.73
58012 Associate Minister Expenses	4,418.78
Total 58010 Minister Expenses	7,348.51

UU Church of Urbana-Champaign

Profit and Loss July 2022 - June 2023

	TOTAL
58020 Minister Hlth Ins	
58022 Associate Minister Health Insurance	7,136.76
Total 58020 Minister Hlth Ins	7,136.76
58030 Minister Pension	
58032 Associate Minister Pension	6,520.49
Total 58030 Minister Pension	6,520.49
58040 Minister Life & ADD	
58042 Associate Minister Life & ADD	538.56
Total 58040 Minister Life & ADD	538.56
58050 Minister LTD	
58052 Associate Minister LTD	833.52
Total 58050 Minister LTD	833.52
58060 Minister Salary	
58062 Associate Minister Salary	30,730.08
58064 Temporary Minister	44,500.68
Total 58060 Minister Salary	75,230.76
58070 Minister Housing Allowance	
58072 Associate Minister Housing Allow	29,579.94
58074 Consulting Minister Housing Allowance	27,924.61
Total 58070 Minister Housing Allowance	57,504.55
58080 Minister FICA Allowance	
58082 Associate Minister FICA Allow	4,556.24
Total 58080 Minister FICA Allowance	4,556.24
58092 Associate Minister Dental	1,440.00
Total 58000 Minister	161,109.39
60000 Staff	
61000 Congregational Staff	
61210 Child Care Coordinator	2,782.00
61216 Child Care Coordinator FICA Expense	212.87
61220 Child Care Workers	1,862.75
61226 Childcare Worker FICA expense	142.55
Total 61000 Congregational Staff	5,000.17
62000 Office Staff	
62100 Office Administrator	
62111 Office Admin Salary	56,247.68
62112 Office Admin Hlth Ins	426.14
62113 Office Admin Life & ADD	277.62
62114 Office Admin LTD	429.59
62115 Office Admin Pension	3,056.61
62116 Office Admin FICA expense	4,173.93
62190 Office Admin Dental	420.00

UU Church of Urbana-Champaign

Profit and Loss July 2022 - June 2023

	TOTAL
Total 62100 Office Administrator	65,031.57
Total 62000 Office Staff	65,031.57
62200 Office Assistant	
62201 Office Assistant Salary	11,343.11
62216 Office Assistant FICA expense	770.82
Total 62200 Office Assistant	12,113.93
63000 Property Staff	
63310 Staff Facilities Manager	
63311 Staff Facilities Manager Salary	41,652.88
63312 Staff Facilities Manager Health Insurance	18,921.00
63313 Staff Facilities Manager Life & ADD	401.88
63314 Staff Facilities Manager LTD	529.20
63316 Staff Facilities Manager FICA expense	2,648.74
63332 Staff Facilities Manager Pension	1,965.73
63390 Staff Facilities Manager Dental	1,776.00
Total 63310 Staff Facilities Manager	67,895.43
Total 63000 Property Staff	67,895.43
64000 RE Staff	
64100 Director of RE	
64111 DRE Salary	38,216.77
64112 DRE Hlth Ins	4,828.34
64113 DRE Life & ADD	216.25
64114 DRE LTD	195.00
64116 DRE FICA expense	885.38
64120 DRE Expenses	
64121 DRE Prof Expenses	1,140.75
Total 64120 DRE Expenses	1,140.75
64190 DRE Dental	180.00
Total 64100 Director of RE	45,662.49
64200 RE Assistant Salary	4,325.78
64213 Life & ADD RE Assistant	93.00
64214 LTD-RE Assistant	143.90
64216 RE Assistant FICA expense	2,260.67
64290 Dental-RE Assistant	300.00
Total 64200 RE Assistant Salary	7,123.35
Total 64000 RE Staff	52,785.84

UU Church of Urbana-Champaign

Profit and Loss

July 2022 - June 2023

	TOTAL
65000 Worship Staff	
65100 Music Director Salary	15,954.64
65106 Music Director FICA expense	1,220.56
65200 Assistant Music Director Salary	14,696.08
65216 Asst Music Director FICA expense	1,124.21
65600 A/V Tech	
65610 A/V Tech Salary	10,703.22
65615 A/V Tech Pension	438.46
65616 AV/Tech FICA expense	828.89
Total 65600 A/V Tech	11,970.57
Total 65000 Worship Staff	44,966.06
69000 Staff Benefits	
69100 Workers Compensation	2,493.00
Total 69000 Staff Benefits	2,493.00
Total 60000 Staff	250,286.00
64400 Sunday Coordinator for Children's Religious Exploration and Engagement	
64411 Sunday Coordinator for Children's Religious Exploration and Engagement Salary	4,677.00
64416 Sunday Coordinator for Children's Religious Exploration FICA expense	357.80
Total 64400 Sunday Coordinator for Children's Religious Exploration and Engagement	5,034.80
69900 Service Fees	177.83
70000 Passthrough Expenditures	
70155 McMahon Fund	295.77
70210 Social Action	21,732.58
70220 Property Wish List	
70221 Solar expenses	10,000.00
Total 70220 Property Wish List	10,000.00
Total 70000 Passthrough Expenditures	32,028.35
75080 Staff Development	320.16
75090 Staff Recognition	7.79
Ask My My Accountant	250.00
Total Expenses	\$602,157.13
NET OPERATING INCOME	\$53,136.81
NET INCOME	\$53,136.81



UU Church of Urbana-Champaign

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

DRAFT Minutes

Annual Meeting June 4, 2023

Jody Hanger, Clerk confirmed a quorum at 1:10 p.m. 69 members were in attendance.

Gail Schiesser, Moderator, offered a motion to approve the meeting agenda.

Todd Kinney moved to accept the meeting agenda as written; Jim Hannum seconded.

The annual meeting agenda was approved by verbal consent.

Remarks by the Chair of the Board of Trustees - Becky Densmore

- Exciting ride this year - let's celebrate the Settled Search Team and their success!
- Majority of structural deficit has been addressed
- More people in the pews
- Food pantry from Julie Laut now at church - and being run by SAC - Pat Nolan and Penne Beckett
- There are four new councils - Worship, Congregational Life, Shared Leadership, and Operations
- Natalie Danner has agreed to be the new REE Council Chair
- Majority of critical roles have been filled in leadership
- Still plenty of volunteer spots - there is always room at the table
- Embrace renewal, lean into change - will lead to happy beginnings
- All's well in the Land of UU!

Becky received a standing ovation.

Jenny Hunt (BOT Vice Chair) thanked Becky for her service.

Remarks by Rev. Sally Fritsche, Associate Minister for Congregational Life

- Highlights of the last year include preaching, attending the graduating OWL classes, being downstairs with REE more, being trusted with tender moments, glitter blessings at the PRIDE Celebration, leading membership classes
- There is a need for us in the world - we are needed and important
- Has been a weird year, but every year has been weird - unpredictable in many ways
- The story that we've told ourselves that everything fell apart during pandemic, but 28 people joined this year and 28 joined year before pandemic - the same number

In Memoriam by Rev. Sally Fritsche

The following members who died during the past year were remembered: Kathy Robinson, Norma Childers, Virginia (Gin) Stroecker, Tom Neuffer Emswiler, David Barber.

Approval of Minutes of June 6, 2022 Annual Meeting

MOTION: To approve the minutes of the June 6, 2022, Annual Meeting of the Unitarian Universalist Church of Urbana-Champaign as printed in Appendix A of the Congregational Meeting packet for the Annual Meeting dated June 4, 2023.

- Jody Hanger moved to accept the minutes from the 2022 Annual Meeting; Jenny Hunt seconded.
- The minutes were approved and accepted with a verbal vote.

Presentation of the Proposed 2023-2024 Annual Budget by Brian McDermott, Chair, Budget Taskforce

- ONE word describes the budget: BALANCED
- Almost all the Councils were represented on the budget taskforce - was truly a team effort

- Thanks to the congregation's generosity, Rev. Sally is merged into the budget entirely; we have 1 ¾ ministers for the first time in history
- Doug Jones asked why the dues to the UUA went up so much (46.7%). McDermott responded that we were given a discount for last year because we were a congregation in such good standing. There was also a dues increase.

Approval of 2023-2024 Annual Budget

MOTION: To approve the proposed FY24 Budget, as summarized in the Congregational Meeting Packet for the Annual Meeting dated June 4, 2023.

- Brian McDermott moved to approve the 2023-2024 budget; Beckett seconded.
- The budget was approved and accepted by verbal vote.

Elections

MOTION: To accept the slate of nominees as presented in the Congregational Meeting Packet for the Annual Meeting dated June 4, 2023 with the addition of Kelly Skinner, REE Manager, as a General Assembly attendee.

- Becky Densmore moved to accept the slate; Karla Peterson seconded.
- The slate was accepted by the attendees with a verbal vote.

The following people were elected to the Board of Trustees as Members-at-Large:

- Matt Stasiewicz - three-year term
- Jocelyn Karsk - three-year term
- Charlie Boast - one-year term

Jenna Zeidler was voted in as Clerk for a two-year term.

Kathy Vance was reelected for another two-year term as Financial Secretary'

The following people were elected to the Nominating Committee for one-year terms:

- Peggy Patten
- Kathy Frizzell
- Tim Temple

David Cahill was elected to a four-year term as a Trust Fund Trustee.

The following people were elected as delegates to the General Assembly of the UUA:

- Jenny Hunt
- Becky Densmore
- David Gross
- Jenna Zeidler
- Margaret Lovell
- Natalie Danner

Jerry Carden moved to affirm delegate credentials to Rev. Sally Fritsche and Kelly Skinner as they will be attending as UUCUC staff. Joe Finnerty seconded the motion.

The motion to affirm delegate credentials to two staff members was approved with a verbal vote.

Proposed Redistribution of Retained Unrestricted Bequest Fund Monies

MOTION: To approve moving the entire retained unrestricted bequest monies: half into the Capital Fund and half into the General Trust.

- Brian McDermott moved to accept the motion; Peggy Patten seconded.

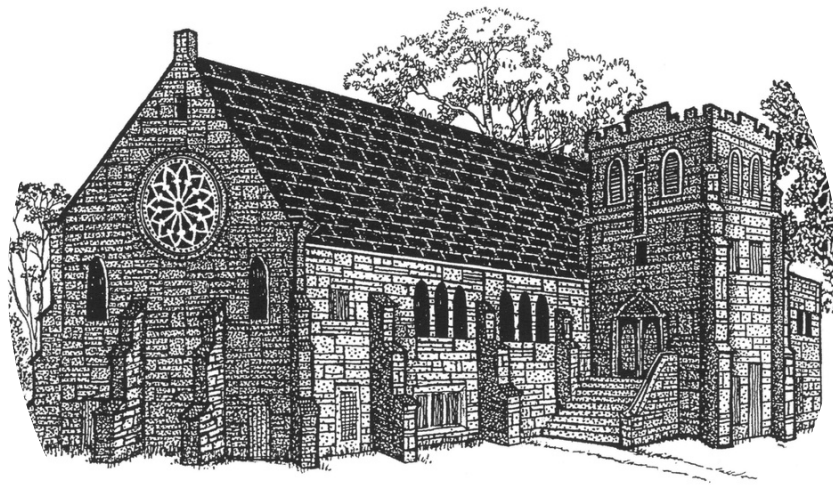
DISCUSSION:

- Brian McDermott reminded the attendees that one third of the Erlich bequest was set aside as unrestricted funds in case of emergency - there was no emergency, so now those funds can be mingled with our existing trusts to be effectively invested for the future.

- Jim Hannum wanted to know the exact amount of the money to be redistributed; McDermott said about \$50,000 - the exact amount includes a few more dollars and cents. The treasurer will just divide the amount evenly between the two accounts.
- The motion passed by verbal vote.

Doug Jones moved to adjourn the meeting; Jim Hannum seconded.

The Annual Meeting adjourned at 1:50 p.m.



UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN
309 WEST GREEN STREET
URBANA, ILLINOIS 61801
217-384-8862 • WWW.UUCUC.ORG