



ANNUAL REPORT

FISCAL YEAR 2018 – 2019

Unitarian Universalist Church of Urbana-Champaign

309 West Green Street • Urbana, IL 61801

(217) 384-8862 • www.uucuc.org

PRINCIPLES, MISSION AND VISION

Our Unitarian Universalist Principles

We affirm and promote:

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

Mission Statement

At UUCUC, our mission is simple:

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

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

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

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

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

Vision Statement

We dedicate ourselves to:

- Expanding religious, educational, and social activities that serve our congregation and the larger community.
- Acting on our individual and collective commitment to promote social justice.
- Enhancing the diversity of our liberal religious community.
- Improving the accessibility and functionality of our facilities and ensuring that they are an asset to our community.

Approved December 4, 2005

Congregational Covenant

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

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

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

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

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

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

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

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

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

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

Approved October 2, 2005

2018-2019 CONGREGATIONAL GOALS

CONGREGATIONAL GOAL #1

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

*

CONGREGATIONAL GOAL #2

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

*

CONGREGATIONAL GOAL #3

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

As voted by UUCUC Board of Trustees November 2017

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Officers of the Congregation:

CHAIR: Jenny Hunt

VICE-CHAIR: Randy Locke

CLERK: Jennifer Livingston

TREASURER: Gail Schiesser

FINANCIAL SECRETARY: Amy Robison

MODERATOR: Chris Hannauer

Board of Trustees:

Jenny Hunt, CHAIR

Randy Locke, VICE-CHAIR AND LEADERSHIP INITIATIVE

Jennifer Livingston, CLERK

Gail Schiesser, TREASURER

Adam Davis, RACIAL JUSTICE LIAISON

Karen Folk, PERSONNEL COMMITTEE LIAISON AND STRATEGIC VISION TEAM LEAD

Ben Joselyn, SOCIAL ACTION LIAISON

Brian McDermott, MEMBERSHIP COMMITTEE LIAISON

Johnny Robinson, PROPERTY COMMITTEE LIAISON

Clifford Singer, STEWARDSHIP COMMITTEE LIAISON AND HIGH ST. PROPERTY TASK FORCE

Carol Veit, RELIGIOUS EDUCATION—EXPLORING THE FUTURE LEAD

Staff at UUCUC 2018-2019

The Reverend Florence Caplow, Minister

Kate Barton, Facilities Manager

Sherry Bohlen, Membership Manager

Stephanie Cobb, Sunday Kitchen Helper (2018—April 2019)

Brian Franklin, Congregational Administration Manager (March 2019—Present)

Matthew Gladden, Assistant Music Director

Dr. Michele Townsend Grove, Interim Director of Religious Education
(August 2018—Present)

Jody Hanger, Assistant for Religious Education (July 2018 - August 2018)

Kelsey Libert, Childcare Coordinator (October 2018—Present)

Rosalyn Maziarka, Office Administrator (July 2018—February 2019)

Emily McKown, Youth Coordinator (September 2018 - Present)

Matt Sheppard, Music Director

Shornor Vineyard, Custodian

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2018-2019 YEAR IN REVIEW

BOARD OF TRUSTEES CHAIR

Elected by the congregation every year at the Annual Meeting, your Board of Trustees works diligently to fulfill the responsibility you have granted us in overseeing as well as planning for the overall health and well-being of this congregation and this physical church facility. As the church grows there are many new opportunities as well as new and different challenges for us to face. The 2018-2019 Board of Trustees has worked very hard to balance and address the needs that are present within the budget we have available. They do not always match and priorities must be determined. I think we were successful in achieving the majority of things we set out before us.

We have added new staff, some because of departures and some because of new needs and responsibility shifts to meet our growing needs. We are now up to 10 main staff members as well as additional child care workers. We welcomed Michele Townsend-Grove as our interim Director of Religious Education. Kate Barton joined us last summer as our new Events Coordinator and then in January became our Facilities Coordinator. In March, Brian Franklin became our Office Administrator (now Congregational Administration Manager). And for those who aren't aware of the Youth end of things, Emily McKown is our Youth Coordinator and Kelsey Libert is our Childcare Coordinator. We are so glad to have these folks. My apologies if I have forgotten anyone.

As a board, and congregation, we accomplished many things this year.

- Building of an accessible ramp into the sanctuary
- Creation of a leadership development group
- Creation of a new AV Team
- Revitalization of the Welcoming Congregation
- Hanging of the Black Lives Matter banner
- Beginning of the Soul Matters covenant groups
- Re-organization of property with a new staff Facilities Coordinator and Building and Grounds Advisory Team (BAGAT)
- Creation of a Strategic Visioning Team for our next 3-5 year strategic plan and then the decision to combine and interweave it with Religious Education Exploring the Future (this combination being a new approach according to the UUA folks).

- Change to a professional bookkeeper
- Change to having a preliminary budget wish before stewardship begins
- Successful committee chair and co-chair changes
- Decision to change the security system for door safety
- We began our new 2 year initiative of community engagement

And much more. These are some of the highlights.

We ended the year with membership hovering around 320. We are growing and we are vibrant. We have shown up for causes and stood up for causes. We have sponsored trainings and co-sponsored community programs. We are known and recognized in the community as the church that 'shows up'.

It was a pleasure and an honor for me this year to chair the Board of Trustees of such a vibrant and passionate spiritual home.

Members: 2018-2019

Jenny Hunt, Chair
Randy Locke, Vice-Chair
Gail Schiesser, Treasurer
Jennifer Livingston, Clerk
Johnny Robinson
Cliff Singer
Carol Veit
Brian McDermott

Adam Davis
Karen Folk
Ben Joselyn

Ex-Officio Member:

The Rev. Florence Caplow

Respectfully Submitted,

Jenny Hunt, 2018-2019 Chair

This is my second year of settled ministry with you. Or rather “settled shared ministry” since I see my work here as completely collaborative – with the staff, the Board, leaders, the worship team, and all members and friends. I could not be your minister without the energies and good will of so many others.

There were some big changes this year: Dr. Michele Townsend Grove beginning her work as Interim DRE; the hiring of our first paid Facilities Coordinator (Kate Barton) and first Youth Advisor (Emily McKown); the changes to the Bylaws in terms of membership, ministerial responsibilities, the Financial Secretary position, and other needed changes, which passed unanimously at the annual meeting; the beginning of a new strategic visioning process, including religious education visioning (the “Dream Team”); the departure of ECIRMAC, which had been a tenant for more than 30 years; and the beginning of Soul Matters theme- based ministry in Soul Matters Covenant Groups and in Sunday worship.

This year my ministerial goals, developed in collaboration with the Board, included: 1) offering opportunities for engagement at interfaith and justice oriented events as well as providing a model for engagement/reflection for those involved with the community; 2) actively supporting the Interim DRE and the visioning process for religious education as well as collaboratively developing greater opportunities for adult religious education; and 3) deepening shared ministry through cultivating and supporting the Worship Associates program, a new Pastoral Care Associates program, the facilitators of the new Soul Matters covenant groups, the new strategic visioning process, and providing support and training for leaders within the church.

The Celebration of Shared Ministry and Installation on November 10th was attended by nearly 300 people, with speakers from around the country and from other faith communities here in CU. This event required an immense amount of volunteer effort, creativity, and hard work. My thanks to each person who attended, participated, or volunteered, and particularly the installation task force: Sandy Hannum, Jim Hannum, Kathleen Robbins, Amanda

Owings, Walt McMahon, Sam Beshers, Kelly Halcomb, Chris Hannauer, and Claudia and David Gross.

In terms of my own development and continuing education, I completed the yearlong “Clergy Clinic in Family Systems” at the Lombard Mennonite Peace Center, to deepen my understanding of the dynamics of church life. I also worked one-on-one with Susan Beaumont, a nationally-recognized trainer in church staffing and supervision.

The work of ministry touches on all aspects of church life. Although the areas below are ways to think about my efforts and contributions as your minister, they are also an overview of the whole of church life this year.

Growth and Visioning

The growth of the membership of the church that began during the interim period has continued. At the end of June of 2018 UUCUC had 280 members. At the end of June of 2019 UUCUC had 309 members. This represents a 10% increase from one year to the next.

Growth at this rapid rate, after years of stability, has many effects on church life. One challenge has been the crowding on Sunday mornings in the Sanctuary, Fellowship Hall, and meeting spaces for RE. Another challenge is the stretching of ministerial time and resources across more members, particularly for pastoral care.

In response to this growth, the Committee on Shared Ministry and I invited the Rev. Bill Breeden, minister emeritus from the Bloomington, Indiana UU Church (which grew from 200 to 500 members in the years he served there), to offer a Sunday sermon and workshop on growth, based on his experience in Bloomington. Approximately 60 church members and leaders participated in the workshop.

In addition, Brian McDermott from the Board developed a Powerpoint presentation on growth, Sunday crowding, and the question of whether to go back to two services, which he shared with the Board, Committee Council, the Dream Team. Membership Committee, and those who attended

the workshop with Rev. Breeden.

Rev. Breeden's message to us was "You are going to grow, as long as you keep being a loving, warm, healthy, and relevant church community. The only reason you won't grow is if you get in your own way." He stressed the social justice activism is part of being relevant in these times.

The Strategic Visioning team and the Religious Education team decided to work more closely together and became the "Dream Team". They will be guiding the development of a new Five Year Strategic Plan with the intention to have a vote on a new Five Year Plan in October of 2020. I am the facilitator of the Dream Team.

Justice and Outreach

I have continued my role of providing opportunities for interfaith justice engagement for members and friends of UUCUC, as have the Social Action Committee, the new Welcoming Committee, the new immigration justice group, and the Racial Justice Project.

In response to the Kavanaugh hearings (and the trauma this brought up for many people) I organized a public #BelieveHer Vigil at the church, as well as two opportunities for members to share feelings about the hearings.

Sherry Bohlen and I were speakers at the Interfaith Alliance Thanksgiving event at the Krannert Center, and I continue to be active in the interfaith and multiracial Sisters in Faith Leadership group. I have been attending meetings of the Community Coalition and joined the local chapter of the NAACP. I met Abdulkhakeem Salaam at the annual NAACP banquet, a member of the Islamic Center who hosts an annual interfaith "Day of Gratitude" on the Thursday before Memorial Day. The Social Action Committee co-sponsored the event, and I attended on behalf of the congregation.

The wave of oppression and violence against immigrants and asylum seekers at the national level has sparked awareness and activity within UUCUC and in my ministry here. In October we did a number of events around the theme of

"Sanctuary", including a Sunday service with Jose Angel N, the author of "Illegal". In the fall I began meeting with an interfaith group interested in providing sanctuary here in CU, and in February we hosted an evening event at UUCUC with Jennie Belle, an organizer on sanctuary from Church World Service, titled "Sanctuary Through an Anti-Racist Lens." In December I traveled to the San Diego/Tijuana border for a clergy witness organized by the ACLU, with over 400 clergy from many faith traditions. When I returned from the border I offered an evening session to share my experience, attended by 35 people from within the church and from the larger community. Based on that meeting, Pam Richart organized an ongoing immigration justice group that has been very active, including funding local immigration work and leading a summer Sunday service.

A tragedy in our own community, a fire that destroyed the Mount Olive Baptist Church, one of the historic black churches in CU, led to my meeting with their pastor to see how we could be of assistance, and inspired our 4th and 5th grade RE class to raise more than \$2,000 from members of UUCUC to help with their rebuilding. They were featured on the local news and had a chance to meet the pastor personally.

At the end of the year I traveled to Montgomery, Alabama, to visit the new National Museum of Peace and Justice and the many other civil rights museums there. I will be speaking about this experience in the fall. We are hoping to organize a multigenerational Legacy Pilgrimage to civil rights locations in 2020 or 2021.

Religious Education and Teaching

Our Interim Director of Religious Education, Dr. Michele Grove, is bringing new energy to our religious education program, and I have seen my role this year as supporting her in her work, including participating in the workshops she has led and the Interim RE startup. I worked with both the Coming of Age group and the Bridging group on their Sunday worship services and coached them on public speaking and pulpit presence.

In the area of adult religious education, I have continued teaching classes on meditation at

REV. FLORENCE CAPLOW, MINISTER *CONTINUED*

Channing Murray. This year I did two sessions of six-week classes on practices to cultivate joy: "Wake Joy". Seventy to eighty people registered for each session. At the end of each six-week session I offered a daylong meditation retreat at the Friends Meeting House, with 35-50 people attending. I also led a monthly book discussion group on Sunday afternoons, based on the Skinner House series of "UU Voices". The first book was "Christian Voices in Unitarian Universalism" and the second book was "Jewish Voices in Unitarian Universalism". I plan to continue the group in the next church year.

I co-led all "Pathways to Membership" classes with our Membership Coordinator, Sherry Bohlen. There were three classes this year, with 10-15 newer friends and members of UUCUC attending. Participants have expressed interest in learning more UU history, and so this year I offered a one session evening class on "UU Social Justice Heroes".

Administration and Staff

Approximately 50% of my time is dedicated to administration, staff support and supervision, and support of leaders and committees. There were a number of staff transitions this year, as well as new positions (see the Personnel Committee section of this report) and I worked closely with the Board, the Personnel Committee, departing staff, the hiring teams, and orientation of new staff. This year those of us who are core staff began meeting twice a month as a Staff Leadership Team.

Worship

I led or co-led 30 Sunday services, plus two Christmas Eve services and the Installation. I was in attendance at the church for 34 Sunday services. The "worship team" which meets weekly to craft Sunday services, now includes our Music Director, Accompanist, Interim Director of Religious Education, and me. Our most challenging and powerful service of the year was on suicide. The worship team also supported a number of committee-led services, especially those services led by the Racial Justice Project, Care Core, and the Welcoming Committee.

Pastoral Care and Rites of Passage

Ministers are privileged to perform rites of passage

as part of their vocation. I officiated at three weddings for members or family of members this year: Chloe Schmidt and Ryan Donnelly, Nicole Howell and Marc McConney, Ellen Strauser and Jim Gitzen, and Andrew McDermott and Qing Lu. I officiated at three memorials: in October for Tom Gillespie, a beloved long time member of the church, for Marcia Langdon, the daughter of the late member Delle Langdon, and for Bernadine Stake, another beloved long time member of the church, in April 2019. The Rev. Matt Tittle died on June 26, 2018 and his memorial was in April 2019 and officiated by the Rev. Martin Wolfe.

The "Living With Loss of a Life Partner" support group continued this year. Church member Phillip Eichelberger began a "Smart Recovery" support group, with my encouragement and support.

A small planning group has been meeting to plan training and recruitment for a Pastoral Care Associates program, and we plan to begin recruitment in the fall of 2019.

Denominational Connections and Service

My primary denominational effort is as a board member of the UU Buddhist Fellowship. I edit the journal, UU Sangha, and helped organize our 2019 Convocation, with guest teacher Dr. Jam Willis, teaching "Race and Racism Through a Buddhist Lens." I also attended the UUA Regional Assembly and Spring Ministry Day in St. Louis, as well as the UUANI (UU Action Network of Illinois) gathering, held the day before Regional Assembly.

Respectfully Submitted,

Rev. Florence Caplow

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OFFICERS REPORTS

TREASURER'S REPORT

We continue to make more routine and repeated expenses automatic payments. While it may seem like a small thing, automating expenses not only simplifies the task of paying the bills, but also insures timely payment, keeping us in good standing with our vendors.

Once again we prepared, and the congregation adopted, a Mission-based. We began the budgeting process at the end of the calendar year, so that the process would be less rushed. Finally, we attempted to include all of the chairs of committees and other interested individuals.

As the Church continues its growth our members and friends continue to increase their support of the Church and the causes that energize us. This continued support of our Church has allowed the Board to continue to attend to the issues that the membership indicated (during the search for our settled minister) were of greatest importance to the Church: social justice and a renewed and meaningful Religious Education program that serves the needs of our children and youth.

I am hopeful that the upcoming church year will show continued growth and financial strength as we move forward in our mission.

Respectfully submitted,

Gail Schiesser, 2018-2019 Treasurer

At the May 5, 2019 Congregational Meeting, the congregation approved several by-laws changes that redefined the responsibilities of the Financial Secretary.

The Membership Coordinator now maintains the list of voting members. The Office Administrator now maintains the contributions record keeping system and is able to answer questions about pledges and payments made.

We have elected a third Trust Fund Trustee and the Financial Secretary is no longer a Trust Fund Trustee, although she still maintains signature authority on all investment accounts. The Trust Fund Trustees manage the investment of the General Trust Fund, the England Endowment, and the Victor A Hoerst Elderly Service Trust (VAHEST). The Financial Secretary helps the BOT with all special subfunds created by the BOT.

The Financial Secretary has signature authority with VANCO Payment Solutions to allow members to make electronic transfers (EFT) from their bank accounts to the church account. We have been investigating adding Credit/Debit cards as a payment option. The Financial Secretary can also facilitate donations of stock.

Kent Conrad Memorial Music Fund (special subfund)

Kent Conrad Memorial Music Fund - Fiscal Year 2017/2018

The down payment on the piano was due before the start of the fiscal year, so the account started the fiscal year with a negative balance. Piano was paid for with donations and funds from the fiscal 2017/2018 budget.

Starting Balance July 1, 2017	\$(3,418.28)
donations towards piano	\$10,463.00
payment for piano	\$(7,044.72)
Ending Balance June 30, 2018	-0- Fund Closed

Carolyn McMahan Memorial Fund (special subfund)

Carolyn McMahan Memorial Fund - Fiscal Year 2017/2018

Starting Balance July 1, 2017	\$16,965.32
Grant – Leadership Development	\$(1,500.00)
Grant – Care Core (funeral)	\$(3,000.00)
Grant – YRUU	\$(3,000.00)
Ending Balance June 30, 2018	\$9,465.32

Carolyn McMahan Memorial Fund - Fiscal Year 2018/2019

Starting Balance July 1, 2018	\$9,465.32
Grant – RE Furniture	\$(3,000.00)
Grant – Leadership Development	\$(1,500.00)
Grant – Music – conference	\$(3,000.00)
Ending Balance June 30, 2019	\$1,965.32

Future Capital Campaign (special subfund)

Future Capital Campaign - Fiscal Year 2017/2018

Starting Balance July 1, 2017	\$635.70
Ending Balance June 30, 2018	\$635.70

Future Capital Campaign - Fiscal Year 2018/2019

Starting Balance July 1, 2018	\$635.70
Ending Balance June 30, 2019	\$635.70

Respectfully submitted,

Amy Robison, 2018-2019 Financial Secretary

TRUST FUND TRUSTEE'S REPORT

General Trust Fund for Fiscal Calendar Year 2017-2018

The General Trust Fund provides ongoing income to the church. 4.5% of the average of the prior three fiscal year's income (June 30th) fair market value is transferred in July to the operating fund to the church. Currently, the trust is invested 50% in stocks and 50% in bonds and cash, using primarily socially responsible index funds, and is rebalanced at least once per year if deemed appropriate.

General Trust Fund – Final Report – Fiscal Year 2017-2018

Starting Balance, July 1, 2017	\$389,535.12
Trust Fund transfer to church operating funds	\$-15,900.00
Other income to the trust	
TD Ameritrade - dividend & interest	\$7,218.08
Bank of Rantoul - interest	\$30.01
Memorials - donations	\$1,050.00
Total 2017-2018 (June 2018) Trust Fund Ending Balance	\$398,206.65
Distribution of the General Trust Funds – 6/30/18	
Vanguard (VEU) all world ETF	\$36,236.16
Vanguard (Vbtlx) total bond fund	\$68,762.09
Vanguard (Vbirx) short term bond fund	\$70,642.34
Vanguard (Vtsax) total stock fund	\$173,879.72
Money market fund	\$37,438.40
Bank of Rantoul	\$11,247.94

Kent Conrad Memorial Music Fund (Special sub-fund) – Final Report – Fiscal Year 2017- 2018

Starting Balance (July 2017)	\$-3,418.28
Donations towards piano	\$10,463.00
Partial payment on piano	\$-7,044.72
Ending balance – this fund is closed	\$0.00

Carolyn McMahon Memorial Fund (Special sub-fund) – Final Report – Fiscal Year 2017-2018

Starting Balance (July 2017)	\$16,965.32
CMMF Grants	\$-7,500.00
Ending Balance (June 2018)	\$9,465.32

Future Capital Campaign Fund

Starting Balance (July 2017)	\$635.00
No transactions	\$0.00
Ending Balance	\$635.00

TRUST FUND TRUSTEE'S REPORT *CONTINUED*

Victor A. Hoersch Elderly Services Trust (VAHEST) – Final Report – Fiscal Year 2017-2018

The Victor A. Hoersch Elderly Services Trust Fund

Starting Balance (July 2017)	\$253,726.49
Grants	\$-11,400.00
Vanguard – dividends	\$16,201.96
Busey Bank – interest	\$28.43
Ending Balance (June 2018)	\$258,894.12

Distribution of the VAHEST Funds – 6/30/18

Vanguard	\$238,798.72
Busey Bank	\$20,095.40

The Victor A. Hoersch Elderly Services Trust Fund annually disburses money in the form of grants to organizations providing aid to needy elderly. Grants are screened and selected by the VAHEST Advisory Committee. VAHEST funds are invested in Vanguard Wellington Fund Admiral Shares. The grant total is based on 4.5% average of the prior three years ending balance.

TRUST FUND TRUSTEE'S REPORT *CONTINUED*

General Trust Fund for Fiscal Calendar Year 2018-2019

At the 2018 Annual Meetings, the congregation amended its bylaws to charge the Trust Fund Trustees with considering the impact of their investments on the social good. Since that time, the Trustees adopted the Socially Responsible Investment (SRI) Guidelines that were developed by the church's SRI Task Force.

The General Trust Fund provides ongoing income to the church. 4.5% of the average of the prior three fiscal year's funds (June 30th) fair market value is transferred in July to the operating fund if the church. Currently, the trust is invested 50% in stocks and 50% in bonds and cash, using primarily socially responsible index funds, and is rebalanced at least once per year. During 2019, we transferred Vanguard funds to NUVEEN and Calvert socially responsible funds. The firms (especially Calvert) that operate these funds specialize in SRI investing.

General Trust Fund – Final Report – Fiscal Year 2018-2019

Starting Balance, July 1, 2018	\$398,206.65
Trust Fund transfer to church operating funds	\$16,568.00
Other income to the trust	
TD Ameritrade - dividend & interest	\$6,149.59
Bank of Rantoul - interest	\$24.32
Memorials - donations	\$1,750.00
Total 2017-2018 (June 2018) Trust Fund Ending Balance	\$404,678.96
Distribution of the General Trust Funds – 6/30/19	
NUVEEN small cap stock fund (NUSC)	\$40,881.48
Calvert US large cap stock fund (CISIX)	\$124,342.79
Calvert Bond Fund (CBDIX)	\$80,179.13
Calvert International (CDHIX)	\$41,241.70
Calvert short duration bond fund (CDSIX)	\$78,861.35
Money market fund	\$26,150.25
Bank of Rantoul	\$0.00

Note that funds were transferred from Vanguard to NUVEEN and Calvert Funds in February 2019 in response to the congregations request to invest in socially responsible funds.

England Endowment Fund (Special sub-fund) – Final Report – Fiscal Year 2018 - 2019

Starting Balance (June 2019)	\$50,000
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The England Endowment Fund began in 2019 with a generous gift from Terry and Barbara England. Earnings from this fund are to be used at the discretion (75% of income) of the Board of Trustees and musical activities (25%). Note that these funds were invested in July 2019 in the Calvert Balanced Fund (CSIFX).

TRUST FUND TRUSTEE'S REPORT *CONTINUED*

Carolyn McMahon Memorial Fund (Special sub-fund) – Final Report – Fiscal Year 2018-2019

Starting Balance (July 2018)	\$9,465.32
CMMF Grants	\$-7,500.00
Ending Balance (June 2019)	\$1,965.32

Future Capital Campaign Fund

Starting Balance (July 2018)	\$635.00
No transactions	\$0.00
Ending Balance (June 2019)	\$635.00

Victor A. Hoersch Elderly Services Trust (VAHEST) – Final Report – Fiscal Year 2018-2019

The Victor A. Hoersch Elderly Services Trust Fund

Starting Balance (July 2018)	\$258,894.12
Grants	\$-11,600.00
Vanguard – dividends	\$2,667.34
Busey Bank – interest	\$38.64
Ending Balance (June 2019)	\$269,962.41

Distribution of the VAHEST Funds – 6/30/19

Vanguard	\$240,788.43
Busey Bank	\$29,173.98

The Victor A. Hoersch Elderly Services Trust Fund annually disburses money in the form of grants to organizations providing aid to needy elderly. Grants are screened and selected by the VAHEST Advisory Committee. VAHEST funds are invested in Vanguard Wellington Fund Admiral Shares. The grant total is based on 4.5% average of the prior three years ending balance.

Trustees of the Trust Fund

Tim Livingston

Deborah Rugg

Mike Retzer

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 2019, the following individuals served on the Committee: Marsha Clinard, Amy Meyer, Claire Barker, Kathy Frizzell, and Pamela Van Wyk.

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

In 2019, the total amount available for grants was \$11,600. Seven applications were received and all received full funding of their requests. There was an additional \$800 which was allocated to programs serving those most in need. The Advisory Committee recommended grants for the following programs, Peace Meal Senior Nutrition Program (general support of program); four programs of the Family Service of Champaign County Senior Resource Center – Emergency Food Fund, the Retired and Senior Volunteer Program (RSVP) for volunteer mileage reimbursement and auto insurance, Volunteer Mileage Reimbursement, and Home Care Services; Champaign County Regional Planning Commission Senior Services (financial grants for low-income seniors to cover emergency needs); and the East Central Illinois Refugee Mutual Assistance Center (ECIRMAC), for family support and strengthening.

Respectfully submitted,

Marsha Clinard

STAFF REPORTS

FACILITIES MANAGER

Events and Facilities Coordinator

Both of these positions were newly created during this past fiscal year. Included are portions of the job description, which is now called Facilities Manager.

General Description

The Events and Facilities Coordinator manages the property and buildings of UUCUC and assists internal (members/friends) and external clients (non-members) who are using UUCUC facilities for events such as rentals, weddings, memorial services, and other one-time gatherings. Supervised by the Minister, and supervising the Custodian. Works collaboratively with the Building and Grounds Advisory Team and reports regularly to the Board of Trustees.

Essential Functions

Events Coordination

1. Replies to interested parties, answers inquiries, provides tours, coordinates with minister and staff, prepares contracts for rentals, and assures timely payment, and return of deposits as appropriate. Liaison between church and the internal and external clients organizing the event, and is an information hub for all parties: minister, participants, florist, caterer, musicians, office staff, custodian, etc.
2. Present for any necessary rehearsals and events. Responsible for distributing directional signs around church grounds to assist attendees. If necessary coordinates with the City of Urbana and other parking lots for parking waivers.
3. Assists the custodian to set up for any reception or meal, ensuring that the room arrangement matches that requested by participants and coordinates with Board Chair for beer and wine permission.
4. If the Sanctuary or Fellowship Hall is being used and the sound system has been requested, sets up this equipment and ensures it is working properly, potentially with support by volunteers. May also coordinate other event participants / volunteers.

Facilities Coordination

1. Manages the buildings and property of UUCUC, including organizing and arranging for regular and ongoing maintenance, working with contractors and vendors, troubleshooting, acquiring bids for larger projects, and overseeing projects.
2. Supervises custodian, including weekly check-in meetings, communication about special projects, and annual evaluations.

3. Assesses the Property budget on a monthly basis, and provides input to the annual Property budget, special requests, and Property wish list items. In charge of Property spending.
4. Coordinates with the Property Committee (or similar committees to be determined), and the Board of Trustees, attends Property Committee and subcommittee meetings, and prepares a monthly property report to the Board of Trustees.
5. Coordinates ordering of supplies with Office Administrator, if needed.

Other Responsibilities

- Develops promotional materials for rentals. Evaluates and establishes a rental fee schedule in consultation with the appropriate church office staff, finance committee and Board of Trustees.
- Assures security of building during/after events.
- May be called upon to handle unexpected facilities issues on evenings or weekends.
- May be called upon to perform other duties as assigned or as necessary.

Items accomplished this past year:

Formation of a Building and Grounds Advisory Team (BAGAT) This group meets monthly and provides feedback to the Facilities Coordinator as this position develops. Previously the major functions of this job were provided by volunteers and the Property Committee.

Policy Development: All documents, applications and policies have been, or will be, revised within the next year. This goal is to have clear policies and guidelines for events and facilities that will help in the formation of a centralized information for all staff.

Projects completed:

Events

1. Review and revise rental policy
2. Review fees and propose update
3. Revise and update all forms

Facilities

1. Review and revise all checklists and contacts (ongoing)
2. Organize BAGAT
3. Identify and Develop priorities for all major projects

Respectfully submitted,

Kate Barton

The job description of Membership Coordinator in 2018-19 was categorized under three primary areas of responsibility. My report addresses these areas in the following narrative:

Communication and Outreach

During the 2018-19 church year, the Board of Trustees voted to replace our existing database system (Power Church) with a new database software system called Breeze. The integration of our existing data into the Breeze system was straight-forward with only a few minor glitches. As the year progressed, the value of the Breeze database system has become very evident. Final integration of the full program should be completed by early Fall 2019.

Welcome and Integrate Visitors, Friends and New Members

Increase in number of new members slowed during the 2018-19 church year partly due to lack of space availability in the sanctuary and partly due to a very low budget for outreach and advertising. The membership committee continues to push for more funding for efforts intended to increase attendance and membership but funds have not been so allocated. Because of this I have worked to shift the membership committee's focus to ways to maximize available space such as support for live streaming of worship service, multiple alternative services, seating in rood loft, etc. I have also encouraged focus on deepening the connection with current members and friends.

Tracking of conversion of visitors to members continues through the following:

- Tracking visitors through relevant fields and tags in our Breeze database system
- Sending a welcoming email to each visitor that completes one of our "Visitor Cards" and provides me with an email address
- Passing the name and address of each visitor on to Deedy Marble who then sends each visitor a hand-written note
- Monitoring visitors and reclassifying them as "friends" as their involvement in UUCUC justifies
- Following up with each visitor informing them of relevant events and classes – including upcoming Pathway to Membership Classes

During the church year 2018-19, I organized and solicited input from church leadership for three Pathway to Membership Classes. I also worked with a task force (that included representatives from the membership committee and from our youth and young adult population) to plan and implement a membership class that was delivered to our YRUU group. Both versions of membership class will continue to be offered during 2019-20.

Deepening of Ongoing Members

In an effort to deepen connections of all members and friends, I worked with Rev Florence Caplow to organize and support small covenant group formation using Soul Matters Sharing Circles curriculum. Eight Soul Matters Covenant Groups were offered during the Fall months. Six Soul Matters Covenant Groups were offered during the Winter/Spring months. Some who wanted to participate in a covenant group in the Winter/Spring months were unable to do so because of lack of space – a situation that emphasizes the need to provide additional support for our facilitators so that they remain in the program. An advisory group met late in the church year to discern best practices from offerings during 2018-19 such that we can offer an even better covenant group model for 2019-20. Suggestions for improvement included maintaining the same groups for the entire church year, initially setting groups up with 8-9 participants, offering child care for at least one group, inviting new members who join during the church year to join a group when someone drops out of one of the existing covenant groups, organizing a new mid-year covenant group to provide for new people who want to join a group, re-enforcing importance of covenant among group members who join a group, and offering stronger facilitator training and support.

I am also working with the Leadership Council to initiate what other UU churches are calling a "Pathway to Service." This program is planned to include **Conversations:** A Conversation Team Member will invite each member or friend to have a Pathways Conversation during which the member or friend will be encouraged to share their spiritual journey and their passions. **Service Opportunities:** So that members and friends have

MEMBERSHIP MANAGER *CONTINUED*

a clear picture of what a service opportunity involves, descriptions of all opportunities will be available for viewing through a link on the Pathways Web Page. **Matching:** The Pathways Team will meet regularly to match members to Service Opportunities. Matching will be done with the goal of feeding member's passions and nurturing their spirit as well as finding appropriate people to fill volunteer and leadership roles. I have requested and received coaching support from staff and volunteer leadership at UU church where the program is already in operation.

Respectfully submitted,
Sherry Bohlen

CONGREGATIONAL ADMINISTRATION MANAGER

The Congregational Administration Manager is responsible for all aspects of the church office, communications, and publications. The CAM works under the supervision of the Minister, supervises program volunteers, and works in close cooperation with the Custodian/Building Caretaker, Director of Religious Education, Membership Manager, and other church staff.

In February 2019, the Administrator of almost three years, Rosalyn Maziarka, resigned because she wanted to fulfill her long-held dream of becoming a kindergarten teacher. In March 2019, Brian Franklin assumed the position.

In FY 18/19, the CAM position was reclassified as 30% Office Administrator and 70% Congregational Administrator to more accurately reflect the work and duties entailed in the position. The position title was also changed from Office Administrator (OA) to Congregational Administration Manager (CAM).

Some of the highlights in this position of FY 18/19 include:

- Collaborating with the Minister and Board of Trustees to create a meeting packet for the May 5, 2019 annual meeting;
- Due to a restructuring of the Financial Secretary position in May 2019, assuming new financial management responsibilities, coordinating volunteers to assist with the weekly bank deposits, making weekly deposits at the bank, and being the first line of contact for the majority of questions related to pledge transactions and donations;
- Beginning to develop a new UUCUC website with improved features, navigation and functionality, with the aim of introducing the website to the congregation in September 2019;
- Working with Sherry Bohlen, Membership Manager, and Michele Grove, Interim Director of Religious Education, to further utilize the church database Breeze for membership, religious education, and fiscal reporting.

Going into FY 19/20, the CAM will be involved in additional special projects:

- Proposing and implementing an electronic filing system to further organize and make accessible the documentation associated with the Board of

Trustees, committees, and groups;

- Working with members to organize and digitize archival material belonging to the church, and making some of it available on the new website;
- Transitioning to another eNews format with the aim of increasing member engagement and driving traffic to the new UUCUC website;
- Increasing UUCUC's social media presence on Twitter and Instagram.

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

Respectfully submitted,

Brian Franklin

INTERIM DIRECTOR OF RELIGIOUS EDUCATION

I am a Gardner with a dirty little secret. My favorite part of gardening is helping Mother Nature create good soil in which things can grow. Sure, I still enjoy the planting, tending, and harvesting but it is the preparation of soil that excites me the most. I love compost piles! One of my fondest birthday memories was when my husband bought me a giant dump truck of cow manure. It was heavenly!

Maybe that is why I enjoy interim religious education work so much. It is a time where I partner with the congregation to prepare the soil on the congregation's lifespan religious education future. When done well, the future garden of lifespan religious education will flourish. This is the first year of this interim period and it has been peppered with questions, laughter, listening, wonderings, experiments, enlightenments and even some tears. What a privilege to join this congregation in this sacred work. There are five focus points of interim work: Heritage, Mission, Leadership, Connection and Vision. This annual report is organized through the lens of these five valuable efforts.

Heritage

- This is a year of learning about the congregation's religious education heritage. I read the published history, sorted through documents, and visited with people who had stories to tell.
- The day-to-day religious education work also tells stories and these stories help the congregation understand its religious education heritage and current identity. Here are some important things I learned while working with the current religious education program.
 - Providing childcare for children and youth is highly valued.
 - Children and youth programming has been siloed from the main body of UUCUC for a long time and it will take work to build bridges.
 - Sexuality training for middle school youth is a foundational religious education program.
 - Adult religious education programs have existed for several decades but not as a part of the religious education department.
 - There are very few working systems which provide lifespan religious education the ongoing support it needs to keep religious

education leadership connected to its mission and the congregation. There have been good systems from the past but many of these have disappeared or are outdated.

- Even though UUCUC religious education is valued, there are aspects of lifespan religious education that are unsure of its value and identity.

Mission

- The religious education mission is currently unnamed which means there is little understanding to religious education's mission and core values.
- This lack of current identity is changing because the dream team is working on a new strategic vision which incorporates lifespan religious education. The team working on this process is dedicated and passionate. There is no doubt that a solid strategic plan will incorporate lifespan religious education at the heart of the congregation's identity.
- Adult religious education is active at UUCUC and led by many committees and staff. Adult religious education programs were sponsored by the Membership Committee, Social Action Committee, Racial Justice Project, and Rev. Florence Caplow. As a part of the growing adult religious education program, Virginia Brubaker and Gail Schiesser led several sessions entitled Resolving Conflict, Finding Agreement Part I and Part II. This program is highly success and will continue next year. Many participants have already used their learning in day to day encounters.

Leadership

- There was no functioning religious education committee this year. Currently, a new model of organization and religious governance is forming to lead future programs. This next year will be a wonderful time to test this new model and expand the lifespan religious education future programming. Developing leadership models that work for this community is a vital part of the interim process.
- Religious education lay leadership is often isolated from the rest of the UUCUC community. It will be important to develop systems of support and connection that make

INTERIM DIRECTOR OF RELIGIOUS EDUCATION *CONTINUED*

leadership a rewarding experience.

- A big thank you to all those who lead religious education in its various forms. Sunday morning offerings included: Prekindergarten, Kindergarten/1st grade, 2nd/3rd grade, 4th/5th grade, 6th grade, Coming of Age, and YRUU. This year's curriculum focus was Unitarian Universalist identity with each class embracing the subject with creative ways to engage the children and youth. There were 107 children and youth registered in the program. Classes which did not have a full teaching team of four leaders felt the strain which leads us to make this better in the future.
- Lara Breeze-Troyer worked to design the Religious Education Associate program which supported religious education leaders and families. It was a successful first year with five leaders rotating in the role. Lara designed the job description, trained volunteers and set up the religious education welcome table which now serves as the hub of Sunday morning religious education.
- In addition to the Religious Education Associate program, Michele led a religious education leader morning huddle each week to give leaders an opportunity to build connections with different leaders and share in a moment of centering and chalice lighting.
- Religious education staff leadership grew and shifted this year so that we can better serve the growing program. We said good-bye to the nursery coordinator Mary Foltz and nursery care provider Max Foltz who provided many years of loving care for our youngest members. Kelsey Libert is the new nursery coordinator working with interim director of religious education to develop a childcare team for Sunday mornings and extra-curricular events. The hope is to provide childcare widely enough that everyone should feel as if they can come to UUCUC functions and have adequate care for children ages 0-5.
- Emily McKown worked the summer of 2018 as the religious education leader bringing consistency and creativity to summer religious education. Now, Emily serves as the youth coordinator working with 9-12th grade where her enthusiasm, talent and passion are amazing gifts for the ministry.

Connection

- I began as the interim director of religious education on August 1, 2018 with the understanding that I would be with UUCUC for two-years as we looked at the congregation's history, mission, and future. A team of lay leaders (Carol Veit, Lara Breeze-Troyer, Dave Sharpe, Karla Peterson, Randy Locke, and Kathleen Holden) agreed to work with me to ensure a healthy discernment and visioning process. This group renamed itself REEF (Religious Education-Exploring the Future) to better define its work. Shortly after I began, the board of directors appointed a strategic visioning team to develop a new strategic vision. It became clear that the REEF and strategic visioning process were similar so both groups joined forces to become the United Dream Team (now the Dream Team) and spent several months working out how they would be in relationship. To keep the process consistent, the interim religious education process is now a 3-year process. The interim director of religious education will be with UUCUC until July 2021 so that the interim and strategic vision can continue to work together.
- An important aspect of interim religious education work is making connections. This year, connections between UUCUC committees and groups were better forged with religious education in a hope that these bonds will continue to grow. One important area of growth is the connection between Sunday morning religious education and worship with all-age worship experiences.

Religious education budget

This congregation provides a healthy religious education budget which demonstrates its passion for lifelong learning and those who participate in UUCUC's many religious education programs. This year, the budget supported:

1. Updates for religious education classrooms including storage.
2. A successful Coming of Age program with 4 dedicated leaders and 13 participants.
3. Consultant to help REEF and the Strategic Visioning Team transition successfully into the United Dream Team.
4. The nursery and needed supplies.

INTERIM DIRECTOR OF RELIGIOUS EDUCATION *CONTINUED*

5. A growing and changing youth program.
6. Staff, youth, and young adult training.
7. Five Sunday morning religious education classes for ages 3-12.
8. New adult religious education opportunities.
9. Diversity resources for the classroom and library.
10. Curriculum and supplies to support lifespan religious education at all levels.

This is a good year with many amazing conversations and collaborations. As we begin this next year, it is a hope that UUCUC will look more closely at its religious education future and establish a confident and vibrant religious education identity. Thank you for inviting me on this journey with you. It is truly a pleasure!

Respectfully submitted,

Dr. Michele Townsend Grove

Since stepping into the childcare coordinator role in October of 2018, my responsibilities have included supervising the nursery, training new childcare providers, and scheduling/providing childcare during church services and events.

This year, Dr. Michele Townsend-Grove and I have been working on establishing a team of childcare providers that can be called upon to provide care during both worship and events requiring childcare. Thus far, the childcare team is comprised of Kendra Gibson, Rachel Luna, Julian Barbieri, Qutey Sayles, Maria Howerton-Sweid, and myself. As we continue to form and solidify our team, I have been working to develop standards and procedures for the childcare workers to ensure that they are able to do the best job they possibly can, while building upon their childcare knowledge of infants and toddlers.

In addition to the upkeep of nursery staff, we have implemented several new organizational systems address both the long-term and short-term needs of the nursery. These include a new policy for requesting childcare, creating bins of age-appropriate toys to be utilized during extra-curricular church events, and developing a spreadsheet record of childcare needs. We have also worked on reorganizing the nursery space: rearranging the layout of the room, switching out toys, and purchasing several new pieces of furniture such as a changing table, pack 'n play, and infant swing.

On Sunday mornings, providers arrive around 9:45 a.m. to prepare the nursery for children to come starting at 10:00 a.m. We always have an open-door policy, where families are welcome to come and go as they wish or stay with their child until they are comfortable. At a typical Sunday service, there are usually between 4-8 children present in the nursery, ranging in ages between 4 months and 4 years old. During this time, we play, read, sing, diaper, and have a snack with the children, encouraging imaginative play, development of motor skills, social interaction, and educational learning.

Respectfully submitted,
Kelsey Libert

YOUTH COORDINATOR

The YRUU program has been growing and thriving this past year, and although it has been small in attendance, (about 6 on average with as few as 3 and at most 13), we have accomplished a great deal in a years time.

To build solid trust and rapport within our YRUU community we've had game days, movie nights, volunteered to serve dinner at the church auction, and solved an escape room with seconds to spare.

We've held space for deep discussions on many topics including war and peace, nonviolent organizing, suicide, environmentalism, the gender binary, trans rights, power, and oppression. The YRUU's service project in the fall was a winter clothing and gear drive for low income and houseless folks in Urbana/via the Cunningham Township. We walked from door to door soliciting donations from the west side neighborhood surrounding the church, and returned the following week to pick them up- providing the largest donation the Township has received, with goods lasting through the winter.

We facilitated the very first membership workshop for youth to inform YRUU of their right and ability to be members of the congregation and learn more about the operations of the church at large.

The youth led service in January was curated and written by the most active in YRUU, and it focused on the changing effects of technology for the new generation. They wrote reflections, chose hymns, and formed a YRUU band for a great rendition of the "Times they are a changing," by Bob Dylan.

Thanks to all those who kept YRUU alive. Dan Urban and Elizabeth Fields we're our youth advisors, with help from Paul Kaiser, Ben Joselyn, Natalie Becerra-Stasiewicz, and the Up Center. Also gratitude for our Interim D.R.E., Michele Grove who showed a fountain of support to make YRUU a huge success this year.

Respectfully submitted,
Emily McKown

The UUCUC Music Program continues to be a vibrant and growing part of the church community. In 2018-19, it continued to support integrated worship services through music while providing opportunities for performance and education to congregants of all ages and experiences. This year, we continued our musical outreach into the community with two recitals given by guests artists. By bringing artists and guests into our church, we hope to build deeper relationships with the musical community of Champaign Urbana. These guest artists reflected the mission and values of our community, including the critically acclaimed Duo MemDi, whose mission is to “perform music that embraces the diversity of world cultures, believing that classical music should be an integral part of the diversity, inclusivity, and equality movement.”

An affirmation of our ideals was reflected in our internal repertoire and programming this year. Music staff worked with worship leaders to craft powerful and meaningful services that leverage the power of music in affecting change and inspiring listeners. By including composers and performers from a wider range of backgrounds and then contextualizing their music through composer bios in the OOS, we aim to intentionally raise awareness of the impact that our music selections can have on promoting justice.

The music program worked in partnership with We Wanna Woke Community Justice Choir and elizaBeth Simpson to create more opportunities for spontaneous and collaborative community singing. Though this work only began toward the end of the church year, it already showed its potential to build community through song in two Sunday services and multiple outside events.

The Music Committee led two Coffeeshouses again this year, which celebrated the talents, inspiration, and interests of our congregation. The committee was also critical in promoting and arranging for receptions at our recitals.

For the first time at UUCUC, there is a designated music office for staff and materials, including our audio equipment, choral library, and musical instruments. The designation of this space

formalizes the commitment this congregation has to helping create transformative experiences through excellence in music.

In collaboration with the RE program, music volunteer Dana Antonelli worked to build more music into the everyday lives of our youth. This was a new initiative in 2018-19, and we are committed to exploring more ways to build connections within UUCUC programming.

The support of the congregation, staff, and committees has enabled us to build on the music program’s already-strong reputation, and we continue to build our visibility through engaging with a broader and deeper community.

Respectfully submitted,
Matthew Sheppard, Former Music Director 2018-2019

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COMMITTEE REPORTS

BUILDING AND GROUNDS ADVISORY TEAM

Mission: The Building and Grounds Advisory Team (BAGAT) oversees the continuous and ongoing preservation, maintenance and improvements to church property as the UUCUC works to fulfill its mission. The committee acts as a clearinghouse for the needs and concerns of the members and staff in regards to property matters.

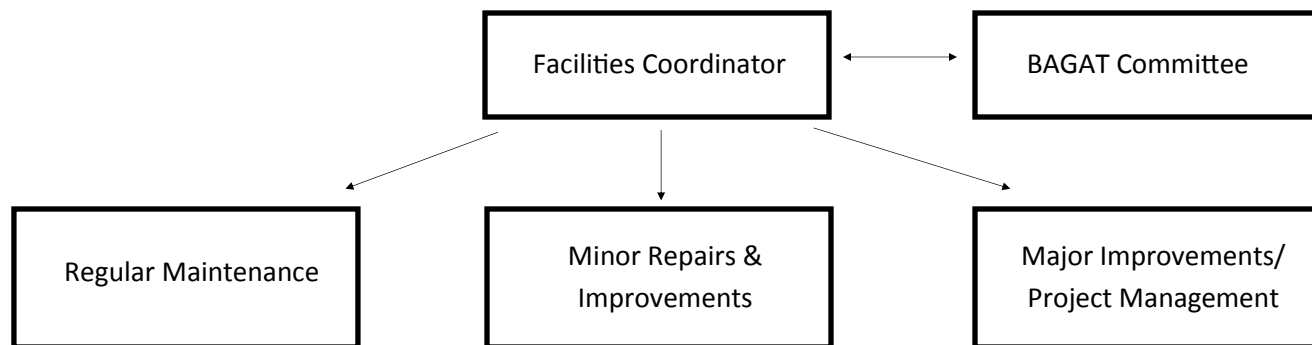
Background: In January of 2019, the volunteer position of Property Chair was replaced with the position of Facilities Coordinator in an effort to provide more of an on-site presence for the management of our property. This change also resulted in the formation of a new Building and Grounds Advisory Team who will work with the Facilities Coordinator to assess needs and prioritize projects.

Also under the responsibilities of the Facilities Coordinator is the function of Events Coordinator. This new position, created in 2018, has the responsibility for all building events that are not committee related. Plans for this function include revising policies and documents related to building rentals and the development of a marketing plan in order to increase rental income.

Purpose of the Building and Grounds Advisory Team

Establish a group to work closely with the Facilities Coordinator. This group will consist of three to five persons and includes the Facilities Coordinator as the onsite staff person. Jerry Carden has agreed to serve as the first chair of the new group to provide historical perspective and to work closely with Kate Barton, the Facilities Coordinator (FC), on the transition. This group would serve to collaborate with the FC on direction and activities, not in an oversight capacity. The model below would show the FC as the main cog in all activities, with the BAGAT providing consultation, organizing certain functions as agreed upon, but NOT supervising the FC.

Visual of the Proposed Structure– Description Follows



Functions

1) Regular Maintenance

- a. **Building:** includes supervision, training and evaluation of the Custodian, but also working with volunteers and or paid work persons on minor repairs, special projects, establishing work parties, establish a minor repairs/maintenance volunteer team.
- b. **Systems Maintenance Schedule:** includes sump pump monitoring and replacement schedule; carpet cleaning and hard surface floor care; elevette annual inspection and recertification; gutter cleaning; HVAC Maintenance; Pest Control monitoring and contracts; Fire inspections/ Safety rounds; Emergency Exit lights; batteries; etc.
- c. **Grounds:** to continue the Adopt-A-Plot landscape maintenance approach, but with a volunteer coordinator to recruit and organize volunteers- either to work at their own leisure or to organize grounds work parties. Playground maintenance would fall into this category.

BUILDING AND GROUNDS ADVISORY TEAM *CONTINUED*

d. **Teams for specific functions:** Accessibility; Property Archives & Records; Energy Use & Utilities; Safety Committee; Interior & Esthetics; Emergency Planning; and other Projects as identified.

2) Minor Improvements

- a. **Repairs and/or enhancements that can be funded from the Fiscal Year budget** or with a small Wish List fund drive. Typically projects ranging up to \$15,000.
- b. **Example:** Repair of playground doors and fix broken door closers/ doors out of alignment; Storage and Work Space Enhancements for Office areas; pew joinery maintenance; install new thermostats; determine and buy most energy efficient bulbs for all fixtures; others.

3) Major Improvements/Project Management

- a. **Projects that would require funding above and beyond the usual property budget** line items, and would require either a Wish List fund drive, a mini-capital campaign, bank loans, etc. A generic Project Management format would be established that could be applied to each project. Monitoring of projects would be a collaboration between the FC and the BAGAT.
- b. **Project Management Teams:** Major projects would usually require more time than the FC would have available. In most cases we would establish a special Project Management Team to help establish and determine the scope of the project, to research options, to vet contractors/suppliers, and to help the FC oversee all stages of the project. Project Management volunteers would be recruited from among the congregation- not necessarily someone on the property committee.

Completed Projects

Events

- Review and revise rental policy
- Review fees and propose update
- Revise and update all forms
- Develop marketing plan to foster additional income from rentals

Facilities

- Review and revise all checklists and contacts (ongoing)
- Organize Building and Grounds Advisory Team (BAGAT)
- Identify and Develop priorities for all major projects

Currently Active Projects

- Lighting efficiency upgrade for Office and Fellowship Hall
- RE bathrooms – renovation currently scheduled to begin in Fall of 2019
- Phone system selection and installation (to be the same as our Internet provider)
- Security System installation
- Assembled small task force to research air conditioning options and costs for sanctuary
- Redecorating ECIRMAC office to be used as additional meeting space
- High Street House – coordinating with Roland Realty on Property management and upkeep
- Procurement Policy – submitted to BOT for approval
- Coordinating with OA on webpage development
- Coordinating with RE for reorganizing RE Classrooms and new library space
- Researching options for Rood Loft safety screen
- Coordinating with volunteers for various projects and yardwork
- Develop Marketing Plan for Events
- Develop routine maintenance schedule for all systems
- Update the resources spreadsheet and update archival materials

Committee Members/Volunteers

Jerry Carden, Chair
Jon Ellis
Wendy Graves
Betsy Hunter
Anne Sharpe
Tim Temple
Herb Hiestand
Charlie Wisseman
Jenny Hunt, BOT liason

Respectfully submitted,

Jerry Carden, Chair

Kate Barton, Facilities Manager

ACCESSIBILITY TASK FORCE

SUB-COMMITTEE OF BUILDING AND GROUNDS ADVISORY TEAM

We are thankful for the support from the congregation for the funding of projects related to improving our church building and the willingness to modify our environment to expand our welcoming community.

- We began the year with the unveiling of the new gradually sloping entryway into the sanctuary. It provides a significantly easier entry for those with mobility challenges and is cosmetically appealing.
- The Audio Everywhere Assistive Listening System was installed which provides Assistive Listening for those who struggle hearing in the sanctuary as well as enabling listeners to stream the service outside of sanctuary wherever our WiFi network can be accessed via a smartphone or tablet.
- We received a few stock phones via donations to access the Listening System for those who don't have their own devices.
- The Scent Free Policy was officially adopted to create a safe space for those who struggle with chemical sensitivities.
- Thanks to the ingenuity and expertise of Herb Hiestand with help from Charlie Wisseman a beautiful Name Tag Kiosk was created for the storage of our name tags. The kiosk is a safe, accessible place for our name badge storage as opposed to the precarious area above the stairs.
- Through the combined efforts of Kate Barton and Betsy Hunter we have signed a contract to redo the restrooms in the basement, an overdue upgrade which will provide accessible facilities on our lower level.

We still have work to do expanding our accessibility. Our church is still not accessible to most people who use power chairs or scooters and we look forward to widening our welcome to others struggling with impediments which limit their ability to fully and comfortably become part of our congregation.

Accessibility Task Force Contributors

Wendy Graves
Betsy Hunter
Kate Barton
Bill Childers
Sally Babbitt
Herb Hiestand
Charlie Wisseman
David Gross
Erich Adickes
Jonny Beckett
Philip Eichelberger
Garret Gengler
Debra Karplus
Joe Minarik
Marie McEnroe

Respectfully Submitted,
Wendy Graves

A Leadership Development Committee, now Council for Shared Leadership, was approved by the Board of Trustees at the Dec. 11, 2018 meeting. Since then, an advisory group met several times to discuss the general charge. Additional meetings included various staff members, as well as the Board of Trustees liaison and other interested individuals. During the winter and spring, discussions centered on directions that the group could take. Immediate council plans included drafting an official description for the Trustees Handbook and creating a permanent council of five individuals.

Advisory Group Members

Jerry Carden
Mona Shannon

Ex-Officio Members

Florence Caplow
Sherry Bohlen
Michele Grove

Respectfully submitted,
Priscilla Kron, Co-chair
Betsy Hunter, Co-chair

FINANCE COMMITTEE

It's been a pleasure to serve on the finance committee over the 2018-2019 budget year. Below is a brief list of UUCUC Finance Committee highlights.

We successfully replaced our book keeper again this year. We hired a book keeping service rather than an individual book keeper this time. It has been initially more expensive than anticipated, but the fees are coming down as they learn our systems. Our treasurer, Gail Schiesser, has kindly accepted the call of the BOT to form an inter-committee task force to take over planning and managing the budget. From a functional standpoint this new task force usually includes 80% of the current finance committee along with others from stewardship, personnel, religious education, and your minister.

Respectfully Submitted by your Finance Committee,

Phil Abruzzi

Florence Caplow (ex-officio)

Tanja Hodges (Chair)

Gail Schiesser (Treasurer)

Amy Robison (Finance Secretary)

Steve Troyer

AUCTION COMMITTEE

SUB-COMMITTEE OF FINANCE COMMITTEE

2019 saw another successful Service AUuction. Held on April 13th with a theme of "Across the UUniverse", the church hosted about 120 people for a fun night of food and enthusiastic bidding. When all the (star)dust had settled, we had raised more than \$25,000 for the church, tied for second best ever.

As always, the evening was built through the efforts of dozens of volunteers as well as the core auction committee. Special thanks go to our beloved auctioneer Don Denny who for the 36th time helmed the main event. Also to Matthew Stasiewicz who in his rookie year in charge of the kitchen produced one of the best meals we've seen, and to the YRUU volunteers, nattily attired in Star Wars tuxedo shirts, who provided great meal service.

We're always tweaking the way the auction works, and this year we experimented with sending participants bills afterward rather than making them wait in a long line to pay the night of the event. This worked great except for one major side-effect: it seemed that in past years a lot of the help we had with cleaning up came from people who were killing time while waiting to pay. This year we seemed to have a lot less help with post-auction cleanup, and we think it's because people were free to leave whenever they wanted. Next year we'll make a bigger pitch for cleanup help afterwards.

As mentioned earlier, the auction depends on the work of literally dozens of people, from those who bring in desserts and appetizers to those who act as "data entry elves". The core auction committee, though, are the people who lay the plans and make sure all of the parts of this big machine work smoothly. It is my absolute pleasure to work with them every year to make this happen.

Auction Committee Members

Natalie Becerra
Jonny Beckett
Barb Childers
Bill Childers
Stephanie Cobb
Jody Hanger
Andrew Kerins
Jared Lofrano
Cindy Loui
Katie Madigan
Anne Sharpe
Matthew Stasiewicz
Maggie Verklan

Respectfully submitted,
Chris Hannauer, Chair

STEWARDSHIP COMMITTEE

SUB-COMMITTEE OF FINANCE COMMITTEE

The stewardship team is happy to report a great year of Supporting Our Vision. Pledges for the 2019-20 church year total \$437,353, an increase of nearly 6% compared with last year!

The Stewardship Committee leads our congregation through the annual call to stewardship and pledge process. We coordinate with the minister and Board of Trustees to articulate our congregational goals and priorities, which informs the stewardship message. Our committee plans events and relevant materials to facilitate the pledge process each year. Our six-week pledge drive included a series of Stewardship Matters testimonials and staffing a stewardship table in Fellowship Hall, building to a stewardship-focused worship service on Pledge Sunday led by our wonderful minister Florence Caplow, with contributions from the Choir and RE programs.

We are grateful to our congregation, staff, committees, and groups for making this sustained commitment to our church home.

Stewardship Committee Members

Emily Laugesen (Chair)

Florence Caplow (Minister)

Ellen De Waard

Kathleen Holden

Kathleen Robbins

Cliff Singer (Former BOT liaison)

Steve Troyer

Respectfully Submitted,

Emily Laugesen , Chair

The purpose of the Mediation Committee is to help resolve issues regarding congregational safety and behavior. The Committee is pleased to report there have been no threatening behaviors or conflicts in the church throughout the year that have required action by the Mediation Committee. However, the Committee stands ready and is prepared to deal with matters referred to it should the need arise.

Mediation Committee Members

Bill Childers

A.J. Herzog

Todd Kinney

Pamela vanWyck

Charlie Wisseman

Non-Voting Member

Rev. Florence Caplow, Minister

MEMBERSHIP COMMITTEE

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

This year we have:

- Held classes & potlucks for new members;
- Commissioned a new photo directory of church members, friends, & staff. Project driven by Scott Godlew, we appreciate all his work;
- Bought T-shirts as gifts for new members, hoping they will wear them for social action events, or any time, providing our church with some name recognition in the community;
- Built a new, freestanding kiosk for name badges, constructed by Herb Hiestand, with some help from Tom McDermott, after discussion with Wendy Graves from the Accessibility Committee. The badges had been located along the stairs to the lobby, which was unsafe; the kiosk stands in Fellowship Hall.
- Purchased a banner with a stand, and assembled supplies to be easily carried to a festival or event. Anne worked with graphic artist Heidi Richter, who volunteered her time & talent to create the banner, purchased from Staples.
- Added our website address and time of church service to our sign on Green St, also accomplished by Herb Hiestand.
- Rented a pavilion at Crystal Lake Park for a June service, and arranged fun activities after: face painting by Jenna Zeidler, Marie McEnroe, & Thom Bohlen, strolling marionettes, presented by Anne Newman, & a magician.
- We tried hosting a visitor welcome room in the church library during coffee hour, but decided that an informal arrangement works best. Members who wished to browse the books or sit there weren't sure that they were welcome. We can still suggest a conversation in the library to visitors, since the library is quieter than Fellowship Hall.

Ongoing tasks include:

- Planning for and implementing an advertising campaign on MTD;
- Preparing the rood loft for regular use on Sunday mornings, working with Facilities Manager Kate Barton;
- Working with Kate Barton, Chris Hannauer, and

Michele Grove to stream our Sunday services to another room within the church, but also, we hope, to shut-ins or others who are interested;

- Increase comfort with social interaction at coffee hour, possibly by sometimes organizing groups or discussion topics, for example, choosing a table according to the area you live in, and finding others who live in one's part of town or the county, or an "Everyone's Birthday" event.
- Planning to contact other U-U congregations, to learn about anyone from their congregations moving to C-U, to invite the newcomers to visit us;
- Determine how often we want to cull membership rolls, probably in conjunction with outreach to members & friends who haven't attended recently. We expect to share information gleaned from calls to the absentees with Care Corps & the Stewardship Committee.
- Create an update to our new photo directory, probably next spring. Slightly more than half of our congregation scheduled portrait sittings for the new directory. Evidently robo-calls encouraging people to schedule appointments don't work nearly as well as personal calls, which we will make for the update.
- Re-consider the sub-committees we established last fall for New Member Classes & Activities, Finance, Outreach & Advertising, Diversity, Special Projects (usually ad hoc sub-committees, formed for the photo directory, the name badge kiosk, work on the rood loft for use during service, etc.) Not every sub-committee has volunteers.

We have about 8 members who regularly attend meetings on the third Thursday of most months.

Membership Committee Members

Penne Beckett
Natalie Becerra-Stasiewicz
Sherry Bohlen, Staff Liaison
James Engelhardt, Board Liaison
Scott Godlew
Herb Hiestand
Marcy Joncich
Sylvia McDermott, co-chair
Anne Newman, co-chair

Respectfully Submitted,

Anne Newman, Co-chair

Sylvia McDermott, Co-chair

CARE CORE COMMITTEE

SUB-COMMITTEE OF MEMBERSHIP COMMITTEE

We meet monthly with our minister to monitor pastoral care needs and consider how we can support our church community. We regularly keep in touch with a couple dozen folks, often people who haven't been able to attend church for awhile. This might mean phone calls, cards or home visits or any combination of those as well as conferring with and supporting family members dealing with various issues.

This past year we hosted one memorial reception & helped at another that was held at Channing Murray. We also arranged meals for several church members throughout the year & coordinated transportation to medical appts for several others.

With the very capable help of Anne Reeser, we initiated a "ride share" project where we try to match those in the congregation who need rides to church with volunteer drivers.

Herb Hiestand continues to lead the "Repair Core" group (which would love to be busier than they are). We led a worship service in February ("Walking Each Other Home") & have initiated a sub-Committee on Lay Ministry with the goal of sponsoring a Lay Ministry program in the next year.

Repair corps participated in helping to

- Get a member's home ready for sale.
- Have done repairs of furniture, lamps, drawers, cabinets handrails, etc.
- Even jump-started a car.
- Installed safety equipment and reconnected a clothes dryer.

These are small jobs that can be difficult finding a vendor to do. We have more volunteers than we get requests for so please don't hesitate to ask.

Ride Share program report:

- 6 current drivers
- 1 former driver (now retired)
- 1 current rider
- 5 former riders (1 found her own ride, some have health issues and are not attending right now)
- 25 total rides

Care Core Committee Members

Phil Abruzzi
Sally Babbitt
Chuck Cooper
Maryly Crutcher
Jennifer Greene
Sandy Hannum
Herb Hiestand
Holly Jordan
Cindy Loui
Deedy Marble
Marilyn Ryan
Florence Caplow

Respectfully submitted,
Cindy Loui, Co-chair
Marilyn Ryan, Co-chair

HOSPITALITY TEAM

SUB-COMMITTEE OF MEMBERSHIP COMMITTEE

This past year marked the fourth year with our Hospitality Team approach. Six Hospitality Teams provide all Sunday morning hospitality activities — bell ringing, welcoming, ushering, providing decorations and refreshments— for two months of the year. Participation on each of the six Teams has grown from 20 per Team to 35-44 per Team this past year. New members are added to Hospitality Teams as they join the church. Each Team has two leaders. We had some turnover among Team Leadership this year. The following individuals volunteered to be Team leaders this year: Pam Richart and Jenna Zeidler (Team A), Jen Livingston and AJ Herzog (Team B), Marcy Joncich and Wendy Graves (Team C), Anne Sharpe and Priscilla Kron (Team D), Katie Madigan and Kathy Robinson (Team E), and Tamara Ducey and Trisha Locke (Team F). In addition to coordinating Sunday tasks, Team leaders look for opportunities to build connections among their Teams through social activities. Peggy Patten, Karen Retzer and Cindy Loui meet with Team leaders twice a year to share ideas for making the Hospitality Team process more effective and ideas for building connections within each Team. Peggy assumes responsibility for “managing the Teams” during the year (e.g. adding new members, assisting with the monthly Team transitions, sending weekly information for the Order of Service, updating the Description of Hospitality Tasks, etc.) The Teams assumed a couple more responsibilities this year when Beth Cobb stepped down as Assistant for Services. The Teams now take worship attendance and set up the ushers stand with items needed for Sunday services (e.g. Orders of Service, collection plates, cough drops, etc.). The Hospitality Teams operate under the umbrella of the Membership Committee.

Respectfully submitted,
Peggy Patten

This year the music committee continued to deliver our usual activities. We continued to provide organization for the coffee houses, 2 recitals, a music service and we helped support musicians in our choir by providing sponsorship for choir members to join with the Abe Lincoln UU congregation in Springfield to participate in a choral retreat with Rev. Jason Shelton. It's been an active year for our church's musical community.

Respectfully Submitted,

Tanja Hodges, Chair

NOMINATION COMMITTEE

The recommendations of the Nominating Committee were:

- Kathy Vance for Financial Secretary
- Jerry Frye, James Engelhart, and Brian McDermott for the Board of Trustees for three years
- Debbie Rugg as a Trust Fund Trustee for four years
- Cindy Ingold, Beth Cobb, and Tim Temple for the Nominating Committee

The recommendation for the Mediation Committee is not to elect additional members, leaving it to the Board of Trustees to reconsider the role, name, and structure, in view of lack of mediation brought before that committee for several years.

The Nominating Committee also suggests that the Board of Trustees consider the possibility of either nominating someone from YRUU or inviting such some who at least by the following year would be eligible to be a church member participate as a non-voting Board of Trustees member at in least study sessions for a year in case would not initially participate in all Board of Trustees meetings as a voting member. The idea is that a non-voting year would be followed by that person becoming a member of the Board of Trustees eligible to vote on all motions for which they are of legal age to do so.

Respectfully Submitted,

**Deanna Hence, Johnny Robinson, Marylin Ryan,
Mona Shannon, and Cliff Singer**

Our fast-growing church community has led to our emphasis on “staffing for growth,” assuring that we have the staff we need to provide vital support to our congregation, that the staff has the resources they need, and that we as a congregation reward the staff for their service in accordance with guidelines of the Unitarian Universalist Association (UUA).

Staff Changes

We have had an especially dynamic staff this year. We have lost valued staff: In February, we were sad to see Rosalyn Maziarka resign as Office Administrator, and Stephanie Cobb resigned as Kitchen Assistant. And we congratulated our Childcare Coordinator, Mary and Max Foltz, as they prepared for their son, Walden.

We have also gained staff. Michelle Townsend Grove became our Interim Religious Education Director in August. Brian Franklin joined us as the new Office Administrator, and Kelsey Libert is our new Childcare Coordinator. Kate Barton became our Events Coordinator when Beth Cobb retired, and soon became the Events and Facilities Coordinator. And Emily McKown joined us as Youth Coordinator to serve the needs of our YRUUs and other teen-agers.

And staff positions have been upgraded so staff can better serve the congregation’s needs. Brian Franklin brought to us his significant technical and managerial skills, so his position was changed to Congregational Administration Manager to encompass new responsibilities. Likewise, Sherry Bohlen became our Membership Manager. Kate Barton’s oversight of our facilities is reflected on her new title as Facilities Coordinator and increase from 7 hours per week to 20 hours. Matthew Gladden has served us as far more than Accompanist, which we recognized by changing his title to Assistant Music Director, and the work weeks of both Matthew and Matt Shepard our Music Director, were increased from 10 to 12 hours.

Guiding Change

We completed the transition in supervision of staff with a recommendation to the Board that the bylaws be revised to reflect the Minister as Chief of Staff, responsible for hiring, evaluation, and termination of employment. The Minister will act in consultation with the Personnel Committee, which, in turn, acts on behalf of the Board.

Other policies and staff position descriptions enable the smooth staff changes summarized above. Many of the policies Personnel recommends to BOT relate to fringe benefits. Several years ago, UUCUC began to offer health insurance through the UUA Health Insurance Plan. Currently one staff member is enrolled. This year we recommended that the church provide dental health insurance to staff who work 20 hours or more per week. We also recommended that the Music Director and Accompanist be provided with Personal Leave days, even though they do not qualify for vacation or sick leave. And we revised the schedule of increasing vacation days with staff tenure, and created a Professional Development pool in the staff budget for staff training.

Likewise, position descriptions help us identify staffing needs, provide a framework for specifying qualifications in the hiring process, and for developing criteria for evaluating staff performance. Each of the new hires and each of the changes in staff assignment were guided by position descriptions, which themselves are regularly reviewed and updated as needed.

Staff Compensation

Staff compensation is based on UUA recommendations for each position. Guidelines consider qualifications and responsibilities for each staff position (also reflected in our staff position descriptions). For example, the Membership Manager position has more responsibilities than the Membership Coordinator. Experience in each position is reflected in increased salary or wage, from MIN for new staff, to MID, then to MAX. UUCUC is committed to start new staff at the MID wage level.

The Personnel Committee works through the Budget Committee to translate staff needs into the personnel budget. Each new staff is paid an hourly wage as recommended by UUA at the MID level. Each upgrade in position, e.g., from Membership Coordinator to membership Manager and Accompanist to Assistant Music Director, involves an increase in salary. Our priorities, are: 1. provide across-the-board salary increases in accord with UUA guidelines (for FY2020 it is 1.8%); 2. translate staff upgrades into higher salaries/wages, e.g., Sherry Bohlen’s upgrade to Membership Manager; 3. increase the hours for staff as needed, e.g., the Music

PERSONNEL COMMITTEE *CONTINUED*

staff going from 10 to 12 hours per week (a 20% increase; and 4. provide for additional positions, e.g., the RE Assistant using the position descriptions and pay scale mentioned above.

Employee Handbook

In addition to the specifics of position descriptions mentioned above, Personnel works with Rev. Florence to help all staff understand relevant church policies that maintain safety and a collaborative work environment, and give detailed information on other matters, e.g., fringe benefits. Our primary medium is an up-to-date Employee Handbook. For example, each change in policies or fringe benefits, e.g., this year's offer of dental insurance, requires an update to the Employee Handbook, an ongoing effort.

This year we reviewed the Employee Handbook line by line to assure that it is thorough, accurate, and easily understood. It is the "Go-To" document for all staff.

Personnel Committee Members

Rev. Florence Caplow (Minister, Chief of Staff, ex officio Personnel Committee member)

Karen Folk (BOT Liaison)

Tanja Hodges

Kathleen Holden

Holly Jordan

Karla Peterson

David Sharpe (Chair)

Respectfully Submitted,

David Sharpe, Chair

At the 2018 Annual Meeting a resolution to continue the work of the Racial Justice Initiative passed unanimously. The resolution:

We, the members of the Unitarian-Universalist Church of Urbana-Champaign, affirm the importance of our efforts 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. We are all impacted by racial injustice regardless of our racial/ethnic backgrounds and we wish to lift up the importance of this difficult work for the betterment of our church and society. We support the Racial Justice Initiative to organize this important effort as an ongoing working group within our church.

Also at the Annual Meeting, a proposal to display a Black Lives Matter Banner was discussed and passed. That resolution stated:

Whereas, the 2015 General Assembly of the Unitarian-Universalist Association called member congregations to support the Black Lives Matter movement;
Whereas, the congregation of UUCUC has been actively engaged in a two-year racial justice initiative, seeking to educate ourselves about racial injustice, explore our implicit racial attitudes and biases, and examine white supremacy within our community, congregation and denomination;
Whereas, the congregation of UUCUC desires to support the Black Lives Matter movement and Black-led racial justice organizations such as Black Lives of Unitarian Universalism;
Therefore, Be It Resolved that UUCUC will publicly display a Black Lives Matter banner to express our support for the Black Lives Matter Movement and the activist campaign to end violence and systemic racism against black people.

Early in the year the RJI list, which included names of all individuals who had attended a film, visited a booth, been involved in any way, was maintained, but a new working group list was initiated – the RJP (Racial Justice Project) and six subgroups were established: Community Connections, Educational Programming, Training and Workshops, Worship, Internal Audit and Publicity.

Activity under these subgroups included:

Educational Programming

- Showing and discussion of movie “**Get Out**” on May 20 (end of FY18 but not reported in FY18 Annual Report due to timing)
- Showing at Art Theater of “**Green Book**” on Nov 13 – encouraged UUC members to attend
- Showing of “**13th**” film on May 19 in collaboration with Coming of Age class as their project. Although RJI had shown film previously, RJP wished to be supportive of COA Project. Karla Peterson also talked with COA class May 12 to share work of RJP and to encourage their ongoing involvement in social justice
- Showing of “**The Long Shadow**” film on June 23
- Four-week discussion of “**White Fragility**” book led by Mona Shannon in April
- Establishment of RJP Bulletin Board in Fellowship Hall with focus on racial injustice in news and work of RJP
- Report on Dec. 9 from Champaign County Board Task Force on racial issues (Sara Balgoyen, Co-Chair, and members of task force)
- Report on Jan. 22 from NAACP on racial justice in collaboration with Mennonite racial justice committee
- Collaboration with SURJ (Stepping Up for Racial Justice) through shared space and publicity of events for SURJ and RJP
- Purchase of books for UUCUC Library on racial issues with RE Funds/ THANKS

Training and Workshops

- Crossroads Training in Springfield Oct. 11-13 attended by Pamela VanWyk, Kathleen Robbins and Jan Kalmar. Subject: **Analyzing and Understanding Systemic Racism**. Same training program June 27-29 was attended by Joe Minarik.
- Workshop on “Becoming a Trauma Informed Community and Building Strategies for Resiliency” on April 7 and 14; sponsored by SAC two-year initiative
- Crossroads Training at UUCUC Feb. 2; Title: “**Critical Cultural Competency**”; 45 were in attendance and represented UUCUC, B’hais, Mennonites, Presbyterians and Springfield residents. Evaluations very positive.
- As we begin FY20, RJP is working with RE to adopt a multi-year training program for UUCUC members and friends on leadership in cultural competency.

RACIAL JUSTICE PROJECT *CONTINUED*

Worship

- May 20, 2018 – “Beyond Talking About Racial Justice” (service in FY18 but not reported in Annual Report due to timing) followed by unfurling of Black Lives Matter banner on north side of UUCUC
- Sept. 30, 2018 – “Radical Hospitality” – RJP participation
- Jan. 20, 2019 – “Don’t Sleep Through the Revolution”

Community Connections – note: includes groups, organizations, events that RJP supported (S) collaborated with (C), or attended (A)

- Black Lives Matter Summer Celebration at Douglass Park (A)
- CU Days at Douglass Park (A)
- Juneteenth (C - UUCUC table)
- BLUU (A) – Diedre Cobb sent to conference/meeting
- First Followers (C and S)
- Racial Taboo Book Group (C)
- Black Chorus Performance and Project 500 Commemorative Concert (A)
- Souls to the Polls (S, C and A)
- Blues in the Schools (S)

Internal Audit – the subcommittee has started meeting and is using a template from UUA and some of the feedback from the Critical Competency Workshop.

Publicity – this subgroup provided superb service in promoting educational events, training opportunities and worship services through UUC web pages, Facebook, weekly ENews and outreach to organizations and churches doing similar work.

Shared Funding from RJP Budget

- First Followers - \$1100
- Bailout Fund Coalition - \$1000
- U-C Books for Prisoners - \$500
- Education Justice Project - \$400

Having developed a Purpose Statement and an explanation of why UUCUC supports Black Lives Matter, RJP continues to review and update the Black Lives Matter Action Plan, and to work with the Office Administrator to update the RJP webpage to be more informative and accessible. Joe Minarik will take on the RJP Chair position in FY20; co-chairs are encouraged to step forward as well.

Racial Justice Project Committee Members

Deanna Hence, co-chair
Jennifer Livingston (Tim?)
Terri Fredrick
Jim Hannum
Sandy Hannum
AJ Herzog
Priscilla Kron
Joe Minarik
Melissa Minarik
Karla Peterson, co-chair
Anne Reeser
Kathleen Robbins
Mona Shannon
ElizaBeth Simpson
Claire Szoke
Pamela VanWyk

Respectfully Submitted,
Karla Peterson, Co-chair

SOCIAL ACTION COMMITTEE

This year, the committee was busily transforming itself into an engine for community engagement as it worked to find meaningful ways to deploy its expanded budget. We brought in an innovative collaborative budgeting process to allow thirty members to work together to invest over \$2,300 in important community initiatives. We are making the monthly SoAct meetings a hub for community engagement. Everyone is welcome to attend the “Pitch-It!” portion of the meeting where you get two minutes to share an idea to find collaborators.

Through this process, we funded

- Crossroads Antiracism Training
- Postcards for Prisoners
- Smart Recovery
- Dream Girls Academy
- Unitarian Universalist Advocacy Network of Illinois
- Pride Parade
- Friday Forum at the Y
- UP Center
- Blues in the Schools
- Democracy Now! on WEFT
- Yard signs to show support for Dynegy moving their coal ash pits
- CUAP Stress for Less
- Public i
- UC Books to Prisoners
- Sistering CU

Additionally, we coupled with First Followers to help launch two transitional houses for formerly incarcerated persons, complete with programs aimed at lowering recidivism and rebuilding healthy lives. Finally, we are helping the efforts of three local immigration groups, CU Immigration Forum, CU Fair, and Latino Family Liaison by forming a separate task force specifically around supporting our local immigrant community.

The committee also organizes shared offerings for the church. This year we received twenty one nominations. During a lively meeting after church we heard pitches from each organization and collectively chose eleven organizations to receive the shared offerings. This church program results in quite a bit of funding. Here are the totals for the twelve months since the last annual report:

• July 2018	Salt & Light Ministries	\$1,917.63
• August 2018	Equal Justice Initiative	\$2,042.65
• September 2018	Greater Community AIDS Project (GCAP)	\$2,558.90
• October 2018	Feeding Our Kids	\$2,838.35
• November 2018	Dreaam House	\$1,802.34
• December 2018	Partner Churches	\$3,569.05
• January 2019	NAACP of Champaign County	\$1,908.97
• February 2019	Austin's Place	\$2,010.86
• March 2019	Urbana Neighborhood Connections Center (UNCC)	\$2,027.46
• April 2019	Urbana-Champaign Independent Media Center	\$1,565.50
• May 2019	Planned Parenthood of Illinois	\$2,949.33
• June 2019	About Face: People of Color Committee	\$1,558.00

SOCIAL ACTION COMMITTEE *CONTINUED*

In addition to financial contributions, the Social Action Committee supports local organizations by cosponsoring events to help promote the event, use church facilities and bring church members in for greater involvement. The committee sponsored many events during the year, including:

- CROP walk
- Latino Partnership of Champaign County
- Smart Recovery Group
- Gesundheit Institute Rally to Support Local Models of Healthcare
- Antidotes to White Supremacy Culture/Building a Healthy Movement
- An evening with Jennie Belle, Faith Community Organizer for Church World Service
- Screening of Sierra Club Film Unacceptable Levels in Fellowship hall
- Champaign Urbana Day of Gratitude
- Queer Dance Party
- Bend the Arc's "Reject White Nationalism" forum
- Democratic Socialists "Medicare for All" Event

Challenges and Opportunities for 2019/20

- Balance the needs of people who prefer to engage via electronic means with people who are not comfortable with technology
- Bring more members of the church into actions and events
- Communicate our funding activity more widely
- Bring more members into the co-budget process
- Activate more issue-focused task forces to bring attention to causes that matter to our congregation

Social Action Committee Members

In FY 2018-2019, there were over 90 members on the Social Action Committee distribution list.

Respectfully Submitted,
Ben Galewsky, Co-chair
Jan Kalmar, Co-chair

C-U COMPASSION AND CHOICES ACTION TEAM

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

The Death with Dignity at UUCUC Group began meeting at church in March 2017. This past year the group—which had been a subgroup of the Social Action Committee—split from the church administratively and now meets as an independent group--the Champaign-Urbana Compassion & Choices Action Team. This change took place this past year at the January 2019 meeting.

The group continues to have the education of end-of-life choices and the advocacy of aid-in-dying legislation as its main focus.

During the summer 2018, members of our group met with Representative Carol Ammons' Chief of Staff (on August 20) and with Senator Scott Bennett (on August 29) to discuss the importance of aid in dying legislation. Both representatives indicated that they are supportive of the legislation.

In fall 2018 (October 27), we held a workshop entitled "Healthcare and the Art of Dying with Dignity". Three local medical professionals presented on--and answered questions about--issues including how to talk with your doctor and how to ensure your doctor will carry out your wishes at the end of life. Approximately 80 people attended. This was organized by our group and was held at the UU church in Urbana. Advertising and refreshments were paid for by Final Options Illinois.

In December 2018, the national Compassion & Choices (C&C) non-profit, hired a staff person to work with individuals and groups in several mid-western states to advocate for aid-in-dying legislation. In order to become more efficient and organized on a state level, they encouraged our group to become a C&C Action Team. As noted above, at our January meeting we voted to create a Champaign Urbana Compassion & Choices Action Team. All are welcome to attend our meetings. Official C&C volunteers must sign both a confidentiality and media agreement on the C&C website. These agreements can be found here:

- Confidentiality:
<https://compassionandchoices.org/survey/>

[compassion-choices-confidentiality-agreement/](#)

- Media:
<https://compassionandchoices.org/survey/compassion-choices-volunteer-media-policy/>

The Social Action Team at the UU church has allowed us to meet at the church at no cost; they have also agreed to allow us to continue to hold events at the church at no charge. We are grateful for their support.

On February 17, 2019 a C&C training was held for C&C volunteers at the Champaign Public Library.

In spring 2019 (March 9, 2019), another workshop about Legal Issues at the End of Life was held. Two local lawyers spoke about and answered questions about legal issues. Approximately 75 people were in attendance. Like the workshop about medical issues held in the fall, this workshop was organized by our group and paid for by Final Options Illinois.

On June 4, our group hosted Kim Callinan, the CEO of the national Compassion & Choices at the Champaign Public Library for a talk entitled "End-of-Life Options: own Your Journey". The News Gazette published an Op-Ed that Ms. Callinan had written entitled, "Give loved ones the gift of clarity closure" on May 20. And, Final Options Illinois paid for an ad in the News Gazette the Sunday prior to the event. There were 73 people in attendance.

We continue to meet at church on the second Monday of each month at 7:00 pm. Between 8 and 12 people have attended each of our meetings this past year (April 2018 through June 2019).

Respectfully submitted,
Karen Retzer

GREEN UUS

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

GreenUUs were not active in FY 2018-2019. Our aim is to revitalize this committee in FY 2019-2020 and to become more actively involved in promoting a healthier, more sustainable future for our congregation and community . As a recognized Green Sanctuary, we live with a deep awareness of our climate crisis and the deep environmental injustices of our time.

Respectfully Submitted,

Rev. Florence Caplow, Minister

IMMIGRATION JUSTICE TASK FORCE

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

The Immigration Justice Task Force (IJTF) is one of two major Social Action Committee (SAC) Initiatives, and was formed in January, 2019 to address the crisis at the U.S. / Mexico Border and immigration concerns in Champaign County. The Social Action Committee voted to make us an official task force in June.

One of the requirements for receiving funding from SAC was that our proposals needed to address local need and engage members and friends in this work. Projects that have been funded by SAC are presented below. There are 15 members and friends of the church actively involved, and we expect to grow as we become better known. We created a UUCUC listserv to foster communication. Two of our members serve on the Board of the C-U Immigration Forum.

Host February 2019 Forum

We held a forum, open to members and friends of UUCUC, to hear from local advocates about the work that is being done locally. The forum helped us better understand the needs of undocumented children and families; asylum seekers; refugees; and state and national policy, and how we might support ongoing work. About 30 people gathered to talk with Lucia Maldonado, Latino Parent Liaison, Urbana School District #116; Ben Mueller, CU-FAIR (Champaign-Urbana Friends & Allies of Immigrants and Refugees); and Ricardo Diaz, C-U Immigration Forum.

Proposal for Funding Presented to the Social Action Committee

After the February forum, the Immigration Justice Task Force solicited proposals from each community group, as a way to begin to support local initiatives. Our ask included a request that they identify ways we might engage in ongoing (or new) work, in addition to providing financial support. After hearing from each, we prepared and presented a proposal to the Social Action Committee at their April 2019 meeting to sponsor the May CU-Immigration Fundraiser and fund the following projects with dollars identified for one of two major initiatives (\$4,500,00 for immigration work):

C-U IMMIGRATION FORUM SPRING FUNDRAISER (\$250)

The Social Action Committee sponsored this fundraising event and purchased (and filled) a table. The event featured keynote speaker José Ángel N., author of “Illegal: Reflections of an Undocumented Immigrant”. Funds raised went to support the ongoing work of the Immigration Project, which provides immigration legal assistance in Central and Southern Illinois.

WELCOME KITS (\$1500.00)

Lucia Maldonado, Latino Parent Liaison, USD #116

Project Description:

10 backpacks for undocumented minors starting school in USD #116. Backpacks will include: gift certificates for clothing and shoes; a blanket, toiletries; and bus tokens. In process.

Engaging Members and Friends:

Ask members and friends to bring backpacks to hold items listed above purchased by designated funds and write welcome letters to include in the welcome kits.

Ask UUCUC youth to write welcome letters to include in kits and to deliver them to the undocumented minors at a time arranged with Lucia Maldonado. This activity will provide an opportunity to engage our youth in discussions about immigration and current U.S. policy.

SOUND EQUIPMENT AND ELTUR (\$1,000)

Ricardo Diaz, C-U Immigration Forum

Project Description:

Fund sound system for rallies that can be shared with other immigration partners. Specifications for this system were provided for review. The system has been purchased.

Eltu - Engaging Members and Friends:

Identify locations where UUCUC members and friends could take newly arrived immigrants to help familiarize them with and integrate them into the community. Examples include financial institutions;

IMMIGRATION JUSTICE TASK FORCE *CONTINUED*

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

medical and dental facilities; educational resources; and recreation opportunities. The working group has met with Ricardo and Ben to review proposals, and is ready to roll them out to members and friends. The hope is to build a list of people who would be willing to spend time touring one or more of the identified areas of interest and also facilitate the development of personal relationships. Eltur will be presented to the congregation this fall.

CU-FAIR (\$1750)

Ben Mueller

Project Description

CU-FAIR recently moved into office space at CUPHD as part of the newly formed Immigrant Welcome Center at the Champaign Urbana Public Health District. IJTF agreed to help defray some of the expenses associated with moving to an office, including front door sign, printer ink and paper, other office supplies and rental fees.

Engaging Members and Friends

We have encouraged members and friends to sign up to volunteer to spend 2 to 4 hours a month at CU-FAIR's new office. Training is provided. Recruitment from members and friends is ongoing.

IJTF members also have been signing up members and friends interested in joining one of CU-FAIRs workgroups, such as fundraising and resettlement. Opportunities for making a donation to the CU-FAIR Free Store, joining a workgroup, or volunteering at CU-FAIR's office will periodically be presented to the congregation via E-News and the Social Action Table.

June Advocacy Training Workshop

On June 28, the IJTF hosted an advocacy training workshop by the New American Welcoming Center. This well-attended workshop was held over the lunch hour in our Fellowship Hall, and focused on how to fight a rule from the Department of Housing and Urban development that would prevent mixed-status families from accessing housing assistance.

July 2019 Worship Service

A subgroup of the IJTF planned and held a summer worship service to identify the needs of undocumented and asylum seekers in Champaign-Urbana, and present ways to get involved by working with the Task Force and supporting organizations. This service included the UU Band, readings by task force members, and reflections by Ben Mueller, CU-FAIR and Ricardo Diaz, C-U Immigration forum. We invited the Congolese Choir from St. Patrick Church, who led us in song at the conclusion of the service. The worship service was designed to be experiential, transformative, and provide opportunities for action.

Vigils

We cosponsored two vigils in July 2019 to raise awareness of the immigration crisis at the border and here in Champaign County. Attendance by UUCUC members and friends was high at each, and the IJTF recruited UUCUC members and friends and the choir to sing at the vigil for #CUNoCages.

Moving Forward

1. We plan to elect a leadership team.
2. IJTF will continue to support needs of the community, and evaluate opportunities for guardianship and / or temporary sanctuary (which could potentially mean serving as a host church or supporting other faith communities who offer sanctuary).
3. We will create a plan for the next fiscal year, and solicit funding from the Social Action Committee to implement that plan.
4. IJTF members will join immigration partners in planning and implementing demonstrations and actions and state and national policy changes.
5. We will use UUCUC's new website, E-News, the OOS, and the Social Action Committee Table (until such time separate space is made available for us) to communicate to members and friends about our work and how to get involved.
6. We will be transparent about our work and involvement in local actions and initiatives,

IMMIGRATION JUSTICE TASK FORCE *CONTINUED*

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

and involve our minister, the BOT of Trustees,
and other committees and staff as appropriate
to carry out our work with full support of the
church.

Immigration Justice Task Force Members

Sally Anderson

Penné Beckett

Theresa Benson

Rev. Florence Caplow

Millie Davis

Karen Folk

Mike Folk

Lisa Haynes

Jan Kalmar

Kim Kranich

Pat Nolan

Lan Richart

Pam Richart

Lisa Sechler

Andy Townsend

Claire Szoke

Respectfully Submitted,

Pam Richart, Team Leader

PARTNER CHURCH COMMITTEE

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

The Partner Church Committee had a wonderful year. We believe that the congregation understands much more about the partner churches in India and in Romania. The Church in Nongtalang in India built their new church and are improving on the building. The church in Romania, Szekelykal is also improving on their new addition to the old building. During the shared offering in December 2018, the congregation gave to Partner churches more than \$3,000. This is the best number ever. On April 7th, 2019, we offered an Indian Brunch which was very well attended. We made \$1339 on that event. We applaud the congregation for their generosity to the Partner Churches.

Partner Church Committee Members

Brigitte Pieke
Christine Cahill
Tamara Ducey
Gail Huetting
Kathy Robinson

Respectfully Submitted,
Brigitte Pieke, Chair

LGBTQ+ WELCOMING TEAM (WELCOMING CONGREGATION)

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

Overview

The work of this group sprang from the Welcoming Congregation Assessment Task Force which we assembled at the request of the UUA initiative for all Welcoming Congregations to apply for WC renewal status each year, beginning in 2019. They have developed a specific set of requirements to be completed in order to apply and be recognized. Jim Hannum led the assessment task force in '17-'18 in which we came up with a set of recommendations for UUCUC. See last year's annual report for details. We are a sub-group of the Social Action Committee.

Jerry Carden agreed to serve as the chair of the LGBTQ Welcome Team as we moved into our year of taking actions as a result of the assessment's findings. The group met most months during the year with the express purpose of fulfilling the requirements of our first renewal application. Minutes were kept of each meeting highlighting all activities.

Fall: Completion of the WC Assessment Task Force report, which went to the BOT, which then established the Welcoming Congregation Committee, which calls itself the LGBTQ+ Welcome Team, in order to be more explicit about the purpose of the group. The UUA title for this group is very nebulous, so we voted to make it more explicit who the 'welcome' is intended for. One of our overarching goals was to increase our collaboration with the Uniting Pride Center of Champaign County, hereafter referred to as UP Center.

September 16, 2018: UP Center of Champaign County Pride Parade - we provided a large contingent of people that marched in the Uniting Pride Center's annual Pride Parade, held purposely in September after the students return for the fall semester in order to maximize participation. Estimate of 50 to 60 participants with the UUCUC contingent.

November/December: UP Center Homeless LGBTQ Youth backpack project- we participated as one of the main organizers for the Backpack project for LGBTQ homeless youth- we collected 17 backpacks full of their suggested items and delivered them to

the UP Center. We also requested and received a donation of 30 brand new 20 degree rated, waterproof sleeping bags from Champaign Outdoors, formerly known as Champaign Surplus. **November 20: Trans Day of Remembrance Service**- even though we'd been planning a service at UUCUC for several weeks in advance, when we learned that the UP Center was also planning a service for Nov 20th, we combined efforts and used their location since they felt a church setting might prevent some LGBTQ persons from participating. We helped organize the order of service, provided publicity, and provided some speaking roles for the service held at the University YMCA on campus. Approximately 40 people participated.

January 27, 2019: 'Growing Up Trans' PBS Frontline documentary- we planned a Sunday afternoon showing of this excellent documentary, followed by questions & discussion led by both trans persons and trans-supportive families, as well as volunteers from the UP Center. Attendance was approximately 50 persons stayed for the film, some left prior to or during the discussion which took us after our advertised close time. The discussion yielded some great insights from trans participants and non-trans persons reported learning a lot and having broadened their perspectives.

February 8: Queering the Faith Workshop at UCC, a Friday evening at 7:30 to 9:30 pm- This was the second annual workshop led by the campus United Church of Christ congregation. We co-sponsored this community event, also sponsored by UP Center and by the U of I campus LGBTQ group and the Hillel Foundation. Rev. Dr. Yvette Flunder from San Francisco was the workshop leader/main speaker. She is on the board for Starr King School of the Ministry based in Oakland. We served as co-sponsors and hosted a table at their community resources room. About 160 people attended the evening workshop. One of our goals is to collaborate more with other LGBTQ affirming congregations.

February 24: Terminology and Pronouns Workshop - 2 to 4 pm (a Sunday)- We partnered with UP Center board member Jasmine Routan, also a doctoral student in Human Development & Family

LGBTQ+ WELCOMING TEAM *CONTINUED*

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

Studies at UI, to provide this important topic to help our congregants understand the nuances of how we use terminology not just for trans persons but for all in the LGBTQ community. 42 persons participated, about 2/3 were church folks and the rest from the community. We provided the UP Center with a \$250 honorarium from the Social Action Committee.

April 28: Worship Service: Title: 'Call Me By My Real Name'- guest speaker, Jasmine Routon, (see info on the Terminology workshop). Four trans members of the congregation provided opening words as to why this topic is important- they were Kathleen Robbins, Zev Alexander, Maria Howerton-Sweid and Ray Watson. The YRUU group provided a skit that illustrated the dos and don'ts of pronoun use, with help from Emily McKown, Youth Coordinator. The goal of the service was to provide information such as was shared in the Terminology Workshop to an expanded number of people at UUCUC. The service was well received and included a handout in the Order of Service summarizing the main points to remember about pronoun use. We also introduced pronoun stickers for our name badges and have continued to encourage their use and explain the purpose.

June 8: First Annual Pride Picnic and Commemoration of Stonewall Anniversary- Jerry proposed this idea to the UP Center board in November. The intent being to provide an activity during the usual Pride Month of June for local residents to have a celebration of some sort in that month. The UP Center Pride Parade isn't held until September, see that event for details. Because of our proximity many local people go to Chicago for the actual Pride Weekend, so that there hasn't been a local parade or gathering in June. We spent several months planning the details and reserving the Champaign Park Districts Hessel Park Shelter. Over 200 attended and reported being delighted with seeing a Pride related activity in June. Those that can't or prefer not to go to the Chicago festivities will now have a local option.

Recognitions of LGBTQ related days of observance:

The UUA requires that we observe at least six recognitions of LGBTQ history and or other special events. More details about each observance are available from the committee. The six that we submitted with our WC renewal application usually included a reading during a worship service and/or a blurb in our eNews or Uinter Online newsletter. The pieces were written by members of our committee and also one by a YRUU member. The observances were:

1. Transgender Day of Remembrance- November '18
2. Day of Silence Announcement- April '19
3. Lesbian Day of Visibility- April
4. International Transgender Day of Visibility- May
5. Pulse Night of Remembrance- June
6. Stonewall Riots Commemoration- June

As of this writing, we have submitted the WC Renewal application to Michael Crumpler, the UUA LGBTQ Programs Manager. We don't anticipate any issues with our application and the renewal of our status.

LGBTQ+ Welcoming Team Members

Congregants: Jerry Carden, Jim Hannum, Kathleen Robbins, Jason Rock, Renee Trilling, A.J. Herzog, Zev Alexander, Katriena Knights
Church staff: Michele Grove and Emily McKown
UP Center Reps: Nathan Alexander, William Blanchard, Zev Alexander

Respectfully Submitted,
Jerry Carden, Chair

UU Connections (previously called Denominational Affairs) is an advocacy effort promoting connections with the larger UU World. We see opportunities for using the tremendous depth of material on the UUA web site, attending other UU congregations on the occasional Sunday and/or when traveling, enjoying a week at Camp Unistar in northern MN and participating in the annual UUA General Assembly.

UUCUC is an exceptionally healthy, growing midsize UU congregation. As such, we are one of approximately 1,000 UU congregations in the United States. Some identify as “Churches” and those typically those are supported by the services of one or more ministers. Some are named “Fellowship” are often congregations that were formed as a lay led group and may now be served by full-time ministry. A few identify as “Society.” In all cases in the UU world, it is the congregation that writes and adopts a constitution and bylaws, calls a minister and directs its own budget. All authority resides with the congregations.

The UUA serves as a support role for congregations and as a national and international voice. The full name is clear, the Unitarian Universalist Association of Congregations (UUA). The UUA supports and credentials ministers, publishes materials and the UU World magazine, provides RE curriculum, provides regional staff and designs and delivers workshops. Our regional staff are identified as ‘Mid America Region’ and are located in Chicago and Minneapolis.

The annual UUA General Assembly is an amazing event, always in late June spanning a Wednesday through a Sunday, usually in the convention center of a mid-sized city. It attracts a majority of UU ministers and thousands of lay members for hundreds of workshops, magnificent services, great music, displays and an overall reunion and party. In 2016, 2017 and 2018, in Columbus, Ohio, New Orleans and then Kansas City, UUCUC had each year a delegation of between 14 and 16 folks. We will not do as well this year in Spokane, but in two years the event will be in Milwaukee where we will make every effort to promote this opportunity for our members. In four years, GA will be in Pittsburgh.

Each summer some of our youth enjoy Youth Week

at Camp Unistar and our church has a long history of providing volunteer leadership for that week. For ten or eleven weeks each summer Unistar hosts family weeks where 65 UUs enjoy a week, a program and outdoor recreation on a large island in a nine-mile wide lake in northern Minnesota. There have been years when 35 of our members devoted a week to Camp Unistar.

Lastly, and this is an editorial comment by David, we could do more. We could make more efforts to occasionally visit Sunday services and special events at our nearby UU churches in Bloomington, Springfield and Peoria. We could even venture into Indiana. We could seek to observe and understand some of the best practices and programs of these and other UU congregations. We could participate more in the events of the UUA Mid America Region. We could find ways to support some of the smaller congregations in our region such as Decatur.

Our congregation is an exceptionally healthy and valued island of truth, community, inspiration and mutual support and we are not alone in the UU world.

UU Connections Members

Claudia Gross

David Gross

Respectfully Submitted,

David Gross

WORSHIP COMMITTEE

The Worship Committee this year consisted of Sam Beshers, Chair; Florence Caplow, Minister; Erich Adickes, Janet Revell Barrett, James Engelhardt, Kiri Fagen-Ulmschneider, Jennifer Greene, Chris Hannauer and Barbara Jauhola. Barbara Hudgings resigned halfway through the year and we thank her for her years of service. We are seeking additional members with names later in the alphabet. After the June meeting of the committee, Sam Beshers resigned from the committee, ending his second four-year run as chair. Janet Revell Barrett is serving as Chair for the Summer of 2019 and will be co-Chair when she returns from her sabbatical at the start of 2020. We are looking for another co-Chair to serve along with Janet.

The Worship Committee has continued to organize and support fine lay-led services during the regular church year. We are particularly proud of some of this year's offerings, which featured deeply meaningful reflections and personal stories from members of the congregation and guest speakers. In 2018, the Worship Committee for the first time took responsibility for summer services as well, and based on the success of last year this now becomes a permanent arrangement. For 2019 we have a full slate of services and we look forward to another great summer.

The committee has been through a significant evolution since the arrival of Rev. Caplow. We have grown from three members to nine, we are working more closely with the minister than in past years, and with this greater collaboration, the distinction between minister-led and Worship Committee services has become less clear. At the same time, this allows for more flexibility and possibly more ambitious service plans.

Goals for the coming year include continuing to offer high quality services; finding people to organize and lead these services, including identifying and inviting high profile guest speakers; further developing our musical offerings, from our staff, lay musicians, and guest musicians; maintaining the interest and involvement of Worship Associates; and working with the "arc of the year" and perhaps other ideas to create a feeling of less ad hoc and more intentional worship throughout the year.

We note that the past year has included services, at Sunday mornings and other times, with particular appeal to Christians and to Wiccan/pagan/earth-centered worship. We hope these worship opportunities will continue and be broadened to include other groups and interests.

Worship Committee Members

Sam Beshers, Chair
Florence Caplow, Minister
Erich Adickes
Janet Revell Barrett
James Engelhardt
Kiri Fagen-Ulmschneider
Jennifer Greene
Chris Hannauer
Barbara Hudgings
Barbara Jauhola

Respectfully Submitted,
Sam Beshers , Chair

TASK FORCE REPORTS

2 YEAR INITIATIVE - COMMUNITY ENGAGEMENT

One of the first tasks outlined in the Two-year initiative proposal was to survey the congregation and hold a visioning workshop to help imagine a culture of community engagement. As we began thinking about how to launch this, we learned of the Strategic Visioning Team and then about REEF. We became involved in this processes since they have much broader support and resourcing to accomplish a large amount of what was proposed for the initiative. There has been much talk at the Strategic Visioning Team and the Interim RE Advisory committee about the desire for the vision of the church to reflect a culture of community engagement. So here again, this initiative has taken root.

During the Spring we offered three trainings on trauma and resiliency by a brilliant local trainer, who also works with the CU Trauma and Resiliency Initiative. The workshops/trainings helped build a broader understanding of trauma, trauma informed care, develop better practices for community engagement, build resiliency tools, positive youth justice and good practices for engaging with community violence. The training suggested some contacts for building a trauma informed congregation.

Another of the action items that has been underway has been to support and engage the *We Wanna Woke* choir who provided a series of workshops for the congregation to learn chants and songs that will ready us to be a unified force to lift the spirit and amplify the message of protests as they are called in the future.

As leadership of the 2 year initiative overlaps with that of the Social Action Committee, the dynamic work of that group reflects the two year initiative's aim to build a culture of community engagement. We are open to ideas, reflections, support, critiques. Indeed, we would welcome it.

Respectfully Submitted,
Ben Galewsky

As requested by the Board of Trustees, the purpose of the Strategic Vision Team is to engage the congregation in a planning process that will result in broad goals and objectives for the next five years. The former five year strategic plan ended in May 2018.

After a December retreat to create a covenant, the group set priorities to interact with the congregation in a variety of ways, to hold meaningful conversations with as many members/groups within the congregation as possible, and to summarize results with the eventual goal of creating a broad strategic plan to be voted on at May 2020 annual meeting. In February 2019, consultant Sandra Greenfield led both the Strategic Vision Team and the Interim RE Advisory Group (now RE-EF) in a Saturday workshop to facilitate the closely related purposes of the two groups. After the joint workshop that explored our shared purpose, the Interim RE Director Advisory Group and the Strategic Vision Team began meeting together as the Dream Team. Members of RE Advisory (now RE-EF) added to the Strategic Vision Team include: Michele Grove, Interim RE Director, Lara Breeze-Troyer, Randy Locke, Karla Peterson, Kathleen Holden, Kathleen Robbins, David Sharpe and Carol Veit. Rev. Caplow volunteered to facilitate Dream Team meetings. RE-EF continues to meet separately with Michele Grove, IDRE, to move the interim RE process forward.

Events and programs facilitated by the SVT and then the Dream Team with the help of Florence Caplow, Minister, and Michele Grove, IDRE, included:

- Jan 3rd, 2019 Sunday service built on “My Dream for the Congregation is...” theme introduced at Rev Caplow’s Oct 2018 installation. Individual responses from both events were transcribed, and main themes analyzed. Responses from children in the RE program were also solicited and added. Most common themes mentioned as tallied in the 160 individual responses included: 1) Worship & Spiritual Development (43% of responses mentioned this theme); 2) Community Engagement (including Social Action; 42% mentioned); 3) Growth (29%); 4) Inclusion of all (26%); 5) Church programs/events (26%); 6) Diversity (23%); 7) Caring & Kindness (20%); Facilities (15%); Social (14%); Visibility (9%). Note that most responses included more than one theme tallied. All responses and a word cloud created from them were posted in Fellowship Hall. Responses were also coded as reflecting one or more of the following orientations: 1) Personal (Looking Within) 15%; 2) Members & Friends (Among) 72%; and 3) Wider Community (Beyond) 41%.
- March 3rd “Back to the Future” Sunday Service explored our past (who we have been) by incorporating short reflections of members who responded to the prompt “a time when our congregation was at its best”. Responses were gathered prior to the service via ENews, Facebook page, and forms in FH at coffee hours. All responses were included in the service.
- Review of 2013-2018 Strategic Plan goals and objectives. Annual reports were reviewed and a group meeting of those who had worked on and implemented the plan held. Review identified accomplishments, noted what didn’t happen, and what intervened (two interim ministers and a ministerial search occurred during this time period). Results were summarized by David Prochaska and are included at the end of this report.
- Created a timeline for stages of the planning process. We presented this timeline at the April Committee Council meeting. A Graphic posted in Fellowship Hall shows the overlapping stages of the planning process and will have events added as a visual reminder for members. The three overlapping stages include: “Where have we come from?” (our heritage); “Who are we?” (focus on our purpose); and “Who do we want to be?” (envision our future). During Spring 2019, we engaged the congregation in the “Where have we come from? question. Fall 2019 we will explore who we (UUCUC) are and revisit our mission/vision statements adopted in 2005. Do they still reflect who we are and who we want to be? Fall and Spring 2020 will examine vision and set goals/objectives in a 5 year timeframe.
- June 2nd, 2019 Flower Communion Sunday service included a brief presentation by Dream Team members celebrating major accomplishments of

DREAM TEAM *CONTINUED*

the 2013-2018 strategic plan, including a more detailed insert in the Order of Service. After the service, members were invited to reflect and share stories about accomplishments and ask questions of long-time members. About 30 attended this after-service session in the sanctuary.

- The Dream Team will continue to engage the congregation in a variety of formats in 2019-2020 as we move into the purpose and vision stages.

Budget

The Strategic Vision Team initially did not have a budget line in the 2018-2019 congregational budget. However, the Board contingency line was used to fund

\$450 for a facilitator for SVT retreat in December and \$1225 for one-half of the consultant cost for February joint workshop with Interim RE Advisory Group. The other half came from the RE budget.

Dream Team Members, 2018-2019

Karen Folk, Chair
Lara Breeze-Troyer
Florence Caplow
Becky Densmore
Ben Galewsky
David Gross
Michele Grove
Randy Locke
Kathleen Holden
Jenny Hunt
Karla Peterson
David Prochaska
Kathleen Robbins
Melissa Schoeplein
David Sharpe
Carol Veit
Lynn Wiley

Respectfully Submitted,

Karen Folk

Strategic Plan (2013-2018): Evaluation and Accomplishments

The Dream Team celebrates numerous goals achieved in recent years. These are accomplishments to build on as our UUCUC congregation moves forward to envision and set goals for the future.

During 2013-2018, this UUCUC congregation planned and achieved the following goals:

- **Add a Membership/Connections Coordinator to support members in deepening their connection and involvement in congregational life.** We accomplished this priority in 2014. At first, we did not have a clear idea of what we wanted. But we experimented and made it work. The Pathways to Membership program has been developed and added to by current Membership Coordinator Sherry Bohlen. There is a large membership committee, which is active in many areas. This is a significant accomplishment resulting in many new members.
- **Support our current worship services and explore, experiment, and evaluate new and innovative worship services.** During 2014-2015, a ReVisioning Task Force, created by the BOT, surveyed the congregation, evaluated our current worship and church building, visited other congregations, and consulted UUA worship materials. The two years of interim ministers led to changes in worship practices. In turn, the ministerial search committee identified new and innovative worship as a need and hired a minister who met this need. More members of the congregation participate in new ways in our services.
- **Increase participation and service opportunities for all age groups.** Service opportunities have increased significantly. Three two-year initiatives voted on by the congregation include: Hunger, Immigration Justice, and Racial Justice. All three initiatives added many activities for adults and families, including interfaith CROP Walk participation, volunteering at Food Pantry/Foodbanks, participation in PrideFest parade, sponsoring YMCA Friday Forums, ACLU workshop, film series on racial justice and incarceration, death with dignity forums and films.
- **Make our church more green by increasing UUCUC energy efficiency.** This is another area where we accomplished much. Not only did we raise money

and install solar panels on the roof, but we also installed a new boiler, and new windows in the lower level of the stone church.

- **Investigate and strengthen our Life Span Religious Education for all ages.** Every year ongoing Religious Education continued for children and youth, and several forms of adult RE took place. Many social action workshops could be considered adult RE. More recently, we hired Michelle Townsend Grove as our 3-year interim religious educator (DRE). She and Rethinking Religious Education & Envisioning the Future (REEF) are reinvigorating RE for all ages with vision and energy.
- **Assess space and facilities needs to accommodate growth.** A Facilities Improvement Task Force considered the feasibility of a capital campaign with help from a UUA facilitator. This work took second place to the interim ministry and search for a new minister even as we grew. The Accessibility Committee led several improvements: sloping floor and carpet to improve sanctuary access; elevelte safety improvements; a new audio assistance system for the hearing impaired, and bids being taken for renovation of basement bathrooms to meet ADA accessibility standards. Also, the sanctuary was reconfigured and the handicap ramp moved and rebuilt to accommodate our new piano, which entailed moving and rebuilding the handicap ramp. With continued growth, we shifted from an all-volunteer Property Committee to an on-site Facilities Coordinator, who works with a new Buildings and Grounds Advisory Team.
- **Strengthen Young Adult (18-25) groups under the leadership of the RE Director.** Simply providing a labelled "young adult table" in Fellowship Hall boosted recognition and membership. No longer requiring a financial contribution for church membership makes joining UUCUC easier for youth and young adults.
- **Fair compensation for staff is complete.** We have raised all staff from minimum recommended UUA wage levels to middle-range for our region, and added benefits. This is a long-time goal and unusual – many UU churches do not meet

minimum levels. Achieving this goal has enabled us to attract and keep well-qualified staff.

Next the Dream Team next will be Revisiting our Purpose (Who Are we?), followed by Future (Who do We Want to Be?). Check out our timeline above the drinking fountain in Fellowship Hall as we add upcoming events to keep you informed. Please participate and let us hear from you as we set goals for the next five years.

Respectfully Submitted,
David Prochaska

SAFETY AND SECURITY TASK FORCE

The team developed an emergency plan for dealing with Medical, Weather, Fire, and Intruder emergencies. This plan has been reviewed by Church Mutual (the Church's insurance company), the BOT, and the Urbana Police & Fire Department. A job description has been developed for a volunteered position as a Safety Coordinator as well as Emergency Leaders. The goal is to communicate the plan to the congregation and begin to train volunteers as Emergency Leaders in the fall of 2019.

Safety and Security Task Force Members

Kate Barton

Sherry Bohlen

Jerry Carden

Michele Grove

Kathleen Robbins (Chair)

Johnny Robinson (BOT)

Jeff Unger

Ex Officio: Jenny Hunt BOT Chair, Rev Florence Caplow

Respectfully Submitted,

Kathleen Robbins, Chair

GROUP REPORTS

COVENANT GROUPS / CHALICE CIRCLES

CAREGIVERS CHALICE CIRCLE

The Caregiver's Chalice circle meets on the third Monday of the month in the church library at 7:00 p.m. We have a core group of 6 to 8 people that generally can attend each meeting. The membership list has a current group of 15 to 20 members. We share a covenant together to regularly attend the monthly meetings and be supportive of one another's efforts.

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

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

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

Respectfully Submitted,
Tim Temple

LIVING WITH THE LOSS OF A LIFE PARTNER COVENANT GROUP

The Covenant Group began meeting in February of 2018 on the second and fourth Saturdays of the month in the Church Library, facilitated by Rev. Florence Caplow. There is a core group of 6. We developed a group covenant and read the covenant aloud each time we meet.

Each meeting starts with our chalice lighting, a reading and personal check-in. Then we explore a particular topic or question about our lives as people who have lost a life partner (this language is deliberately inclusive, to include those who were partnered but not married). The group is open to anyone who has lost a life partner to death, recently or in the more distant past.

A benefit of the covenant group is to provide a safe and trusted place to share confidential experiences, as well as building community during a sometimes challenging phase of life. We will determine after June of 2018 whether to continue in the next church year.

Respectfully submitted,
Rev. Florence Caplow

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 from 7:00 to 9:00 p.m. Each member brings an original piece of writing to share for each meeting. We also do short "Quick Writes" in our meetings. One need not be a "writer" with a Capital W! Some of the works are fiction or poetry, and some are based on our individual experiences and observations. Our discussion following each reading focuses on our shared humanity rather than literary critique (unless requested!).

Our Circle has been consistent with about eight members. Monthly attendance usually ranges from four to six people. We are a friendly group and welcome folks to come by to see if you're interested in staying!

Respectfully submitted,
Pat Nolan

BRIDGE GROUP

Meets every Monday except Christmas at 1PM in children's chapel. We are the group holding greatest tenure of all groups in this church. Non-comparative and jovial players welcome players, spectators, interesting people.

Respectfully submitted,

Barbara Mann

FEMINIST BOOK GROUP

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

Respectfully submitted,

Karen Folk

GASTRONOMICAL SOCIETY

The Gastronomical Society, affectionately referred to as "Gastro," counts 50-75 members and enjoys monthly dinners. Members are encouraged to host at their home, a restaurant, a park, or at the church. The host chooses a dinner theme, with members contributing potluck style. In the last several years, Chinese New Year is celebrated in January, featuring take-out tastings from favorite Chinese restaurants. Other 2018-2019 themes included breakfast foods, the Himalayan Chimney (restaurant), Italian, DIY

pizza, St. Patrick's Day, "Primavera" at the Spice Box, flavors of Ramadan, farmers' market fresh al fresco, and a summer picnic. In keeping with goals of the church's 2013-2018 Strategic Plan, the group is striving for age diversity and for new church member inclusion. For more information, contact Terry England at englandba@comcast.net.

Respectfully submitted,

Terry England

MINDFUL MEDITATION GROUP

In early 2015, adult religious education offered an 8-week mindfulness class, taught by Dr. Chris Menard. After the class concluded, several participants wanted to continue to meet and practice mindfulness, and so the Mindfulness Meditation Group was started.

Year round, every Sunday morning at 9am, the group meets in the YRUU classroom for mindfulness practice. There is no commitment or expectation for frequency of attendance. Some are there most Sundays, while others come more sporadically. There are usually around 4 or 5 attendees each week, but sometimes as many as 8, and occasionally just 1 or 2. The door is always left slightly open during the mindfulness practice. The hope is that anyone arriving after the practice has already started can feel welcome to quietly enter and benefit from the remainder of the practice.

All those interested in spending a little time experiencing the present moment are welcome to come to the mindfulness practice. It doesn't matter how much or how little experience one might have with meditation or mindfulness. The weekly gathering includes lighting a chalice, practicing mindfulness for 20-30 minutes (either unguided, or listening to a guided audio), time for optional sharing & reflection, and extinguishing the chalice. We endeavor to finish by 9:45, so as not to conflict with other commitments such as hospitality team or RE preparation.

The weekly practice is regularly announced in the eNews and Order of Service. An [information page](#) tells about the group, including the weekly schedule. A [log of past practices](#) helps track group attendance, and also serves as a resource for those who would like to practice mindfulness at home. An email list was

AFFINITY GROUPS *CONTINUED*

created primarily to send out schedule reminders. Occasionally, the email list is also used to share information about upcoming mindfulness classes and retreats in the area. The email list has 46 recipients.

The mindfulness group plays an important role in at least two facets of UUCUC's mission.

- **Find Peace:** The "goal" of mindfulness practice is not to attain an eternally blissful state, or clear the mind of thought. Mindfulness is paying attention to the present moment, exactly as it is. When ruminating on the past (which can't be changed) or trying to plan the future (which can't be controlled), we miss what is happening right now at this exact moment: input from the external surroundings, body sensations, thoughts, emotions, and the interplay between all those things. The nature of the present moment (whether pleasant or unpleasant) is constantly in flux. Practicing mindfulness regularly can help one realize that clinging to the pleasant, and pushing away the unpleasant, are both fruitless endeavors that increase suffering. Learning to let go of these habits, and observe the wide spectrum of experience with curiosity, will ultimately lead to more peace.
- **Build Community:** Some may think of meditation as a solitary practice, and it can be, but there is something special about practicing mindfulness with a group of people. Each person present in the room during a group practice not only benefits from it, but also deepens the practice for everyone else. The time for optional sharing & reflection following the mindfulness practice gives attendees the opportunity to employ active listening, provide support, and learn from each other. Attendees have commented on how they appreciate knowing that there is a dedicated time and place for mindfulness practice at UUCUC, and that they feel it is a safe space.

The mindfulness group has not planned any programs or events this past year. Future plans for the group could include the possibility of inviting a mindfulness instructor to teach another mindfulness class at UUCUC. There has been interest in this from newer attendees, those who were unable to take

the class last time, and those who took the class and feel they would benefit from a refresher.

Additionally, having a CD player would give greater flexibility for the guided audio. The group currently has a "boombox" that is used to play guided audio by plugging into a cell phone, but the CD player in it doesn't function. Since the mindfulness group does not have budgeted funds, previous attempts to offer another class or replace the CD player have not worked out. For now, the group plans to simply continue providing a place and time where members and friends can gather to just be together in the present moment.

Respectfully submitted,

Marie McEnroe

UU HAPPY HOUR

The Happy Hour Group is a fellowship group that meets once a month to socialize with other members and friends of the church in an informal setting. We meet on the third or fourth Thursday of the month from 5:00 p.m. to 7:00 p.m. at a local bar or restaurant. The group chooses a different location each month. Formed in 2014, eight to sixteen of us usually attend, and new folks are always welcome. Locations and dates are announced on the UUCUC Facebook page and E-News. Anyone can attend; just look for a group of friendly faces with a UU Happy Hour sign on the table.

Respectfully submitted,

Russ Rybicki

YOUNG ADULT GROUP

The young adult group is continuing to meet every week. We mostly meet after church in fellowship hall and we're still very happy that we have our own designated table now. We keep a Google calendar document of all our events and it is attached to every email sent to our Google group list.

We are contemplating leading another Sunday service some time since we had so much fun with the first! We also have ideas on having some sort of UU Life Skills series of workshops, either mentor or peer-trained as we have a lot of talented people in the congregation. We're just in the planning stages

at this point.

In the past year, our group has held many discussions and some examples of topics are politics, relationships, life as a student, social justice, and did I mention politics?! We enjoy crafting together and games at social events.

I don't believe we have spent any money from the budget this year.

We are very excited about continuing with this group and we have made some new friends and had some laughs! More friends are always welcome! If you see any new person at the church that looks like they could be 18-35, please direct them to our table! Some new leaders of the group might be needed since a couple of the regular members are about to graduate and will likely leave Urbana-Champaign!

Young Adult Group Members

Amanda Owings (Membership Coordinator)

John Milano (Topic Coordinator)

Jason Rock

Kiri Fagen-Ulmschneider

Elizabeth Field

Matthew Stasiewicz

Natalie Becerra-Stasiewicz.

Total number of members on the email list: 58.

Respectfully submitted,

Amanda Owings

MUSIC GROUPS

THE CRUUNERS

At various points the singers participating as CrUUners and 'back up' CrUUners were Katriena Knights, Jerry Frye, Elizabeth Field, Jerry Cardin, Sam Beshears, Matthew Sheppard, Dana Antonelli, Tanja Hodges, Pamela Van Wyk, Claire Barker, Joanne Vican, Jody Hangar, Janet Revell Barrett, and Tom England. On a few occasions some of us joined with the UU band and guest instrumentalists as is our habit. We were especially excited that several of us were able to join with singers from the UU Church in Springfield and participate in a weekend workshop. We debuted a piece written especially for the weekend and then brought it to our congregation during the music service this year.

Pierre Tang remained our amazing and talented rehearsal accompanist/coach this year. We can't thank him enough for helping us to grow as musicians, but this summer he graduates and moves away to take a music faculty position at Pepperdine University.

Over the last year we continued to bringing music to several services and at the coffee houses.

Respectfully submitted,

Tanja Hodges

IN MEMORIAM

IN MEMORIAM

The Rev. Matt Tittle, longtime member and friend of UUCUC, died on June 26, 2018.

Matt first became part of UUCUC in the 1990's, before attending Meadville Lombard seminary and being ordained as a UU minister by this congregation in 2004. He then served congregations in Texas, New Jersey, and New Zealand.

A retired naval officer, he was also a marathon runner, a writer, an educator, and a perpetual student of life. He and his wife Gail co-authored the UU leadership curriculum *Harvest the Power*, as well as *Bless All Who Serve: Sources of Hope, Courage and Faith for Military Personnel and Their Families*, and he wrote the completely delightful children's book, *Stanley, the Very Fine Squirrel*, which we shared in a service in the Spring of 2018, as well as *Taking Back Faith*.

Tom Gillespie, a beloved member of UUCUC, died on October 7, 2018.

Tom's mother, Jean Gillespie, joined UUCUC when Tom was a child, and Tom remained a steadfast and generous supporter of the church all of his life. He was particularly dedicated to the Property Committee, donating his own hard work, the time of his employees from his business, Roland Realty, and financial resources to take care of our building.

His "Beans, Bluegrass, and Barbecue" auction party was one of the highlights of the year, with a live bluegrass band and Tom playing the spoons. He was a loving friend to many in the church and in the community, and involved in causes throughout the community, including the Urban League.

Bernadine Stake, a beloved long-time member of the church, died on February 23, 2019.

Bernadine ("Bernie") Stake and her husband Bob Stake signed the UUCUC membership book on March 17, 1968, to continue their UU commitment and to be active in Channing Murray. Bernadine later was on the board of Channing Murray. They raised their family as Unitarian Universalists and their grandson Ben Joselyn is a current UUCUC Board member. They attended services regularly, even as Bernadine's health declined, and she offered smiles and hugs to many.

Bernadine spent 36 years helping run the City of Urbana in various roles, including as an Urbana City Council member and on the Planning Commission. She completed her doctorate in education at University of Illinois. She did research on methods using Plato computer instruction in classrooms and on implementing non-sexist teacher training materials for sex equity in schools.

APPENDIX

UUCUC ATTENDANCE & MEMBERSHIP GROWTH

	<u>2018-2019</u>	<u>2017-2018</u>
Average Weekly Worship Attendance (Not including Summer Services)	146	162
Average Weekly Summer Worship Attendance	94	90
Average Weekly Religious Education Attendance (Children & Youth; Not including Summer Services)	66	69
Average Weekly Summer Religious Education	12	13
<hr/>		
Total Voting Members	309	280
Total New Voting Members “Signed the Membership Book”	29	41

Sunday, July 1, 2018

"What To Make Of A Diminished Thing"
Adam Davis and the Worship Committee

Sunday, July 8, 2018

"All Are Called"
Amanda Owings, Mona Shannon, and the Worship Committee

Sunday, July 15, 2018

"Her/Hymn Song"
Barbara Hudgings and the Worship Committee

Sunday, July 22, 2018

"Speaking Up for Children in Foster Care"
Sandy Hannum, Priscilla Kron, and Sherry Bohlen

Sunday, July 29, 2018

"Is this who we are?"
Ben Leff and the Worship Committee

Sunday, August 5, 2018

"Each Breath is Borrowed Air"
Janet Revell Barrett, Sam Beshers, and the Worship Committee

Sunday, August 12, 2018

"Creating Connections in a Growing Church Community"
Sherry Bohlen, Scott Godlew, Deanna Hence, Jason Rock, Priscilla Kron, and Rev. Florence Caplow

Sunday, August 19, 2018

"Getting REal: A Transformative View of Religious Education"
Michele Townsend Grove and Rev. Florence Caplow

Sunday, August 26, 2018

"Gathering of Waters: Our Lives Flow on in Endless Song"
Michele Townsend Grove and Rev. Florence Caplow

Sunday, September 2, 2018

"A Brave and Startling Truth"
Rev. Florence Caplow

Sunday, September 9, 2018

"Shared Ministry: Going Deeper"
Rev. Florence Caplow

Sunday, September 16, 2018

"Bubby's Story"
Elizabeth Davis, Guest Speaker and the Worship Committee

Sunday, September 23, 2018

"A Wider Vision: Celebrating the Transcendentalists"
Rev. Florence Caplow

Sunday, September 30, 2018

"I Have Come to Speak Only of Love"
Rev. Florence Caplow

Sunday, October 7, 2018

"Blessings of the Animals"
Rev. Florence Caplow

Sunday, October 14, 2018

"Illegal: Reflections of an Undocumented Immigrant"
José Ángel N. , Guest Speaker

Sunday, October 21, 2018

"Beloved Community/Radical Hospitality"
Rev. Florence Caplow and Deanna Hence

Sunday, October 28, 2018

"Shelter in the Storm"
Rev. Florence Caplow

Sunday, November 4, 2018

"All Souls: Honoring Ancestors"
Rev. Florence Caplow

Sunday, November 11, 2018

"Rituals of Love"
Rev. Patrice Curtis, Visiting UU Minister

Sunday, November 18, 2018

"Prophetic Sisterhood"
Rev. Florence Caplow

Sunday, November 25, 2018

"Where Credit Is Due"
Sam Beshers and the Worship Committee

Sunday, December 2, 2018

"Keine Angst vorm Dracula! (No Fear from Dracula!)"
Partner Church Committee

WORSHIP SERVICES *CONTINUED*

Sunday, December 9, 2018

"You Can Do It!"

Patch Adams, MD, Guest Speaker

Sunday, December 16, 2018

"The Gifts of the Journey" UUCUC Pageant"

Michele Townsend Grove

Sunday, December 23, 2018

"The Light Inside the Dark"

Rev. Florence Caplow

Sunday, December 24, 2018

"Christmas Eve"

Rev. Florence Caplow

Sunday, December 30, 2018

"The Poetry of Winter"

Worship Committee

Sunday, January 6, 2019

"Anything Is Possible"

Worship Committee

Sunday, January 13, 2019

"Buddhist Practices for Resilience and Renewal"

Rev. Florence Caplow

Sunday, January 20, 2019

"Don't Sleep Through the Revolution"

Rev. Florence Caplow

Sunday, January 27, 2019

"Touched by Suicide"

Rev. Florence Caplow

Sunday, February 3, 2019

"The Distant Future: The Year 2000" YRUU Reflections on Technology"

YRUU

Sunday, February 10, 2019

"Stewardship Sunday: Filling Up and Spilling Over"

Rev. Florence Caplow

Sunday, February 17, 2019

"Walking Each Other Home"

Members of Care Core and Rev. Florence Caplow

Sunday, February 24, 2019

"Closer than They Appear"

Michele Townsend Grove and Members of the REEF Team

Sunday, March 3, 2019

"Back to the Future"

Rev. Florence Caplow

Sunday, March 10, 2019

"Spiritual Gains and Growing Pains - the Path to Greatness"

Rev. Bill Breeden, Minister Emeritus, UU Church of Bloomington and UUCUC Committee on Shared Ministry

Sunday, March 17, 2019

"The Art of Getting Lost"

Rev. Florence Caplow

Sunday, March 24, 2019

"Reawakening to the Earth"

Worship Committee

Sunday, March 31, 2019

"The Road Goes Ever On and On"

Worship Committee

Sunday, April 7, 2019

"Everything Is Holy Now"

Rev. Florence Caplow with Laura Robinson

Sunday, April 14, 2019

"Sound Effects"

Matt Sheppard and other UUCUC Musicians

Sunday, April 21, 2019

"Transformation and Wholeness"

Rev. Florence Caplow

Sunday, April 28, 2019

"Please Call Me By My True Name"

Welcoming Congregation

Sunday, May 5, 2019

"Coming of Age"

Coming of Age Youth

WORSHIP SERVICES *CONTINUED*

Sunday, May 12, 2019

"Finding Peace"

Rev. Florence Caplow

Sunday, May 19, 2019

"Building Bridges"

Michele Townsend Grove

Sunday, May 26, 2019

"Bridging"

Rev. Florence Caplow and Bridging High School
Students

Sunday, June 2, 2019

*"Flower Communion: Sharing Gifts, Creating
Community"*

Rev. Florence Caplow

Sunday, June 9, 2019

*"Rain Or Shine - UUCUC's Annual Worship Service &
Potluck In The Park"*

Rev. Florence Caplow

Sunday, June 16, 2019

"Why I Will Always Keep on Swimming"

Janice Collins, Guest Speaker and the Worship
Committee

Sunday, June 23, 2019

*"The Power Of We: From The 2019 UUA General
Assembly"*

Chris Hannauer and the Worship Committee

Sunday, June 30, 2019

"Sinners In The Hands Of An Angry God"

Sam Beshers and the Worship Committee

BUDGET VS. ACTUALS FY 2018-2019

	<u>Actual</u>	<u>Budget</u>	<u>Over/Under Budget</u>
Income			
41100 Pledges			
41180 Pledges 2016-17			
41180 Pledges 2017-18	6,620.89		6,620.89
41190 Pledges 2018-19	317,214.87	425,000.00	(107,785.13)
41191 Pledges 2019-20	76,491.47		76,491.47
41192 Pledges 2020-21	200.00		200.00
Total 41100 Pledges	400,527.23	425,000.00	(24,472.77)
41200 Donations	14,428.00	17,840.00	(3,412.00)
41201 eScript Unpledged Donation	211.74		211.74
Total 41200 Donations	14,639.74	17,840.00	(3,200.26)
41300 Plate Collections (cash)	9,967.44	14,050.00	(4,082.56)
41400 UU General Trust	16,568.00	16,568.00	-
Total Other Donations	26,535.44	30,618.00	(4,082.56)
41500 Fundraising	295.00		295.00
41510 Service Auction	25,830.00	32,000.00	(6,170.00)
Total 41500 Fundraising	26,125.00	32,000.00	(5,875.00)
41600 Facility Use Fees			
41610 ECIRMAC	5,715.00	7,500.00	(1,785.00)
41620 Other Rentals	4,171.75	3,640.00	531.75
41630 Special Services		4,000.00	(4,000.00)
41640 High Street House	5,000.00	8,500.00	(3,500.00)
Total 41600 Facility Use Fees	14,886.75	23,640.00	(8,753.25)
41700 Miscellaneous	718.00		718.00
41800 Savings Interest	97.74		97.74
44000 Non-operating Savings Interest	25.93		25.93
Total Miscellaneous Income	841.67	-	841.67
Excess Reserves	88,583.00	88,583.00	-
Total Income	572,138.83	617,681.00	(45,542.17)

BUDGET VS. ACTUALS FY 2018-2019 *CONTINUED*

	<u>Actual</u>	<u>Budget</u>	<u>Over/Under Budget</u>
Expenses			
53000 Congregation			
53100 Congregational Expenses			
53110 Trustees Contingency	6,608.98	3,733.37	2,875.61
53120 Leadership Training	435.00	2,012.00	(1,577.00)
53130 Social Action Initiative	594.49	1,500.00	(905.51)
53140 Denominational Expenses			-
53141 Mid-America Region		7,425.00	(7,425.00)
53142 UUA Annual Program Fund	25,245.00	17,820.00	7,425.00
Total 53140 Denominational Expenses	25,245.00	25,245.00	
53146 Congregational/Community Support		200.00	(200.00)
Total 53100 Congregational Expenses	32,883.47	32,690.37	193.10
53150 Fundraising Expenses			
53151 Stewardship	296.96	1,600.00	(1,303.04)
53152 Reverse Offering - Stewardship		1,000.00	(1,000.00)
53153 Service Auction Expenses	1,913.89	1,500.00	413.89
Total 53150 Fundraising Expenses	2,210.85	4,100.00	(1,889.15)
53160 Committee Program Expenses			
53161 Membership Committee	1,650.87	1,500.00	150.87
53162 Membership Coordination	1,822.86	2,145.00	(322.14)
53163 Personnel	650.00	200.00	450.00
53164 Social Action	14,043.63	14,000.00	43.63
53166 Care Core	-	200.00	(200.00)
53168 Racial Justice Initiative	7,534.38	7,500.00	34.38
53169 Partner Church Project	250.00	150.00	100.00
Total 53160 Committee Program Expenses	25,951.74	25,695.00	256.74
53200 Misc Congregational Expenses			
53210 Settled Minister Installation	6,812.05	8,000.00	(1,187.95)
53220 Chalice Lighters	-	1,000.00	(1,000.00)
53230 Hospitality	1,186.55	1,000.00	186.55
53240 Health Insurance Premium Pool	-	12,000.00	(12,000.00)
53250 Bookkeeping Service	4,920.00	6,725.00	(1,805.00)
Total 53200 Misc Congregational Expenses	12,918.60	28,725.00	(15,806.40)
Total 53000 Congregation	73,964.66	91,210.37	(17,245.71)

BUDGET VS. ACTUALS FY 2018-2019 *CONTINUED*

	Actual	Budget	Over/Under Budget
54000 Office			
54100 Office Expenses			
54110 Treasurer Expenses	-	200.00	(200.00)
54120 Payroll Service	1,760.83	1,530.00	230.83
54130 Postage	992.27	1,500.00	(507.73)
54140 Printing	111.65	2,040.00	(1,928.35)
54150 Office Supplies	4,868.22	2,250.00	2,618.22
54160 Telephone	5,672.41	4,310.00	1,362.41
54170 Copier Maintenance	2,050.18	1,200.00	850.18
54180 IT Support	482.10	3,000.00	(2,517.90)
54190 IT Services & Subscriptions	5,334.67	3,900.00	1,434.67
54200 Computer Expenses	1,212.21	750.00	462.21
54210 Internet Service	239.88	200.00	39.88
Total 54100 Office Expenses	22,724.42	20,880.00	1,844.42
Total 54000 Office	22,724.42	20,880.00	1,844.42
55000 Worship			
55100 Worship Expenses			
55110 Instrument Maintenance	1,035.00	800.00	235.00
55120 Music Supplies	1,429.55	700.00	729.55
55130 Musicians	3,451.32	6,000.00	(2,548.68)
55140 Worship Supplies	342.04	350.00	(7.96)
55150 Worship Misc	-	500.00	(500.00)
55160 Speakers	2,650.00	2,000.00	650.00
55170 Worship Leaders	-	300.00	(300.00)
55180 Summer Services	-	900.00	(900.00)
Total 55100 Worship Expenses	8,907.91	11,550.00	(2,642.09)
Total 55000 Worship	8,907.91	11,550.00	(2,642.09)
56000 Religious Education			
56100 RE Expenses			
56110 RE Supplies & Materials	4,308.72	3,952.00	356.72
56120 RE Staff Development	1,690.06	1,500.00	190.06
56130 Background Checks	243.00	300.00	(57.00)
56140 Youth Outreach	877.32	600.00	277.32
56150 Young Adult Community	913.82	500.00	413.82
56160 Programs	4,161.69	5,000.00	(838.31)
56170 Youth	2,650.87	3,500.00	(849.13)
56180 Coming of Age	3,409.66	3,500.00	(90.34)
56190 Diversity Materials	505.68	500.00	5.68
Total 56100 RE Expenses	18,760.82	19,352.00	(591.18)
Total 56000 Religious Education	18,760.82	19,352.00	(591.18)

BUDGET VS. ACTUALS FY 2018-2019 *CONTINUED*

	<u>Actual</u>	<u>Budget</u>	<u>Over/Under Budget</u>
57000 Property			
57100 Property Expenses			
57110 Grounds Maintenance	1,350.00	1,700.00	(350.00)
57120 Natural Gas	5,681.37	5,000.00	681.37
57130 Electricity	2,912.75	6,000.00	(3,087.25)
57140 Property Insurance	7,686.00	8,499.00	(813.00)
57150 Janitor Supplies	3,826.97	2,500.00	1,326.97
57160 Mortgage	4,349.04	17,400.00	(13,050.96)
57170 Property Contingency	9,659.90	5,100.00	4,559.90
57180 Routine Property Maintenance	1,325.00	-	1,325.00
57181 Church Maintenance	7,970.13	8,000.00	(29.87)
57185 Church and/or High St Maint	4,021.80	8,500.00	(4,478.20)
Total 57180 Routine Property Maintenance	13,316.93	16,500.00	(3,183.07)
57190 Snow Removal	2,260.00	1,500.00	760.00
57200 Trash Hauling	2,856.44	2,500.00	356.44
57210 Water/Sewer	2,491.41	2,600.00	(108.59)
57220 Equipment & Furniture	332.43	3,000.00	(2,667.57)
57240 Alarm Monitoring	1,779.85	600.00	1,179.85
57250 Kitchen Keepers	-	700.00	(700.00)
57300 Accessibility	972.00	30,000.00	(29,028.00)
Total 57100 Property Expenses	59,475.09	103,599.00	(44,123.91)
Total 57000 Property	59,475.09	103,599.00	(44,123.91)
58000 Minister			
58010 Minister Expenses	9,023.67	8,500.00	523.67
Total 58010 Minister Expenses	9,023.67	8,500.00	523.67
58020 Minister Hlth Ins	8,704.07	10,881.00	(2,176.93)
Total 58020 Minister Hlth Ins	8,704.07	10,881.00	(2,176.93)
58030 Minister Pension	9,294.42	8,190.00	429.23
Total 58030 Minister Pension	9,294.42	8,190.00	1,104.42
58040 Minister Life & ADD	156.00	-	156.00
Total 58040 Minister Life & ADD	156.00	-	156.00
58050 Minister LTD	780.00	936.00	(156.00)
Total 58050 Minister LTD	780.00	936.00	(156.00)
58060 Minister Salary	53,909.29	53,900.00	9.29
Total 58060 Minister Salary	53,909.29	53,900.00	9.29
58070 Minister Housing Allowance	29,382.10	28,000.00	1,382.10
Total 58070 Minister Housing Allowance	29,382.10	28,000.00	1,382.10
58080 Minister FICA Allowance	6,264.96	6,265.00	(0.04)
Total 58080 Minister FICA Allowance	6,264.96	6,265.00	(0.04)
Total 58000 Minister	117,514.51	116,672.00	842.51

BUDGET VS. ACTUALS FY 2018-2019 *CONTINUED*

	Actual	Budget	Over/Under Budget
60000 Staff			
61000 Congregational Staff			
61100 Membership Coordinator			
61111 Membership Coord Salary	29,494.39	29,438.00	56.39
61113 Membership Coord Life & ADD	141.74	226.00	(84.26)
61114 Membership Coord LTD	193.44	294.00	(100.56)
61115 Membership Coord Pension	3,076.42	2,944.00	132.42
61116 Membership Coord Prof Devel	2,512.15	2,950.00	(437.85)
Total 61100 Membership Coordinator	35,418.14	35,852.00	(433.86)
61200 Kitchen Assistant	1,826.19	1,548.00	278.19
61210 Child Care Coordinator	1,683.09	2,135.00	(451.91)
61220 Child Care Workers	2,755.29	2,206.00	549.29
61225 Child Care Workers Pension	27.36	-	27.36
Total 61220 Child Care Workers	2,782.65	2,206.00	576.65
61300 Event/Rental Coordinator	12,097.04	5,300.00	6,797.04
Total 61000 Congregational Staff	53,807.11	47,041.00	6,766.11
62000 Office Staff			
62100 Office Administrator			
62111 Office Admin Salary	35,786.02	36,700.00	(913.98)
62112 Office Admin Hlth Ins	919.43	-	919.43
62113 Office Admin Life & ADD	280.09	281.86	(1.77)
62114 Office Admin LTD	412.02	367.00	45.02
62115 Office Admin Pension	2,499.79	3,670.00	(1,170.21)
62116 Office Admin Prof Devel	730.75	3,500.00	(2,769.25)
Total 62100 Office Administrator	40,628.10	44,518.86	(3,890.76)
Total 62000 Office Staff	40,628.10	44,518.86	(3,890.76)
63000 Property Staff			
63100 Custodian			
63111 Custodian Salary	15,862.62	15,465.00	397.62
63113 Custodian Life & ADD	21.68	118.77	(97.09)
63114 Custodian LTD	156.00	155.00	1.00
63115 Custodian Pension	1,536.66	1,546.00	(9.34)
63116 Custodian Prof Devel	-	500.00	(500.00)
Total 63100 Custodian	17,576.96	17,784.77	(207.81)
63200 Sunday Sexton			-
Total 63000 Property Staff	17,576.96	17,784.77	(207.81)

BUDGET VS. ACTUALS FY 2018-2019 *CONTINUED*

	<u>Actual</u>	<u>Budget</u>	<u>Over/Under Budget</u>
64000 RE Staff	1,434.72	-	1,434.72
64100 Director of RE	300.12	-	300.12
64111 DRE Salary	60,103.89	63,100.00	(2,996.11)
75010 RE Assistant Salary	-	-	-
64112 DRE Hlth Ins	-	4,655.00	(4,655.00)
64113 DRE Life & ADD	386.19	485.00	(98.81)
64114 DRE LTD	694.10	631.00	63.10
64115 DRE Pension	5,972.68	6,310.00	(337.32)
64121 DRE Prof Expenses	6,476.06	6,310.00	166.06
64122 DRE Moving Expenses	3,448.36	-	3,448.36
Total 64120 DRE Expenses	9,924.42	6,310.00	3,614.42
Total 64100 Director of RE	77,381.40	81,491.00	(4,109.60)
Total 64000 RE Staff	78,816.12	81,491.00	(2,674.88)
65000 Worship Staff			
65100 Music Director Salary	14,630.52	14,385.00	245.52
TOTAL MUSIC DIRECTOR	14,630.52	14,385.00	245.52
65200 Assistant Music Dir Salary	9,423.86	9,168.00	255.86
TOTAL ASST MUSIC DIRECTOR	9,423.86	9,168.00	255.86
65300 Accompanist - Childrens Choir	300.00	1,560.00	(1,260.00)
65400 Accompanist - CrUUners	1,492.50	1,560.00	(67.50)
65500 Youth Choir Director	-	2,550.00	(2,550.00)
Assistant for Services	215.25	-	215.25
Total 65000 Worship Staff	26,062.13	29,223.00	(3,160.87)
69000 Staff Benefits			
69100 Workers Compensation	2,091.00	2,908.00	(817.00)
69200 FICA - Employer Contribution	14,309.06	13,084.00	1,225.06
Total 69000 Staff Benefits	16,400.06	15,992.00	408.06
Total 60000 Staff	233,290.48	236,050.63	(2,760.15)
69900 Service Fees	280.30	175.00	105.30
Total Expenses	534,918.19	599,489.00	(64,570.81)
Net Operating Income or (Loss)	37,220.64	18,192.00	19,028.64

APPROVED BUDGET FY 2019-2020

Income	
41100 Pledges	
41180 Pledges 2016-17	
41180 Pledges 2017-18	-
41190 Pledges 2018-19	-
41191 Pledges 2019-20	450,000.00
41192 Pledges 2020-21	-
Total 41100 Pledges	450,000.00
41200 Donations	
41201 eScript Unpledged Donation	7,500.00
Total 41200 Donations	7,500.00
41300 Plate Collections (cash)	11,240.00
41400 UU General Trust	17,573.32
Total Other Donations	28,813.32
41500 Fundraising	
41510 Service Auction	26,000.00
Total 41500 Fundraising	26,000.00
41600 Facility Use Fees	
41610 ECIRMAC	-
41620 Other Rentals	3,640.00
41630 Special Services	-
41640 High Street House	8,500.00
Total 41600 Facility Use Fees	12,140.00
41700 Miscellaneous	-
41800 Savings Interest	55.00
44000 Non-operating Savings Interest	-
Total Miscellaneous Income	55.00
Excess Reserves	69,223.23
Total Income	593,731.55
Reclaculation of Excess Reserves	69,223.23

APPROVED BUDGET FY 2019-2020 *CONTINUED*

Expenses

53000 Congregation

53100 Congregational Expenses

53110 Trustees Contingency 5,854.18

53120 Leadership Training 2,000.00

53130 Social Action Initiative 1,500.00

53140 Denominational Expenses -

53141 Mid-America Region -

53142 UUA Annual Program Fund 25,877.00

Total 53140 Denominational Expenses 25,877.00

53146 Congregational/Community Support

Total 53100 Congregational Expenses **35,231.18**

53150 Fundraising Expenses

53151 Stewardship 600.00

53152 Reverse Offering - Stewardship -

53153 Service Auction Expenses 1,500.00

Total 53150 Fundraising Expenses **2,100.00**

53160 Committee Program Expenses

53161 Membership Committee 1,500.00

53162 Membership Coordination 2,145.00

53163 Personnel 200.00

53164 Social Action 14,000.00

53165 Green Uus -

53166 Care Core 200.00

53168 Racial Justice Initiative 7,500.00

53169 Partner Church Project 250.00

Total 53160 Committee Program Expenses **25,795.00**

53200 Misc Congregational Expenses

53210 Settled Minister Installation -

53220 Chalice Lighters 1,000.00

53230 Hospitality 1,500.00

53240 Health Insurance Premium Pool -

53250 Bookkeeping Service 7,200.00

Total 53200 Misc Congregational Expenses **9,700.00**

Total 53000 Congregation **72,826.18**

APPROVED BUDGET FY 2019-2020 *CONTINUED*

Expenses

54000 Office

54100 Office Expenses

54110 Treasurer Expenses	200.00
54120 Payroll Service	1,530.00
54130 Postage	1,500.00
54140 Printing	1,000.00
54150 Office Supplies	5,625.00
54160 Telephone	2,500.00
54170 Copier Maintenance	1,320.00
54180 IT Support	500.00
54190 IT Services & Subscriptions	4,020.00
54200 Computer Expenses	750.00
54210 Internet Service	240.00

Total 54100 Office Expenses 19,185.00

Total 54000 Office **19,185.00**

55000 Worship

55100 Worship Expenses

55110 Instrument Maintenance	800.00
55120 Music Supplies	1,000.00
55130 Musicians	3,000.00
55140 Worship Supplies	500.00
55150 Worship Misc	500.00
55160 Speakers	1,000.00
55170 Worship Leaders	-
55180 Summer Services	900.00

Total 55100 Worship Expenses 7,700.00

Total 55000 Worship **7,700.00**

56000 Religious Education

56100 RE Expenses

56110 RE Supplies & Materials	3,950.00
56120 RE Staff Development	-
56130 Background Checks	300.00
56140 Youth Outreach	600.00
56150 Young Adult Community	500.00
56160 Programs	5,000.00
56170 Youth	3,500.00
56180 Coming of Age	1,550.00
56190 Diversity Materials	500.00

Total 56100 RE Expenses 15,900.00

Total 56000 Religious Education **15,900.00**

APPROVED BUDGET FY 2019-2020 *CONTINUED*

Expenses

57000 Property

57100 Property Expenses

57110 Grounds Maintenance	2,000.00
57120 Natural Gas	5,000.00
57130 Electricity	6,000.00
57140 Property Insurance	8,755.00
57150 Janitor Supplies	2,800.00
57160 Mortgage	17,220.00
57170 Property Contingency	-
57180 Routine Property Maintenance	-
57181 Church Maintenance	8,000.00
57185 Church and/or High St Maint	8,500.00
Total 57180 Routine Property Maintenance	
57190 Snow Removal	1,500.00
57200 Trash Hauling	2,500.00
57210 Water/Sewer	2,600.00
57220 Equipment & Furniture	1,000.00
57240 Alarm Monitoring	600.00
57250 Kitchen Keepers	-
57300 Accessibility	-
Total 57100 Property Expenses	66,475.00

Total 57000 Property **66,475.00**

58000 Minister

58010 Minister Expenses	8,287.00
58011 Outgoing Minister Expenses	-
58012 Incoming Minister Expenses	-
58013 Moving Expenses	-
Total 58010 Minister Expenses	
58020 Minister Hlth Ins	8,975.00
58021 Outgoing Minister Health Ins	-
58022 Incoming Minister Health Ins	-
58029 Budget Adjustment	-
Total 58020 Minister Hlth Ins	
58030 Minister Pension	8,337.00
58031 Outgoing Minister Pension	-
58032 Incoming Minister Pension	-
58039 Budget Adjustment	-
Total 58030 Minister Pension	
58040 Minister Life & ADD	-
58041 Outgoing Minister Life & ADD	-
58042 Incoming Minister Life & ADD	-
58049 Budget Adjustment	-
Total 58040 Minister Life & ADD	

APPROVED BUDGET FY 2019-2020 *CONTINUED*

Expenses	
58050 Minister LTD	936.00
58051 Outgoing Minister LTD	-
58052 Incoming Minister LTD	-
58059 Budget Adjustment	-
Total 58050 Minister LTD	
58060 Minister Salary	54,870.00
58061 Outgoing Minister Salary	-
58062 Incoming Minister Salary	-
58069 Budget Adjustment	-
Total 58060 Minister Salary	
58070 Minister Housing Allowance	28,000.00
58071 Outgoing Minister Housing Allowance	-
58072 Incoming Minister Housing Allowance	-
58079 Budget Adjustment	-
Total 58070 Minister Housing Allowance	
58080 Minister FICA Allowance	6,378.00
58081 Outgoing Minister FICA Allowance	-
58082 Incoming Minister FICA Allowance	-
58089 Budget Adjustment	-
Total 58080 Minister FICA Allowance	
58090 Minister Dental	336.00
58090 Minister Sabbatical (for savings)	2,000.00
Total 58000 Minister	118,119.00
60000 Staff	
61000 Congregational Staff	
61100 Membership Coordinator	
61111 Membership Coord Salary	35,732.00
61113 Membership Coord Life & ADD	46.08
61114 Membership Coord LTD	193.44
61115 Membership Coord Pension	3,573.00
61116 Membership Coord Prof Devel	-
61117 Membership Coord Dental	672.00
Total 61100 Membership Coordinator	40,216.52
61200 Kitchen Assistant	
61210 Child Care Coordinator	2,608.00
61220 Child Care Workers	5,793.00
61225 Child Care Workers Pension	-
75010 Youth Coordinator	6,686.00
Total 61220 Child Care Workers	15,087.00
61300 Event/Rental Coordinator	-
Total 61000 Congregational Staff	55,303.52

APPROVED BUDGET FY 2019-2020 *CONTINUED*

Expenses

62000 Office Staff

62100 Office Administrator

62111 Office Admin Salary	43,952.00
62112 Office Admin Hlth Ins	4,414.32
62113 Office Admin Life & ADD	205.32
62114 Office Admin LTD	301.92
62115 Office Admin Pension	1,098.75
62116 Office Admin Prof Devel	-
75060 Office Amin Dental	336.00

Total 62100 Office Administrator	50,308.31
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Total 62000 Office Staff	50,308.31
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63000 Property Staff

63100 Custodian

63111 Custodian Salary	15,743.00
63113 Custodian Life & ADD	205.32
63114 Custodian LTD	301.92
63115 Custodian Pension	1,574.00
63116 Custodian Prof Devel	-
75050 Custodian Dental	672.00

Total 63100 Custodian	18,496.24
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63200 Sunday Sexton

Facilities/Events Coordinator

75010 Facilities/Events Coordinator Salary	18,676.00
75020 Facilities/Events Coord Life & ADD	243.57
75030 Facilities/Events Coord LTD	346.61
75040 Facilities/Events Coord Pension	934.00
75050 Facilities/Events Coord Dental	336.00

Total Facilities Coordinator	20,536.18
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Total 63000 Property Staff	39,032.42
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64000 RE Staff

64100 Director of RE

64111 DRE Salary	64,236.00
75010 RE Assistant Salary	6,200.00
64112 DRE Hlth Ins	-
64113 DRE Life & ADD	514.92
64114 DRE LTD	757.20
64115 DRE Pension	6,424.00
75050 DRE Dental	822.00
64120 DRE Expenses	-
64121 DRE Prof Expenses	6,424.00
64122 DRE Moving Expenses	-

Total 64120 DRE Expenses	6,424.00
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Total 64100 Director of RE	79,178.12
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Total 64000 RE Staff	85,378.12
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APPROVED BUDGET FY 2019-2020 *CONTINUED*

Expenses	
65000 Worship Staff	
65100 Music Director Salary	17,521.00
75070 Music Director Personal Days	200.00
TOTAL MUSIC DIRECTOR	17,721.00
65200 Assistant Music Dir Salary	13,643.00
75070 Assistant Music Director Pers Days	160.00
TOTAL ASST MUSIC DIRECTOR	13,803.00
65300 Accompanist - Childrens Choir	1,588.00
65400 Accompanist - CrUUners	1,588.00
65500 Youth Choir Director	-
Assistant for Services	-
Total 65000 Worship Staff	34,700.00
75080 Staff Development	7,000.00
75090 Staff Recognition	250.00
STAFF (group) EXPENSE TOTAL	7,250.00
69000 Staff Benefits	
69100 Workers Compensation	3,270.00
69200 FICA - Employer Contribution	18,034.00
Total 69000 Staff Benefits	21,304.00
Total 60000 Staff	293,276.37
69900 Service Fees	250.00
Total Expenses	593,731.55

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SPECIAL AND ANNUAL MEETING AGENDA MAY 5, 2019

April 25, 2019

Dear Church Member,

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

The Congregational Meetings are scheduled to begin at 11:45 a.m., Sunday, May 5, 2019.

The agenda will be:

Special Meeting

- I. Call to order and verification of a quorum
- II. Remarks by the Board of Trustees Chair
- III. Remarks by the Minister
- IV. In Memoriam
- V. Consideration of and vote on proposed modifications to the Constitution
- VI. Consideration of and vote on proposed modifications to the Bylaws
- VII. Adjourn

Annual Meeting

- I. Call to order and verification of a quorum
- II. Finalization of the Agenda
- III. In Memoriam
- IV. Approval of Minutes from the Annual Meeting on May 6, 2018
- V. Consideration of and vote on the 2019-2020 Annual Budget
- VI. Election of Officers, members of Nominating Committee and delegates to the General Assembly.

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

- VII. Consideration of and vote on the England Endowment
- VIII Consideration of and vote on the Capital Campaign

Sincerely,
Jennifer A. Livingston
Clerk, Board of Trustees

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

SPECIAL AND ANNUAL MEETING AGENDA MAY 5, 2019

UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN
Slate of Nominees for Congregational Vote
Annual Meeting May 5, 2019

Board of Trustees

Three to be elected for a 3-year term

Jerry Frye
James Engelhart
Brian McDermott

Clerk - One to be elected for a 2-year term

Jenna Zeidler

Financial Secretary - One to be elected for a 2-year term

Kathy Vance

General Trust Fund Trustee - One to be elected for a 4-year term

Debbie Rugg

Nominating Committee

Three to be elected for a one-year term

1. Cindy Ingold
2. Beth Cobb
3. Tim Temple

Mediation Committee

Two to be elected for a two-year term

The Nominating Committee recommends that the congregation not elect additional members, leaving it to the Board of Trustees to reconsider the role, name, and structure, in view of lack of mediation brought before that committee for several years.

Delegates to the General Assembly of the Unitarian Universalist Association:

Six candidates who are voting members, including young adults:

1. Emily McKown
- 2.
- 3.
- 4.
- 5.
- 6.

DRAFT MEETING MINUTES FROM MAY 5, 2019 SPECIAL MEETING

Special Congregational Meeting Unitarian Universalist Church of Urbana Champaign May 5, 2019

Call to Order and Verification of a Quorum

Chris Hannauer, Moderator, called the meeting to order at 12:01 p.m. when Amy Robison, Financial Secretary, established that there was a quorum with 86 voting members in attendance.

Remarks by the Board of Trustees Chair, Jenny Hunt

Jenny Hunt reflected on a wonderful year. New staff joined the church and membership has grown. A highlight of the year was the installation of Rev. Florence Caplow with guests from all around the country. Michele Townsend Grove joined UUCUC as Interim Director of Religious Education to guide us through an interim process of determining what we want religious education to look like moving forward. Kate Barton took on the role of Facilities Coordinator in addition to the Events Coordinator. Rosalyn Maziarka left the Office Administrator job to begin a teaching career, and Brian Franklin was hired as Office Administrator. Childcare workers have been hired to help on Sunday mornings and for special events. Stephanie Cobb has left as kitchen assistant after many years.

Amy Robison has served as Financial Secretary for ten years. Jenny recognized Amy's service and presented her with a gift from the congregation.

We have begun a process of strategic visioning to gather congregational and religious education visioning. A unified team has been meeting, begun gathering information from the congregation, and will involve the congregation more in the coming months.

Jenny thanked the congregation for its support of the Board of Trustees this year.

Remarks by the Minister, Rev. Florence Caplow

Rev. Caplow stated that she has appreciated the congregation's embracing shared ministry. She is honored to serve the congregation and her colleagues are envious. She has watched the Board of Trustees struggle and work to be your representatives. She was impressed with the work that went into clarifying the foundational documents, the Constitution and Bylaws.

Rev. Caplow thanked Jenny Hunt for her service as Board Chair this year, and presented her with a gift.

In Memoriam

Reverend Matt Tittle
Tom Gillespie
Bernadine Stake

Consideration of and vote on proposed modifications to the Constitution

Chris Hannauer stated that it is not possible to change the agenda for a special meeting. He introduced Brian McDermott who will present the proposed modifications.

Brian McDermott stated that the Board of Trustees appreciated the feedback from the informational meetings that were held to discuss proposed changes to the Constitution and Bylaws and that feedback has been incorporated into these recommended modifications.

DRAFT MEETING MINUTES FROM MAY 5, 2019 SPECIAL MEETING

Brian McDermott listed the proposed changes to the Constitution.

MOTION: Brian McDermott made a motion that the Congregation approves the proposed modifications to the Constitution of the Unitarian Universalist Church of Urbana-Champaign as documented in the written call to Special Meeting for May 5, 2019; Doug Jones seconded the motion; the motion passed unanimously by voice vote.

Consideration of and vote on proposed modifications to the Bylaws

Brian McDermott explained the proposed modifications to the Bylaws.

MOTION: Brian McDermott made a motion that the Congregation approves the proposed modifications to the Bylaws of the Unitarian Universalist Church of Urbana-Champaign as documented in the written call to Special Meeting of May 5, 2019; Mona Shannon seconded the motion; the motion was approved unanimously by voice vote.

Adjourn

MOTION: Jerry Frye made a motion to adjourn the Special Meeting; Marilyn Ryan seconded; the motion was approved.

The Special Meeting was adjourned at 12:26 p.m.

DRAFT MEETING MINUTES FROM MAY 5, 2019 ANNUAL MEETING

**Annual Meeting
Unitarian Universalist Church of Urbana Champaign
May 5, 2019**

Call to Order and Verification of a Quorum

Chris Hannauer, Moderator, called the meeting to order at 12:27 p.m. when Amy Robison, the Financial Secretary, established that there was a quorum with 87 voting members in attendance.

Finalization of the Agenda

Agenda item VII. Consideration and vote on the Capital Campaign was removed from the agenda.

No further changes were made to the agenda.

Approval of Minutes from the Annual Meeting on May 6, 2018

MOTION: Gail Schiesser made a motion to accept the minutes as presented; Jerry Carden seconded the motion; the motion was approved by voice vote. See May 6, 2018 minutes in the Congregational Meeting Packet from May 5, 2019.

Consideration and Vote on the 2019-2020 Annual Budget

Gail Schiesser, Treasurer, reviewed the budget highlights, which was developed as a mission-based budget, with our congregational priorities as budget priorities.

The Projected Income is \$593,731.55. Pledges are 76% of projected income, almost 6% higher than last year. Excess Reserves is 12% and is down from last year, which is good because it means we are spending closer to the budget. Auction is 4% and Other Income is 8%.

Expenses shown reflect adding staff positions, adjusting staff titles and compensation and maintaining committee and program funding. Staff costs represent 49% and Minister costs represent 20% of expenses, Property is 11% and Other Expenses are 20%.

MOTION: Gail Schiesser made a motion to accept the budget as presented; Barbara Hudgings seconded the motion; the motion vote passed by voice vote, with one vote against.

Discussion regarding the motion: Sylvia McDermott stated that the Social Action Committee has started a program where members can bring in requests for seed money requests for other organizations. She suggests making the process transparent and well-publicized with details. She would like to know how they choose the organizations and how the organizations spend the money.

Doug Jones asked for an explanation of our contribution to the UUA, how it has changed from being membership-based to budget-based. Gail Schiesser stated that the transition has not yet been made. Our congregation will make the transition next budget year. The UUA has assured us that it will not increase more than four percent. We are an Honor Congregation and we've done that for many years and anticipate continuing that commitment.

DRAFT MEETING MINUTES FROM MAY 5, 2019 ANNUAL MEETING

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

Chris Hannauer read the slate of nominees.

The floor was opened for nominations for any position. The Mediation Committee has two open positions. AJ Herzog nominated herself for the Mediation Committee and Umeeta Sadarangani nominated herself. It was noted that AJ Herzog is fulfilling a current term and cannot be slated for an opening. Umeeta Sadarangani was added to the slate. No other nominations were made.

Doug Jones clarified that the formula for delegates would indicate that we should have 7 delegates for the General Assembly. He asked whether we have looked at having remote, off-site delegates. Jenny Hunt shared that no one has agreed yet, but if you are considering it, being an off-site delegate means that you attend plenary sessions online. We can have off-site registration up to right before General Assembly begins. Doug Jones added that not only do you have the right to vote, you have a voice and can be recognized to speak, you just attend remotely. It is full delegate duty. The dates for General Assembly are June 19-23.

Chris Hannauer asked for a motion to vote on the slate of nominations as presented in the program with the addition of Umeeta Sadarangani for the Mediation Committee.

MOTION: Cliff Singer made a motion to accept the slate of nominations as presented; Johnny Robinson seconded the motion; the motion was approved by a voice vote.

Consideration of and vote on the England Endowment

Chris Hannauer explained that the congregation would vote on whether or not to accept the restricted gift of a \$50,000 endowment from Terry and Barb England.

The wording in the call for the meeting is not exactly what the Board approved. The Board approved language about how earnings were to be handled, which would be the same formula as earnings for the General Trust Fund.

Doug Jones asked to hear more about the gift. Mona Shannon thanked the Englands for coming forward in this way. We have three main ways people can contribute to this church: 1) they can contribute money now to be used now, 2) they can make estate plans, 3) or they can give a large lump sum now, which is what the Englands would like to do. This gift will have 75% of the earnings used in the general fund and 25% to be used for the music program.

MOTION: Jerry Carden made a motion to accept this gift; Virginia Brubaker seconded the motion; the motion passed unanimously and with many thanks.

Consideration of and vote on the Capital Campaign

This item was removed from the agenda.

Motion to Adjourn

MOTION: AJ Herzog made a motion to adjourn; Chuck Cooper seconded the motion; the meeting was adjourned at 12:56 p.m.

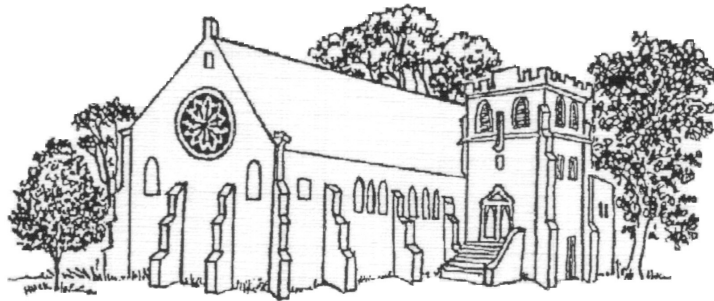
Respectfully Submitted,

Jennifer Livingston

Clerk, UUCUC Board of Trustees

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