



ANNUAL REPORT

FISCAL YEAR 2019 – 2020

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.

Congregational Visions

Culture

Our members joyfully include, respect, and appreciate everyone who comes through our doors, embracing their racial, gender, sexual orientation, socioeconomic, and neuro-diversities. We are fully inclusive of a range of religious and theological understandings both within our congregation and as we reach out to other religious communities in CU. By our actions, we foster a sense of belonging, celebration, and joy to a community that cares and supports each of us. We extend that inclusion and welcome to the wider community and the world. We understand that we are all engaged in shared ministry together. We express our gratitude freely and give generously both within and beyond our UUCUC community.

PRINCIPLES, MISSION AND VISION

Church Home

Our church home is easily accessible to all people. It is physically and aesthetically designed to be comfortable, beautiful, and welcoming to all who enter. Our “green” physical facilities provide right-sized, flexible, multi-use spaces for our programs and for community use, as our congregation grows and changes.

Children and Youth

Our children and youth are fully integrated into church life and contribute to services, music, classroom activities, play, and social action efforts. Children learn what it is to be a UU from many opportunities for interactions with adults. There is a wide understanding by adults of all ages that supporting and being in relationship with children and youth is central to our faith and congregation. Many volunteer to support the spiritual development and education of children and youth both within and beyond the classroom walls.

Growth

Our congregation embraces growth in membership and programs as a consequence of the appeal of our message and actions as we continue to maintain and foster community. Our members and leaders welcome the challenges of adjusting to changing church size. We learn about the dynamics of growth on staffing, governance, ministry, worship, and other aspects of our congregational life. We develop new ways to achieve our mission and serve through shared leadership, shared ministry, and pastoral care by both staff and members. We discover new ways to maintain and foster community.

Leadership

We have an institutional culture of fostering leadership. As spiritual leaders, our ministerial team and religious professionals provide direction and along with the staff, support for congregational growth. Programs to develop leadership skills empower interested church members to lead within our congregation and beyond. We provide ongoing learning opportunities for leaders internally and through attending UUA Leadership School and other training. Youth, young adults, those who have LGBTQ+ identities, and people of color are well represented in our leadership. We provide opportunities for the Minister(s) and staff to grow their skills, work toward our common goals, and learn what works best. The Minister, staff and members and friends of UUCUC work seamlessly to bring our vision to life.

Social Justice/Action

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

PRINCIPLES, MISSION AND VISION

Service to Others

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

Spirituality

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

Learning

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

Approved June 14, 2020

Background to Mission/Visions Creation

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

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

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

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

2019-2020 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: Randy Locke

VICE-CHAIR: Brian McDermott

CLERK: Jenna Zeidler

TREASURER: Jerry Frye

FINANCIAL SECRETARY: Kathy Vance

MODERATOR: Chris Hannauer

Board of Trustees:

Randy Locke, CHAIR

Brian McDermott, VICE-CHAIR AND FINANCIAL TASK FORCE

Jenna Zeidler, CLERK

Jerry Frye, INTERIM TREASURER

Adam Davis, LEADERSHIP LIAISON

James Engelhardt, MEMBERSHIP LIAISON

Karen Folk, PERSONNEL COMMITTEE LIAISON AND STRATEGIC VISION TEAM LEAD

Jenny Hunt, BUILDING AND GROUNDS LIAISON

Ben Joselyn, SOCIAL ACTION LIAISON

Carol Veit, RELIGIOUS EDUCATION LIAISON

Staff at UUCUC 2019-2020

The Reverend Florence Caplow, Minister

Kate Barton, Director of Facilities

Joshua Bell, CrUUners and Children's Choir Accompanist (September 2019-Present)

Sherry Bohlen, Director of Congregational Engagement

Austin Cody, Choir Director (November 2019-Present)

Brian Franklin, Director of Congregational Administration

Matthew Gladden, Assistant Music Director

Dr. Michele Townsend Grove, Interim Director of Religious Education

Kelsey Libert, Childcare Coordinator

Emily McKown, Youth Coordinator

Blake Preston, RE Assistant (August 2018-May 2019)

Matt Sheppard, Music Director (2018-October 2019)

Shornor Vineyard, Custodian

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2019-2020 YEAR IN REVIEW

BOARD OF TRUSTEES CHAIR

The church year began as many do. The annual meeting was held (May 5, 2019) and new board members were elected. The first Board of Trustees meeting was held (May 14, 2019), and new officers and liaisons were determined. The board retreat was held (June 8, 2019), and the new team had a chance to meet each other, explore topics of board structure and responsibilities, and consider how they would work together most effectively.

The board then set goals and began to work diligently to fulfill its “general charge of the administration and business of the Church” (Bylaws Article VII, Section 4). The board generally met twice a month; once for a study session and once for a business meeting. To better facilitate staff reporting and board action, the order of meetings was switched. Beginning in August 2019, study sessions and business meetings were held on the 2nd and 4th Tuesdays of the month, respectively. And a number of study sessions were converted into business meetings, due to the timing and great number of items requiring board action. In total, the board held 11 study sessions and 16 business meetings. (Note: The issue of workload is one that will continue to be relevant for future boards as the church grows.) Jenna Zeidler, our very adept board clerk, kept the [business meeting minutes](#), which are the official record of our activities and are available to everyone from the UUCUC website.

The 2019-2020 board year presented some big challenges, and we endeavored to respond with compassion and effective action. Among the major issues that were acted on or supported by the board were:

- Essential work of the Dream Team toward the development of a 5-year strategic vision,
- Exploration and re-visioning of what [lifelong learning](#) means and will look like in the future,
- Expansion of ministerial capacity which resulted in hiring a temporary consulting minister (Rev. Bill Breeden) and then a part-time Associate minister (Rev. Sally Fritsche),
- Bold and compassionate responses to [immigration justice](#) issues by the UUCUC Immigration Justice Task Force,
- Multiple building modifications to improve internal lighting efficiency, accessibility in RE wing basement restrooms, and upgrades to the building access and security system,
- Major work by staff and board members to address issues with the house at 308 High Street and ultimately setting the long-term plan of demolition in motion,
- Development of an operating budget for fiscal year 2020 (July 2020 – June 2021) during times of great fiscal uncertainty (with well-deserved accolades to the Generosity Team, Budget Task Force, Finance Task Force, Minister, and Board on this heavy lift!),
- Application and receipt of a \$73,500 Paycheck Protection Program loan to ensure continuity of support for staff and greater fiscal stability for the congregation,
- Proactively closing the building and switching to streaming services on March 15, 2020,
- Delaying our (first ever and best) virtual annual meeting to June 14, 2020 so that congregational safety and inclusiveness could be ensured in the midst of the COVID-19 pandemic,
- Use of [Faithify.org](#) as an effective crowd funding tool for two big campaigns, the [FirstSteps Community House](#) and [Champaign County COVID-19 relief](#), and of course
- all the ‘routine stuff’ that our excellent staff and volunteers do to keep things humming.

(continued on page 15)

BOARD OF TRUSTEES CHAIR, *CONTINUED*

(continued from page 14)

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

**Respectfully submitted,
Randy Locke, 2019-2020 Chair**

On behalf of the 2019-2020 Board of Trustees:

Randy Locke, Chair

Brian McDermott, Vice-Chair

Jerry Frye, Treasurer

Jenna Zeidler, Clerk

Adam Davis, Leadership Development Council

James Engelhardt, Membership Committee

Karen Folk, Personnel and Dream Team

Jenny Hunt, Building and Grounds

Ben Joselyn, Social Action

Carol Veit, Religious Education

Reverend Florence Caplow, Ex-Officio Member

REV. FLORENCE CAPLOW, MINISTER

What an unexpected year we had together! And once again I am struck by the way that all of my ministry with you is supported and made possible by our powerful staff team, church leaders, and YOU.

In the fall and winter we saw continued growth and vitality of the congregation, the sanctuary filled with justice seekers and practitioners, storytellers, song and laughter and tears, with glorious music and with deep silence and grief. You made the courageous decision to move to a multi-minister staff and over a hundred people joined the Leadership Circle to financially support our new Associate Minister position. In February, Rev. Bill Breeden, minister Emeritus from Bloomington, Indiana, came to support me in supporting all of you, and to provide a very different ministerial voice.

And then COVID-19 hit, in mid-March. Our Sanctuary and church building went dark. By order of our governor, we stayed home to protect ourselves, each other, and the larger community, and UUCUC became, almost overnight, an online congregation, with live-streamed Sunday services.

You and your leaders, as well as your staff, responded with tremendous grace and creativity under these pressures, especially your Board and Board Chair Randy Locke and other leaders. Some of the ways this grace and creativity manifested were the highly successful online auction, our first-ever online annual meeting in June, and the immense energy (and I mean immense) of the AV team to create powerful, visually appealing, Sunday services. Kudos particularly to Sean Bartell and Chris Hannauer. Our services have drawn large viewership, not only locally but from across the country.

I was also struck by and grateful for the continued generosity of the congregation, even in these times of uncertainty, including raising \$30,000 for emergency relief in Champaign-Urbana through a UU online Faithify campaign, and increased, generosity for our monthly Shared Offerings.

In response to COVID-19, we started a number of supportive initiatives, including a Buddy program, twice a week “Worshipful Listening and Check-In” sessions on Zoom, a mid-week meditation, a weekly parents support group, a 24/7 “Warm Line” staffed by trained volunteers, a “Needs and Resources: survey, and a “call every household in the congregation” project supported by congregational leaders. Many of these programs are now on hiatus for the summer, but we will be re-evaluating what is needed in the coming year. We also have an ongoing COVID Advisory Task Force.

This year was focused on deepening the programs begun in the 2018-19 church year, including Soul Matter covenant groups facilitated by UUCUC members and ably coordinated by Sherry Bohlen, our Director of Congregational Engagement, who expanded the program to offering Soul Matters online (presciently, it turned out) as well as offering a Soul Matters program for new members.

Dr. Michele Grove, our Interim Director of Religious Education, developed a new structure for RE planning, as well as a highly successful Adult RE program. This next year will be her final year for us, as we complete the interim process and begin the search for a Religious Education professional for fall of 2021. Emily McKown led our youth program for a second year, as well as bringing her beautiful voice to many of our services. I taught meditation classes at Channing-Murray Foundation for the campus community and church members, co-taught Pathways to Membership classes with Sherry Bohlen, and continued the UU Voices monthly book group.

Our Director of Congregational Administration, Brian Franklin, spent his first summer with us migrating our website to the UUA WordPress template, as well as improving our E-News, both visually and functionally. Again, we had no idea how important this would be after COVID-19 became our new reality.

Kate Barton and Shornor Vineyard, our Facilities team, took care of our building for *(continued on page 17)*

REV. FLORENCE CAPLOW, MINISTER

(continued from page 16) us. Major work organized by Kate Barton included a complete renovation of two bathrooms downstairs to full accessibility and gender neutrality, a long awaited project; bringing in more efficient lighting, a better keyless entry system and a new dishwasher; as well as responding to a city inspection of the High St. house which revealed profound safety and structural issues, far beyond our financial capacity to address. The High St. house will be demolished in September.

We said goodbye to Matt Sheppard, after nearly six years of his brilliant work as Choir Director and later Music Director, and we wished him well as he took on full-time work as the director and conductor of a Chicago-area-based youth orchestra. Luckily, we were able to find Austin Cody, a first year masters student in choral directing, who stepped right in to Matt's hard-to-fill shoes. We were also joined by Josh Bell, a talented jazz pianist in the doctoral program at U of I, as an accompanist for our Children's Choir and CrUUners. All the music staff and choir responded with grit and creativity to the new world of online services and virtual choir music.

Racial and immigration justice also deepened this year, with the new IJTF (Immigration Justice Task Force) providing hospitality for vulnerable refugees, and with significant participation by church members of all ages in the protests and marches after the murder of George Floyd. I organized and led an interfaith vigil against gun violence in the fall, and co-led, with Gladly Hunt from Urban Restoration Ministries, the drafting of a Declaration from the Sisters in Faith Leadership on the justice aspects of COVID-19.

Growth and Visioning

The growth and vitality of the church that began during the interim period has continued. At the end of June of 2019 UUCUC had 309 members. At the end of June of 2020 UUCUC had 340 members, a nearly 10% increase, and the fifth year in a row of increases in membership, during a time that the total membership of Unitarian Universalist congregations across the country has been stagnant or declining. We have continued our growth in membership, even after we needed to move to all-online programming and through the summer.

Growth at this rapid rate has many effects on church life. One challenge had 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, which has continued unabated, and even increased, since COVID-19.

In response to this growth, and the difficulty of sustaining ministry at this church size, the Ministerial Advisory Team, Committee on Shared Ministry and UUCUC Board invited the Rev. Bill Breeden, Minister Emeritus from the Bloomington, Indiana UU Church, to join me in a shared ministry, planned for February through June, but this was cut short by COVID.

The other major response to our continued growth was the initiative to fund a new Associate Minister of Congregational Life position. Rev. David Pyle, the new Regional Lead of the MidAmerica Region of the UUA, consulted with the Board and spoke on shared ministry in January.

After the completion of a successful generosity campaign in March, and a generous Leadership Circle initiative focused on specifically funding this position for the first two years (thank you to all who contributed!) we were able to conduct a ministerial search, led by a small search team of Sam Beshers, Kathleen Holden, Holly Jordan, and myself, for a half-time Associate Minister. We hired Rev. Sally Fritsche, Harvard Divinity School MDiv, who began September 1, 2020. This marks the first time in the nearly 170-year history of this congregation that there has been a Lead Minister and Associate serving together. Rev. Fritsche's area of focus is pastoral care, small groups, leader support, and engagement, and I will be her supervisor, although we will work collaboratively with each other and the staff team. *(continued on page 18)*

REV. FLORENCE CAPLOW, MINISTER *CONTINUED*

(continued from page 17)

The “United Dream Team,” tasked with developing a new five-year strategic plan and led by Karen Folk, worked closely with the congregation in this year through surveys, gatherings, and conversation, culminating in nine vision statements passed by the congregation during the June Annual Meeting. The next steps will be narrowing of goals and development of action steps, and a final special Congregational Meeting in November to approve the plan.

Pastoral Care and Rites of Passage

I officiated at one wedding for members this year: Scott Godlew and Theresa Benson. We also had a number of major losses of long-term members this year, with grief felt by many in the congregation: Yolanda Deal, Char Brady, Chet Strohecker, Lin Foote, David Sutton, Bob Spitze, Anne Reeser, Jim McGlathery, and Burt Swanson, as well as the tragic loss of a young person, Ray Watson, who had made a big impression of those who had gotten to know him while he was with us.

With the help of Theresa Benson and a team of retired therapists and social workers, we began an intensive training program for Pastoral Care Associates, to provide one-on-one pastoral care to members. The training began in January and ended in August, with four participants. Following a commission ceremony, our new Associates will be supervised by the ministers, with quarterly “continuing education” opportunities.

Final Thoughts and Looking Forward

I was granted Full Fellowship as a Unitarian Universalist minister by the Ministerial Fellowship Committee of the UUA, in the spring of this year, completing an eight-year training process.

We do not know how long we will be primarily in community online, rather than in person, but certainly until it is safer for us to be together in the building. During this time we are committed to continuing powerful Sunday services (Rev. Fritsche will preach one Sunday a month, and I will preach three Sundays each month), as well as opportunities for learning for all ages, justice action, community-building, and caring for one another during this challenging time. Please know that I am here for you, as Rev. Fritche will be as well.

This is what it means to be a Unitarian Universalist congregation: to lift up our highest ideals and comfort each other in the darkest times, to rejoice when there are times for joy, and to be here for each other and the world, whatever the circumstances. We are needed now, more than ever.

**Respectfully submitted,
Rev. Florence Caplow**

Love intentionally, extravagantly, unconditionally. The broken world waits in darkness for the light that is you.
- L.R. Knost

OFFICERS REPORTS

TREASURER'S REPORT

Your Treasurer and the staff of UUCUC continued to work closely together to streamline processes and provide accurate financial information. With an outside accounting firm reconciling all bank accounts and maintaining the detailed books of the church, there is an added layer of comfort.

The budget once again was prepared using a Mission-based approach, leading to UUCUC meeting its overall program priorities. Committee chairs were included in the process. While not everyone got everything they wished for, there was consensus in the end. This once again led to a balanced budget for the coming 2020/2021 fiscal year of UUCUC.

With the help of financial leadership of the past, pass-through accounts have been streamlined. A new Associate Minister Set Aside was established to hold in reserve the pledges of congregants for this vital mission of UUCUC. In addition, a new pass-through account was established to earmark funds received from the Vision Legacy Challenge, which was spear-headed by Mona Shannon.

COVID-19 and the movement to virtual services and meetings have indeed made the outlook for the coming fiscal year a bit hazy. Our membership needs to pay close attention to pledge commitments moving forward, in order to maintain the continued growth and financial strength that UUCUC has enjoyed.

**Respectfully submitted,
Jerry Frye, 2019-2020 Interim Treasurer**

FINANCIAL SECRETARY

This year has been one of transitions, challenges and opportunities. I want to thank Amy Robison for her many years of service as the Financial Secretary. She patiently assisted me as I learned the responsibilities of this position. The Financial Secretary is responsible for managing the bank and investment accounts associated with the General Trust Fund, Victor A. Hoersch Elderly Services Trust (VAHEST), the England Endowment and other special non-operating funds, as requested by the Board of Trustees (BOT), including signature authority for investment accounts and with VANCO Payment Solutions which allows members to make contributions to the church.

Although no longer a member of the Trust Fund Trustees, I work closely with them to provide financial information on investment accounts and assist in determining the annual allocation of funds from the trust fund accounts to the church's general operating account. In addition, the Financial Secretary communicates with the VAHEST Committee to determine the total annual allocation amount for grants to various community organizations serving the elderly. A summary of the financial status of the trust fund accounts is reflected in the Trust Fund Trustees financial report (see page 22)

With the support of the Finance Task Force and the Board of Trustees, we are now able to accept payment via debit/credit card, text messaging and our GivePlus Mobile Application. These new giving options were timely additions as opportunities for giving were impacted by COVID-19. Both Mona Shannon and Rev. Caplow were instrumental in assisting me with the implementation of these new options. Efforts continue to assist our members in making gifts/pledges via donor advised funds and transfer of stocks/mutual funds to church.

I will continue to collaborate with the BOT, Treasurer, Trust Fund Trustees, Generosity and VAHEST committees, as well as our members, to ensure responsible and timely management of the church's investments. The development of written operational procedures related to the responsibilities of the Financial Secretary will occur in the coming year. It is also anticipated that planned giving opportunities will be expanded.

It is with gratitude that I extend a special thank you to Brian Franklin, Director of Congregational Administration, for all of his support and assistance this year as I learned my way around the office and learned how to navigate the church's payment management system.

**Respectfully submitted,
Kathy Vance, 2019-2020 Financial Secretary**

TRUST FUND TRUSTEE'S REPORT

General Trust Fund for Fiscal Calendar Year 2019-2020

The General Trust Fund provides ongoing income to the church. For several years, 4.5% of the fair market value (3-year rolling average) is transferred to the operating fund to the church. The trust is invested 50% in stocks and 50% in bonds and cash, using primarily socially responsible index funds. Investments have done well over the year.

General Trust Fund – Final Report – Fiscal Year 2019-2020

| | |
|---|--------------|
| Starting Balance, July 1, 2019 | \$407,580.56 |
| TD Ameritrade | \$391,957.28 |
| Bank of Rantoul | \$15,623.28 |
| Trust Fund transfer to church operating funds | \$17,634.67 |
| Other income to the trust | |
| TD Ameritrade - dividend & interest | \$7,972.20 |
| Bank of Rantoul – interest (includes sub-funds) | \$18.57 |
| Bank of Rantoul - memorial gifts | \$1,155.00 |
| Bank of Rantoul - VANCO credits | \$203.39 |
| Ending balance, June 30, 2020 | \$412,519.67 |
| TD Ameritrade | \$395,519.43 |
| Bank of Rantoul | \$17,000.24 |
| Distribution of the General Trust Funds – 6/30/20 | |
| Nuveen Small Cap ETF (NUSC) | \$37,977.18 |
| Calvert US Large Cap (CISIX) | \$137,099.71 |
| Calvert Int'l Responsible Index (CDHIX) | \$40,689.20 |
| Calvert Short Duration Income (CDSIX) | \$78,521.01 |
| Calvert Bond (CBDIX) | \$81,981.45 |
| TD Ameritrade Money Market | \$19,520.88 |
| Bank of Rantoul | \$17,000.24 |

Crude 1-year rate of return: 3.2%

Crude 3-year annual rate of return: 5.4%

England Endowment

The England Endowment began in 2019 with a generous gift from Terry and Barbara England. Earnings from this fund are to be used at the discretion of the Board of Trustees (75%) and for musical activities (25%). In keeping with the General Trust Fund transfer calculation, 4.5% of the fair market value was provided to the church operating fund.

| | |
|-----------------------------------|-------------|
| Starting balance, July 1, 2019 | \$50,000.00 |
| Transfer to church operating fund | \$2,378.11 |
| 75% for general use | \$1,783.58 |
| 25% for music use | \$594.53 |

(continued on page 23)

TRUST FUND TRUSTEE'S REPORT *CONTINUED*

(continued from page 22)

| | |
|---|-------------|
| Other income to the endowment | |
| Dividends & interest | \$1,740.44 |
| Stock sale | \$926.00 |
| Distribution of the England Endowment – 6/30/20 | |
| Calvert Balanced (CSIFX) | \$50,519.92 |

Crude 1-year rate of return: 5.5%

Carolyn McMahon Memorial Fund (Special sub-fund at Bank of Rantoul)

| | |
|-------------------------------|------------|
| Starting balance July 1, 2019 | \$1,892.06 |
| No transactions | \$0.00 |
| Ending balance June 30, 2020 | \$1,892.06 |

Future Capital Campaign Fund (Special sub-fund at Bank of Rantoul)

| | |
|-------------------------------|----------|
| Starting balance July 1, 2019 | \$635.70 |
| No transactions | \$0.00 |
| Ending balance June 30, 2020 | \$635.70 |

Victor A. Hoersch Elderly Services Trust (VAHEST)

The Victor A. Hoersch Elderly Services Trust Fund disburses grants to organizations providing services to needy elderly in our community. Grants are selected by the VAHEST Advisory Committee. 4.5% of the fair market value (3-year rolling average) is available.

| | |
|---------------------------------|--------------|
| Starting balance July 1, 2019 | \$269,962.41 |
| Grants for current year | -\$12,250.00 |
| Vanguard – dividends & interest | \$11,760.53 |
| Busey Bank – interest | \$35.20 |
| Ending balance June 30, 2020 | \$274,589.52 |

| | |
|--|--------------|
| Distribution of VAHEST Funds – 6/30/20 | |
| Vanguard Wellington Fund (VWENX) | \$240,619.81 |
| Busey Bank | \$33,969.71 |

Crude 1-year rate of return: 6.3%

Crude 3-year annual rate of return: 7.4%

Acknowledgements

The Trustees gratefully acknowledge Kathy Vance and Karen Folk for their support, professional expertise, attention to detail, and patience. We also acknowledge Russ Rybicki for his professional advice and the services of Bluestem Financial Advisors and Jacob Kuebler.

Respectfully submitted,
Terry England
Mike Retzer
Debbie Rugg

VICTOR A. HOERSCH ELDERLY SERVICES TRUST

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

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

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

**Respectfully submitted,
Marsha Clinard**

STAFF REPORTS

DIRECTOR OF FACILITIES

The Director of Facilities position has evolved during the past year with the position being created in 2019 and combining the responsibilities of the Events Coordinator along with management of our Church Building and Grounds.

During the past year, in order to establish a committee to work with the Director of Facilities, the Building and Grounds Advisory Group (BAGAT) was created and a report on the activity for this advisory group is contained in this Annual Report. During the past year I have had the pleasure of working with the following individuals to help establish priorities and get feedback on a variety of projects: Jerry Carden (Chair), Anne Sharpe, Tim Temple, Jon Ellis, Betsy Hunter, Wendy Graves, Charlie Wisseman, and Herb Heistand. Until March of 2020, when the building was closed due to COVID-19 precautions, they provided me with lots of guidance, helped to prioritize projects and also were able to give me some additional history on the building itself. Jerry Carden, who had been the Chair of the Property Committee, was an excellent sounding board for me as I started to establish procedures and schedules.

I have also had the opportunity to supervise our Custodian, Shornor Vineyard. We worked together to revise the schedule of regular cleaning and to establish different weekly zones for extra detail as his schedule permits. Shornor has also worked with Danville Paper Company staff to improve his floor cleaning skills which will save the Church from the need to hire a floor cleaning company during the summer months.

On the event side of my position, I worked with several wedding parties and families who were honoring their loved ones with memorial services. Each event was unique in its needs and size and it was an honor to work with all involved.

During September and October we held 4 memorial services in 5 weeks. These services allowed me to work closely with our minister and the members of Care Core who hosted each of the receptions.

The Spring of 2020 brought new challenges as the Church closed its doors in response to COVID-19. We found it necessary to develop access protocols requiring the disarming of the door code access system. It also has required the need to work with key staff and volunteers to do a daily walk through of the building. This system has enabled us to keep an eye on the building and, in some cases, prevented more severe damage from occurring.

I continue to work remotely for the Church ensuring that all pressing maintenance needs and inspections take place, and am actively involved in working with Florence and other groups as we continue to think about building use and safety during the time of the pandemic. All projects planned for the near future have been put on hold until a time when there is more access to the building.

For a list of all major projects accomplished during this past year please review the Building and Grounds Advisory Team report.

**Respectfully submitted,
Kate Barton**

DIRECTOR OF CONGREGATIONAL ENGAGEMENT

Communication and Outreach

UIUC Quad Day—The 2019-20 church year began with a successful Quad Day experience where college-age UUCUC young people staffed our table. We were successful in collecting many names and contact details of students interested in our church community. In September, Membership Committee leadership organized and invited all of these students to a taco lunch following a regular Sunday service. It was a successful gathering with young adults gathered around tables in Children’s Chapel chatting and getting to know each other.

Unfortunately, we were not able to find a meaningful way to keep these young adults engaged and a majority of them drifted away. Empowering our young adult’s group could be a game-changer in providing connection to students in our community who have interest in UUCUC.

Breeze Database — Our Breeze database system has been instrumental in facilitating an effective targeted communication system with our members, friends and visitors. Improving the method of tagging members and friends in our database with relevant gifts, interests, and talents will make this targeted communication system even more effective.

Breeze has also supported effective outreach to visitors and those new to our UUCUC community. Establishing a method for tracking the progression of visitors from first encounter with our church community to full integration would also provide a very significant membership management tool.

Photo Church Directory — A long-awaited new photo church directory was completed and distributed during the 2019-20 church year. Many copies of the directory remain in the church office.

There has also been a push to produce a new revised version of the directory but that won’t be an option until the church can return to meeting in the building. It should be remembered that LifeTouch (the provider with which we worked to provide a new directory) offers free updated directories with a minimum number of booked sittings. It should also be noted that organizing a directory is a labor-intensive process so shouldn’t be undertaken without prior determination of and commitment from viable staff or volunteer management and oversight.

Welcome and Integration of Visitors, Friends and New Members

Pathway to Membership Classes — Quarterly Pathway to Membership classes were offered during the 2019-20 church year. Even given the pandemic shutdown as of March 2020; thirty (30) new members joined our church community during this church year.

Programming for New Members — To support the integration of new members, I initiated a new Soul Matters based program called “Starting Point.” This program had marginal success and might be offered again with renewed focus.

Outreach to Visitors — Database coding and tracking of visitors continued prior to the shut-down of our building in March 2020. This tracking included:

- 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 an email address
- Passing the name and address of each visitor on to volunteers who then send each visitor a hand-written note

(continued on page 28)

DIRECTOR OF CONGREGATIONAL ENGAGEMENT *CONTINUED*

(continued from page 27)

- 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

Following the shut-down of our building in response to the Covid 19 pandemic, I began tracking visitors via new sign-ups to our website, via participation in Fellowship Hour, and via email and/or phone contact from visitors seeking connection. This was a more elusive process and required vigilance.

Deepening of Ongoing Members

Soul Matters Covenant Groups — In an effort to deepen connections of all members and friends and to support the integration of new and existing members, I organized, mobilized and supported the Soul Matters covenant group program. Seven (7) groups functioned throughout the 2019-20 church year. Many participants said that their Soul Matters covenant group was what got them through the challenges of the 2020 Covid-19 shutdown.

Buddy System – A “Buddy System” — promoted as a way to stay connected while UUCUC facilities are closed -- was offered to community members. Sign up was encouraged with this promotional messaging: During this time of social distancing, staying in touch and checking in with each other is going to be very important. We hope you will consider being part of our "Buddy System" so we can care for one another. Buddies will check in with each other regularly by phone to provide connection, companionship, and connections to help if needed. This is a great way to help each other. At the writing of this report, there are forty-one (41) members of our church community enrolled in the Buddy System.

“Warm-Line” Support — A prospective intake phone call team was mobilized, trained and organized to cover incoming calls from distressed UUCUC members and friends. The support line was vastly underused so it was terminated after several weeks of promotion and diligent monitoring by the intake team.

Fellowship Hour — In an effort to simulate Coffee Hour which typically takes place in Fellowship Hall immediately following on-site Sunday service, an online “Fellowship Hour” was established. Fellowship Hour had a loyal following of some members and friends and occasional pop-in appearances from others but, while it seemed to meet a need for some, it failed to garner significant participation.

**Respectfully submitted,
Sherry Bohlen**

CHOIR DIRECTOR

Following the departure of Matthew Sheppard in November of 2019, the choir at UUCUC has continued to maintain the high standards of musicianship and community that he solidly established. The choir provided in-person music for thirteen services in the 2019-2020 fiscal year, assisted by pianist Matthew Gladden in rehearsals and performances. The music was selected with careful consideration of the topic of each service. Many pieces chosen involved detailed discussions with the choir about their relevance and importance to the service, to our art form, and to our particular community. During this time budgeted funds were spent on new selections of choral music and on the occasional guest soloist to accompany the choir.

After services switched from in-person to online in March, the choir rose to the challenge and provided three more “virtual choir” offerings. These “virtual choirs” are considerable feats of technology that provided a valuable musical experience for each singer in a time when in-person choral singing was regarded as a dangerous activity. All choristers recorded themselves singing their own part to a four-part piece of music and submitted their video online. Then Paul Weston, our sound engineer, stitched the twenty-five files together and the result was a virtual choir. While no excuse for singing together, these projects provided valuable learning opportunities for the singers in the way of holding accountability for one’s own part, navigating the vocalic and tonal challenges of singing by oneself, and listening critically to one’s recorded performance. The inclusion of these videos also provided an opportunity to see an abundance of familiar faces in the services, something that online services normally cannot provide for the community.

Thanks in particular to Paul Weston, Matthew Gladden, Florence Caplow, Emily McKown, and Michelle Grove for their continued support of the choir’s endeavors.

**Respectfully submitted,
Austin Cody**

DIRECTOR OF CONGREGATIONAL ADMINISTRATION

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

It was a productive year for the DCA in FY 19/20, and some of the highlights included:

1. Developing a new UUCUC website using the WordPress platform with improved, more engaging features, including:

- Events and news placeholders on the main page that are consistently updated with information;
- Search, Contact, Calendar, and Donate links in a higher profile position on each webpage;
- A navigation menu that is more robust, making it easier for users to find information;
- Subpages for each UUCUC committee and group;
- A robust RE section that includes updated news and events related to RE learning opportunities;
- A Rental section that includes a rental application form;
- And, photo galleries and information about rose window centerpieces and Sanctuary banners.

2. Collaborating with the Interim Treasurer, Jerry Frye, to implement more streamlined efficient processes for tracking church income and expenditures. The new processes involved more financial coordination on the part of the DCA:

- Preparing all checks for signature by the chair of the Board of Trustees;
- Processing all reimbursement and check request made by congregants and staff;
- Reconciling staff credit card charges;
- Preparing the monthly financials to be reviewed by the Treasurer and sent to the bookkeeper.

3. Creating an online interactive dashboard in Google's Data Studio that tracks church income, uucuc.org website statistics, the UUCUC YouTube channel statistics, and active contracts. The dashboard allows users to select a date range that they want to view data, and it also provides a feature that offers comparative analysis between date ranges, making it easier to identify patterns and issues. This kind of data tracking will assist congregational leaders and staff to make more informed decisions with regards to budget and website communications.

4. Transitioning all paper forms to online forms, which further streamlined some of the administrative processes for staff and congregants, in addition to making it easier to function from a home office during the pandemic. These electronic forms include: E-timesheet, Reimbursement Form, and Staff Credit Card Expense Tracking form

5. Collaborating with the Generosity Committee to create the pledge packet for the 20/21 church year, including an online pledge form in Breeze, for the 20/21 Generosity campaign (online forms were previously distributed via Google Forms). By creating the form in Breeze, this significantly decreases administrative overhead in processing pledges and minimizing administrative errors.

6. Re-designing the weekly newsletter, eNews, with the aim to make it more user-friendly and concise, and also drive traffic to the uucuc.org website.

7. Quickly building out an infrastructure on the uucuc.org website to support live-streamed services.

The DCA 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**

ASSISTANT DIRECTOR OF MUSIC

With the onset of the Covid-19 epidemic in March of 2020, our music department was put to the test as we learned how to make music through recordings. Performing music “virtually” meant many of us took crash courses in how to use advanced recording equipment and sound/video editing software. All parties involved, both staff and volunteers, rose to the challenge of making music in this new medium. Exquisite pieces of music were shared by the choir, soloists, bands, and ensembles. A particularly memorable moment was Gloria Kruse singing on Mother’s Day.

A goal of mine, and of the music staff, has always been to bring more people into the music making experience, both from the congregation and the broader community. In the past year, we enjoyed the musical offerings of the UUCUC band, a cappella groups, local professional musicians, soloists from the congregation, a dancer from the U of I, and more. Once services went virtual, we were able to include in that mix musicians from across the country, adding further richness to our worship services.

How money was spent from the music budget looked a little different this year. Purchases included new recording equipment, software, and other necessary items required to produce virtual performances. The organ and piano were also both tuned in the fall of 2019.

A highlight of the year was the March 7th Spring Organ Concert featuring local organist Michael Fisher. He put on a fantastic performance, and the event was well attended. Many were glad to hear what our organ is capable of doing.

**Respectfully submitted,
Matthew Gladden**

INTERIM DIRECTOR OF RELIGIOUS EDUCATION

Last year's Interim Director of Religious Education report reported a story about my love of gardening with a special focus on my obsession with compost and dirt. This love grew out of the gardening possibilities that come from rich soil and building a solid foundation. As I pointed out last year, this same attention to foundations is also true in Unitarian Universalist learning communities. A rich foundation grows amazing opportunities for growth and learning. Of course, this rich foundation does not guarantee growth. Gardeners will tell you that rich soil is important but it is no guarantee against all gardening challenges. That is also true in our UUCUC religious education program. The challenges of the interim period coupled with a pandemic definitely put up roadblocks along with optimistic and new ways to engage in learning.

As you read through the summaries below, watch for successes and challenges. Please know that the direction of Unitarian Universalist Church of Urbana Champaign's lifespan religious education program is positive. Even amid challenges, there is heart and passion in the learning identity and vision. This year has been exciting. The soil is fertile and next year's religious education garden promises to bloom in new and exciting ways.

Year Two of the Interim Religious Education Process

This congregation is committed to a 3-year interim ministry process to discern UUCUC's religious education **history, identity, future, leadership and connections**. The REEF (Religious Education Exploring the Future) Team continued to work on discerning the identity and future in collaboration with the strategic vision work led by the Dream Team. The identity and future of lifespan religious education is integrated into the larger UUCUC vision and new strategic plan which will come before the congregation in the Fall 2020. REEF members Lara Breeze-Troyer, Kathleen Holden, Randy Lock, Karla Peterson, Dave Sharpe, and Carol Veit are a part of the Dream Team holding the importance of education in UUCUC's future.

In addition to the strategic visioning work, REEF has focused on long-standing leadership and connection challenges in lifespan religious education. REEF has also discussed the fact that we call it 'religious education' and engaged in reflecting and research around the title and its meaning. As we enter the third and final year of the interim process, the search team will also do some work on the future identity and naming of 'religious education.'

The New Religious Education Council

Religious education leadership. During the 2018-2019 year, there was no religious education committee. By August 2019, a task force emerged with a religious education model based on the passions of committed leadership. The idea of the religious education council is to focus the leadership and decision-making around those who have passion and enthusiasm to share. The religious education council will flexibly adapt to different leader's strengths and passions ensuring that the program is focused on people with good ideas instead of good ideas who try to convince people to join the cause. We do not try to squeeze leaders into one model. Instead the model can adapt to the goals and visions of willing leaders. A thank you to Barbara Hudgings who served as the religious education council's first chairperson.

The religious education council started strong with an August 2019 visioning retreat and a November 2019 retreat that connected religious education council leadership to the leadership of the wider UUCUC community. By January 2020, the religious education council lost several leaders due to illness and other UUCUC priorities. Consistent and stable religious education leadership has been a challenge for a long time. This challenge continues. In May, 2020 a Religious Education Think Tank formed to focus on this issue and broader issues of lifespan religious education, pandemic, and adapting to new ways of being a learning people. A special thanks to Kelly Halcolm, Jenny Hunt, Aggie Reiger, Debbie Rugg and Mona Shannon who are a part of the Religious Education Think Tank.

Navigators

In addition to our Sunday morning religious education offerings, Tania Madrigal and *(continued on page 33)*

INTERIM DIRECTOR OF RELIGIOUS EDUCATION *CONTINUED*

(continued from page 32) Amber Schultz began a Navigator troop. Navigators is a scouting program open to children and youth of all gender identities. The troop is family focused and children and youth cooperate, build community, engage in service and earn badges as they prepare for the fullness of life. Most importantly, all involved have a lot of fun. Thank you to this leadership and to UUCUC for being willing to support this troop.

Library

An enthusiastic library team worked to integrate the children and adult libraries using a new online cataloging system. Even though the pandemic halted our work. There was hope for a Library open house. That will have to wait until we can gather again. In the meantime, members and friends can see what books have been cataloged. An effort to obtain more books which are more racially and gender-identity diverse enriched the library with new offerings.

Sunday Morning Program

One hundred and seventeen registered children and youth attended one of seven offerings. The religious education associates coordinated by Lara Breeze-Troyer greeted families each week and ensured that families and leaders had everything they needed to a good class. The theme this year is World Religions. Even though the year was cut short due to safety concerns during the pandemic, it continued to be a vital program. More than 30 leaders volunteered with the children and youth Sunday morning programming bringing diverse gifts and talents to all participants. Also, this year all children and youth began in worship every Sunday bringing consistency and connection to the wider community. The pandemic gives us the opportunity to re-evaluate the value of the Sunday morning program. Once we gather in person, we will have a better idea what models work best for UUCUC's lifespan religious education offerings.

OWL (Our Whole Lives)

The 2019-2020 year began with a strong middle high Our Whole Lives program. This year, OWL met on Sunday afternoon in an effort to care for leadership and increase community outreach. The class started with 16 - 8th and 9th grade youth and 3 leaders (Thank you Matt Burack, Terri Fredericks, Michaela Kruse) for the 26-week program. They started early enough in September to almost complete the class before they had to stop due to the Pandemic and ended with 15 youth. Because there were 12-15 7th graders who wished to be in the program and had to wait, leadership decided it is vital that UUCUC offer Middle School OWL every year to keep up with the need and reach out into the community.

In addition, leadership emerged to begin an Elementary OWL program. The first elementary OWL program included 5-7 year olds with leaders Paul Kaiser, Kim Kranich, and Miriam Larsen. This leadership team implemented a successful program which was cut short when we shut down the church in response to COVID-19. However, the foundation the created will help future programs to emerge and grow.

The enthusiasm around OWL is strong at UUCUC and there was ample energy to train enough people in August 2020 to run children, youth and adult OWL programs. This did not happen because of Pandemic safety measures and we hope to continue to grow our OWL offerings beginning in the Fall 2021.

Religious Education Staff Updates

An enthusiastic religious education staff including the interim director of religious education, youth coordinator, nursery coordinator, religious education assistant and nursery care staff collaborated this year to bring a full spectrum program. Below is a summary of their work and its benefit to lifespan religious education and UUCUC's vitality.

Youth

This is year two for Emily McKown as UUCUC's youth coordinator. Emily built a passionate and talented group of YRUU (Young Radical Unitarian Universalists) advisors who brought creative program *(continued on page 34)*

INTERIM DIRECTOR OF RELIGIOUS EDUCATION *CONTINUED*

(continued from page 33) and learning to our 9th-12th graders. Emily also ventured into leadership with 6th-8th graders in an effort to bridge youth programming. For 2 years, Emily has worked to take a group of senior high youth to a Unitarian Universalist Con which is a gathering of UU youth from many regional congregations. And for 2 years, her plans were foiled. First by weather in January 2019 and then by the pandemic in April 2020. The hope is that the connection to other congregations will happen when it is safe to do so.

Nursery

Kelsey Libert served her second year as the Nursery coordinator and trained new nursery care workers and established strong relationships with families. When COVID hit and we no longer needed nursery care on Sunday mornings, Kelsey worked diligently on updating nursery care procedures and manuals. She also worked on creating video stories that will be a part of the Fall 2020 program.

Religious Education Assistant

Blake Preston served as the religious education assistant helping lifespan religious education develop record keeping, attendance procedures and communications. His work ended in May 2020 and Kate Barton stepped into the role during this COVID time. Kate began her time working with the interim director of religious education in digitizing and archiving religious education files. Thanks to Blake and Kate's work, the religious education office is better organized and record keeping is more efficient.

**Respectfully submitted,
Michele Grove**

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 Director of Facilities 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 Director of Facilities to assess needs and prioritize projects.

Members of the group for the past year were:

- Jerry Carden, Chair
- Jon Ellis
- Wendy Graves
- Betsy Hunter
- Anne Sharpe
- Tim Temple
- Herb Hiestand
- Charlie Wisseman
- Jenny Hunt, BOT liaison 2019/20
- Adam Davis, BOT liaison 2020/2021

Purpose of the Building and Grounds Advisory Team

The BAGAT group has been a valuable resource for staff this past year as we tried to prioritize work items. In particular, Jerry Carden, as the Chair of the group, has provided a wealth of information and background on relationships with vendors that contributed to the functionality of the Director of Facilities position. The group has also been an excellent sounding board for talking through projects and giving feedback on work items and planning.

This year has been particularly challenging with the closing of the Church due to COVID-19. Because of this, it was necessary to establish building protocols for access. Our new access system proved beneficial because it enabled us to deprogram access codes to the building easily without having to track down individuals who had unlimited access because of our old fob system. Along with an entire rekeying of the building, we have a new level of security that proved timely under the circumstances.

Since March of 2020 a building access group has been established and a schedule implemented that has 1 individual per day in the building doing a check of the entire facility for security and to communicate any maintenance concerns that might arise. We expect that this group will remain in effect until it is safe to reopen.

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. *(continued on page 37)*

BUILDING AND GROUNDS ADVISORY TEAM *CONTINUED*

(continued from page 36)

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.

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 since January of 2019

- Lighting efficiency upgrade for Office and Fellowship Hall
- Planning documents for RE bathrooms
- Window washing of Fellowship /RE wing
- Custodian completed floor work on ground floor and entryways.
- Phone system installation
- Redecorating ECIRMAC office - now named Fireplace Room
- High St. yard upkeep
- Coordinated with OA on webpage development
- Coordinated with RE for reorganizing RE Classrooms and new library space
- Researching options for Street sign to add service times
- Rood loft barrier
- Revision of pricing structure for events
- Adoption of Building use and Rental Policy
- Security System installation
- Overseeing RE Bathroom renovations
- Rekeying of all doors
- Working on demolition of High St. House
- Procurement Policy – this project has been taken over by the Finance Task Force

Respectfully submitted,

Kate Barton, Director of Facilities

Jerry Carden, Chair

COUNCIL FOR SHARED LEADERSHIP

The Council for Shared Leadership gained little traction during the 2019-20 church year. A few discussions have been held with interested individuals. Some communication regarding direction for the Council was initiated with the incoming chair of the Board of Trustees. At this writing, the Council remains relatively inactive.

Ex-Officio Members

Rev. Florence Caplow

Sherry Bohlen

Michele Grove

Respectfully submitted,

Priscilla Kron, co-Chair

Betsy Hunter, co-Chair

FINANCE COMMITTEE

The committee was re-energized by a dedicated group of members in the Finance Taskforce. We continued the committee's work of monitoring the churches monthly financial health and supporting our acting Treasurer Jerry Frye and our Financial Secretary, Kathy Vance.

Accomplishments since the task force formed in the fall include: revising the committee's description, revising the Treasurer's detailed job description, recommending by-laws changes for the Treasurer position, working on further recruitment for the committee, and submission of the FY21 budget to the BOT.

We supported the Financial Secretary and Generosity Committee's implementation of the on-line payments systems by credit card and by text, in an effort to provide on-line services with an ability to "share generosity in the moment", akin to our passing the basket during in-person services. The Generosity Committee ran a phenomenal pledge drive, that included support for our new Associate Minister Rev. Fritsche.

Our on-going work includes:

- monitoring pledge income during COVID-19,
- review of all Finance Committee Policies,
- Revising and Updating the Financial Secretary job description,
- developing a procurement policy for BOT and ensuring it addresses social injustice as part of the process it implements,
- revising the policy governing calculation of the excess reserves (in order to address the disproportionate impact that can impart to the budget process),
- ensuring that the evolving roles of Treasurer and Financial Secretary are adequately supporting the church while not burning out those volunteer Officers,
- evaluating whether a 2-year budgeting process might help in the future,
- continual recruitment for the committee and its sub-committees,
- and have fun while we are doing this.

This work was made possible with the grateful contributions of the following members: Phil Abruzzi, Nancy Deitrich (we'll miss you Nancy!), Karen Folk, Jerry Frye, Randy Locke, Mona Shannon, Kathy Vance, Steve Troyer, and Brian McDermott. We look forward to future support from Lan Richart as our Treasurer and Chris Hannauer. Our Minister, Rev. Caplow was instrumental in the budgeting process.

If you enjoy making a positive impact on church mission and vision implementation through effective financial policy and operations, while sharing wine when we are together again, please join us.

**Respectfully submitted,
Brian McDermott**

AUCTION COMMITTEE

SUB-COMMITTEE OF FINANCE COMMITTEE

The Service Auction Committee convened its first meeting, as usual, in early February and began to make plans for this year's April event, the theme of which was to be "SIUUmer Party". By the end of March it had become clear that our expectations of this year's Auction would have to be dramatically changed, and the event possibly even cancelled outright. After riding out the initial wave of the lockdown the committee re-convened (virtually) and re-focused and decided to put on an online auction with a new theme, coined by Barb Childers: "Missing UU". The committee researched online auction sites and finally decided to go with Charity Auctions Today, and to hold the auction over three nights (May 21 - 23) instead of one. Then began a frantic publicity campaign in the form of a series of "Some Auction News" videos that encouraged church members and friends to make donations and to plan to "attend" the auction.

In the end, the congregation came through spectacularly. The donations that people made were creative, inspiring, and generous, and the bidding on those items was vigorous across all three nights of the event. By the time it was over we had raised more than \$23,000, very close to our target amount and a stunning figure given the circumstances. Thank you to all the people who donated and bid, and who pushed ahead despite the complete unfamiliarity of the experience.

The 2020 Service AUUction Committee consisted of:

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

**Respectfully submitted,
Chris Hannauer**

GENEROSITY TEAM (AKA STEWARDSHIP COMMITTEE)

SUB-COMMITTEE OF FINANCE COMMITTEE

The Generosity Team extends our gratitude to all pledgers. This year the congregation took a big leap by embracing the goal to add a new half-time minister to our staff in FY 20-21. Committed to expanded and shared ministry, 140 individuals joined the Leadership Circle by increasing their pledges by 15% or more and/or by giving a gift to our Ministerial set aside fund. \$64,645 was committed to the set aside fund, to be used over the next two fiscal years. Also, sixty-nine people shared that they are using the fair share giving guide to give 2-10% of their adjusted income or to set a personal giving goal. Actual and projected pledges for FY 20-21 total \$460,000.

The primary focus of the generosity team is to run the annual pledge campaign, help estimate expected pledge income, and to celebrate generosity. This year the team changed our name from Stewardship to Generosity to better reflect the breadth and spirit of this work. The generosity team coordinated with the minister and the Board of Trustees to communicate congregational achievements, goals, and priorities. We prepared the annual pledge packet, including a paper and electronic pledge brochure, staffed an informational table, and coordinated communications and celebrations. With the help of many members of the congregation, live and electronic testimonials were shared. We extend a special thanks to Brian Franklin, Director of Congregational Administration, for his work in making all resources available on our website and improving the administration of the pledging process.

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

Generosity Team Members

- Mona Shannon
- Tanja Hodges
- Jocelyn Karsk
- Liberty-Rose Urban
- Jennifer Ellis
- Ellen De Waard
- Steve Troyer
- Rev. Florence Caplow (Minister), ex officio
- Deedy Marble (thank you notes)
- and Board liaison Brian McDermott

**Respectfully submitted,
Mona Shannon, Chair**

MEMBERSHIP COMMITTEE

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

This year we:

- Participated in the annual Quad Day with our own dedicated booth. We set up a new canopy and banner and staffed the booth with young UUs who passed out bottled water and answered questions. Visitors were invited to provide their email addresses to receive more information about our church.
- Threw an Everybody's Birthday Party. This was a joyful celebration that included a large crowd, colorful decorations, 12 full tables, and 12+ cakes for all to share.
- Finalized and distributed the new Church Directory. Updates will be available on a regular basis, to include changes and additions of new members.
- Managed the anticipated closing of Green Street with signs built and installed by Herb Hiestand.
- Took part in a Holiday Card Party, organized by Sylvia McDermott. Many volunteers showed up to write, address, and stamp holiday cards to send to church members and friends.

We were grateful for the help from many willing volunteers for this year's church activities!

Ongoing tasks include:

- Re-imagining Membership Committee as we regretfully say goodbye to our Membership Coordinator, Sherry Bohlen, and welcome our new Associate Minister, Sally Fritsche.
- Updating and distributing the Membership Directory.
- Recruiting new committee members.
- Assisting in the preparation and promotion of the Rood Loft for services and small group gatherings.
- Planning and presenting social activities such as the annual church picnic at a park, as well as events on the church grounds.
- Continuing plans for MTD bus advertising.
- Striking a balance between increasing church membership and providing time and space for all to make positive connections and support the mission of the church.

Membership Committee Members 2019-2020

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

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

CARE CORE COMMITTEE

SUB-COMMITTEE OF MEMBERSHIP COMMITTEE

Care Core met monthly to review pastoral care needs in the congregation and to identify ways to provide support. We arranged numerous rides to medical appointments, scheduled meals to be delivered, visited and made phone calls to homebound members and to a friend of the congregation in prison, and sent hundreds of cards to those facing illness or grief. We kept in touch regularly with 20-25 members who have significant needs related to aging, illness, or other life circumstances. We delivered over 15 poinsettias at the holidays to those who had recently lost a loved one or were living alone.

Covid 19 pandemic: The shelter in place restrictions imposed between mid-March through the end of June limited the services we typically provide. We no longer made in-person visits at the hospital, in assisted living facilities or in members' homes and no longer provided rides to appointments. We continued to set up meal plans and remained in contact with those of concern in the congregation.

Budget: We used our \$200 budget for food and supplies needed for memorial receptions. We received an additional \$300 for expenses associated with the Pastoral Care Associate Program, which went to creating the training packets and food for the retreat weekend in January.

Meal plans: We set up over 8 meal plans that resulted in more than 70 meals being prepared and delivered by members of the congregation.

Memorial Receptions: Care Core members coordinated five large memorial receptions from the summer of 2019 through March 2020. Volunteers worked closely with the director of facilities, Kate Barton, as well as with the families and the minister. Guidelines were drafted which outlined the steps required to plan and conduct memorial services and receptions and indicated who was responsible for those tasks: Care Core volunteers, the facilities manager, or the minister. These are the guidelines Care Core will follow, amended if necessary, when we resume memorial receptions after the pandemic.

Ride Share: Anne Reeser continued to coordinate volunteers for the ride share program until she became sick in December. In February, Julie Laut agreed to coordinate the program, which provided rides to church on Sunday mornings, until Sunday services went online in March. After we went online, Julie agreed to coordinate volunteers to shop for and to deliver groceries to congregants who were sheltering in place.

Repair Core: Herb Hiestand continued to provide small home repairs. In the past year, Herb estimates that he met with 10-12 members of the church to assist with projects.

Pastoral Care Associates (PCA) Program: The PCA program is a lay ministry program which will offer a confidential, caring presence to congregants undergoing stressful life challenges. Specifically, the program will offer free, individual, regularly scheduled meetings with a trained PCA over a four-six month period. Training for PCAs began in January with five volunteers and will be completed by the end of August. The goal is to offer PCA services by October of 2020. The planning and training team includes Cindy Loui, Marilyn Ryan, Theresa Benson, Jim Hannum, and Florence Caplow.

Warm Line support service: In mid-March, a 24 hour "Warm Line" (similar to a crisis line) was established in response to the shelter-in-place shutdown that occurred due to the pandemic. The goal was to provide immediate support and resources for anyone facing new challenges, such as being isolated at home, losing a job, needing childcare, etc. The Warm Line was staffed by the PCA trainers and trainees, mental health professionals in the congregation, and other volunteers. It received minimal use so was changed to the Chat Line in early June, and was then discontinued. Coordinators of the Warm Line were Florence Caplow, Cindy Loui, Sherry Bohlen, and Marilyn Ryan. *(continued on page 44)*

CARE CORE COMMITTEE *CONTINUED*

SUB-COMMITTEE OF MEMBERSHIP COMMITTEE

(continued from page 43)

Members of the 2019-2020 Care Core Committee:

- Cindy Loui, Co-Chair
- Marilyn Ryan, Co-Chair
- Phil Abruzzi
- Sally Babbitt
- Chuck Cooper
- Maryly Crutcher
- Jennifer Greene
- Sandy Hannum
- Herb Heisted
- Holly Jordan
- Deedy Marble
- Jo Anne Vician
- Rev. Florence Caplow, ex officio

Changes on the committee:

- Maryly Crutcher retired from her many years of service to Care Core in June, and Julie Laut joined the committee in July.
- Marilyn Ryan stepped down from the co-chair position in August 2020 and will remain on the committee. We are currently looking for a replacement co-chair.

Respectfully submitted,

Cindy Loui, co-Chair

Marilyn Ryan, co-Chair (2019-2020)

HOSPITALITY TEAMS

SUB-COMMITTEE OF MEMBERSHIP COMMITTEE

This past year marked the fifth year with our Hospitality Team approach. Six Hospitality Teams fulfill the following Sunday morning worship and fellowship tasks — bell ringing, welcoming, ushering, providing decorations and refreshments— for two months of the year. Each Team has 35-42 members. New members are added to Hospitality Teams as they join the church. Each Team has two leaders. Team leaders this church year include: 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 Gail Huetting & Kelly Halcom (Team F).

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 Hospitality Teams operate under the umbrella of the Membership Committee. Among the things that Team Leaders will talk about at our summer meeting are post pandemic accommodations we may need to make after we start meeting to worship again.

Respectfully submitted,
Peggy Patten

MUSIC COMMITTEE

Your church musicians had a challenging year with the transitions of Matthew Sheppard leaving the Music Director position, the hiring of Austin Cody as the new Choir Director, and then the total reimagining of how we make music in groups during the current Pandemic times. During this year the CrUUners performed 6 times and the music committee sponsored 1 traditional coffee house along with our first Virtual Coffeehouse. Additionally, for the Christmas Eve service a special group of women came together to rehearse overtime with Austin and Matthew Gladden to provide a special arrangement of Carol of the Bells to start both services with.

At various points the singers participating as CrUUners, Women CrUUners, and/or 'back up' CrUUners were Claire Barker, Katriena Knights, Tegan Stynoski, Jerry Frye, Joanne Vician, Jerry Cardin, Sam Beshears, Sean Bartell, Austin Cody, Tanja Hodges, Pamela Van Wyk, Jannet Barrett, Holly Jordan, Marsha Clinnard, Peggy Patton, Amy Hassinger & Jaimie, and Jody Hanger.

This year our new rehearsal accompanist was Josh Bell. He is a fun person who also joined the church. His accompaniment contributions to CrUUners and Children's Choir are truly appreciated. He is somebody who provides amazing Jazz interludes whenever we need them.

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

NOMINATION COMMITTEE

The recommendations of the Nominating Committee were:

- Penne Beckett, Becky Densmore, and Jody Hanger for the Board of Trustees for three years
- Jennifer Ellis for the Board of Trustees for two years
- Dan Urban for the Board of Trustees for one year
- Gail Schiesser for Moderator for two years
- Lan Richart for Treasurer for two years
- Terry England for Trust Fund Trustee for four years
- Janet Revell Barrett, Jennifer Greene and Cindy Ingold for the Nominating Committee for one year. NOTE: Cindy Ingold will serve as chair for a second year.

The Nominating Committee met in person two times before the church was shut down due to COVID. We then conducted most of our business via email with one Zoom meeting in April. We updated the Google doc create by previous Nominating Committee chair Mona Shannon. We will use this next year and we encourage all future Nominating Committees to use and update this document. It includes important notes about people who have been asked to serve for various positions.

Respectfully submitted,

Cindy Ingold, Chair

Beth Cobb

Jenny Hunt

Ben Joselyn

Tim Temple

Carol Veit

PERSONNEL COMMITTEE

Members

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

Our fast-growing and dynamic 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). Our efforts and contributions this past year have been varied. Some of our most important efforts are summarized under headings that provide a thumbnail sketch of their diversity.

Support for Rev. Caplow in Her Capacity of Chief of Staff –The Personnel Committee has worked with Rev. Caplow as we plan for growth. In November a subgroup of PC became the Ministerial Advisory Team, in which we dealt with the increasing work load on the Minister as the church membership grows. Our discussions led to identifying the need for an Associate Minister, to developing a position description to guide a search, and to the hiring of Rev. Sarah Fritsche as Associate Minister for Congregational Life.

Response to COVID-19 and the Pandemic – The Personnel Committee has contributed to our church’s response to the pandemic in several ways that contribute to the welfare of our staff. For example, the Federal program to support employees, the Families First Coronavirus Response Act (FFCRA), provides 2 weeks of sick leave for illness or quarantine, and 12 weeks of partial support for extended family and medical leave. PC recommended a policy that would extend this Federal benefit with UUCUC’s sick leave and short-term disability benefits to the Board . Thankfully, no staff has needed this benefit!

Thinking longer term with an eye to keeping staff safe when the church re-opens, the Personnel Committee recommended that “the church building remain closed until appropriate guidance is provided to the Board by the C-U Director of Public health and the Minister as Chief of Staff so that the members of the staff can be kept as safe as possible.”

The Personnel Committee also has an ongoing interest in the church’s response to the Pandemic as it relates to safety of the staff. The Chair represents the Personnel Committee as a member of the church’s COVID Advisory Group.

Staff Compensation and Benefits – The Personnel Committee works through the Budget Committee to translate staff needs into the personnel budget. Our priorities, are: 1. provide across-the-board salary increases in accord with UUA guidelines (for FY2021 it averages 3.0%); 2. translate staff upgrades into higher salaries/wages, e.g., Brian Franklin’s upgrade from Office Administrator to Director of Congregational Administration; 3. adjust the hours for staff as needed, e.g., the adjustments in the hours of several staff due to the pandemic and closure of the church; and 4. provide for additional positions, e.g., our Associate Minister.

Thanks to the generosity of our members and friends, the budget recommendations provided by the Personnel Committee were accepted.

In addition, PC makes recommendations to the Board to upgrade benefits to staff. This year, we gave our attention to health care benefits. In the past, the church has provided basic health care (*continued on page 49*)

PERSONNEL COMMITTEE *CONTINUED*

(continued from page 48) benefits, the “Bronze HD Plan,” through UUA, to all staff working 15 hours per week or more. This year we were able to improve this to the Standard PPO, the UUA’s highest plan, which brought the church into alignment with UUA practice, and the accepted health plan for clergy.

For FY2021, only the Minister, Associate Minister and the Director of Congregational Administration have enrolled in the UUA health care plan. However, health insurance is costly, and staff have the opportunity to accept the UUA health plan in November-December, which could stress the budget. The PC recommended to the Board that a “Health Care” Set-aside be created, and funded each year, to be drawn upon as needed to provide health care for qualified staff. This was approved and incorporated into the FY2021 budget.

Staff Position Descriptions and the Employee Handbook – The PC works with Rev. Caplow periodically throughout the year to consider changes in the position descriptions for staff. These become a basis for staff assignments and reviews. In addition, PC works with Rev. Caplow to review and revise the Employee Handbook. This year, Holly Jordan took leadership in reviewing the Employee Handbook from a legal perspective.

Relationships within the Committee Structure of UUCUC – The Personnel Committee does not operate in a silo. Our work is coordinated with that of others in the church through the Committee Council. In addition, we collaborate in long-term planning. This year, we reviewed the Vision Statement that the congregation has been developing through the DREAM team, which will become the foundation for strategic planning and establishing goals. Our contribution to the Visioning process was to consider staff as partners in achieving our church’s goals.

**Respectfully submitted,
Dave Sharpe, Chair**

RACIAL JUSTICE PROJECT

RJP members

- Joe Minarik (Chair)
- Melissa Minarik
- Clair Szoke
- Jim Hannum
- Pamela Van Wyk
- Dave Sutton
- Terri Frederick
- Jennifer Livingston
- Kathleen Robbins
- Ben Joselyn
- Jim Hannum
- Sandy Hannum
- April Ayers
- Sarah Nixon
- Karla Peterson
- Mona Shannon
- Nan DiBello
- Deanna Hence
- AJ Herzog
- Priscilla Kron

Despite the emergence of the pandemic, RJP was able to pursue three different aims as it seeks to become even more effective as a group focused on anti-racism and racial justice in Champaign-Urbana and East Central Illinois. There were three aims for 2019-20. The first aim was to continue the valuable work of promoting racial justice education and awareness (for the committee, UUCUC, and the wider community). Next, the RJP committee worked to strengthen the committee structure and assist RJP as a group to become more transparent concerning decision making. The last overall aim was to increase networking to strengthen the committee's community connections and relationships. RJP also continued to use its budget to support community organizations doing racial justice work and which are aligned with UU principles and RJP strategic funding priorities.

RJP Educational and Training Activities (2019-20):

- "21st Century Marginalization" workshop, exploring how liberal groups and organizations can inadvertently promote the racial status quo and privileging of white people through various subtle practices (and inactions).
- The Long Shadow film screening and discussion
- "Facilitating Dialogues on Contentious Issues" training, co-facilitated by Dr. Joycelyn Landrum-Brown
- The Hate You Give film screening and discussion
- "Understanding Structural Racism" educational workshop
- "Miseducation of White People" educational workshop
- "Stakeholder Analysis and Political Strategy" training (for CU NAACP, in relation to K-12 racial equity & education reform), in partnership with the UIUC School of Social Work

RJP Structure:

RJP increase the frequency of its meetings to twice each month. One meeting was dedicated to RJP business, while the other was educational, established to increase RJP and community member knowledge of complex racial justice. Several structured learning processes were provided, and are listed under RJP Educational Activities. The RJP Internal Audit subgroup piloted the use of a critical institutional analysis tool to explore RJP structure, as well as decision making rules. Generated recommendations for amending (*continued on page 51*)

RACIAL JUSTICE PROJECT *CONTINUED*

(continued from page 50) SAC between-meeting protocol to increase equity in decision making. With the assistance of Brian Franklin, RJP restructured its UUCUC webpage, including updating descriptive information, and creating a form for automating web-based new RJP member sign-ups.

Community Networking & Engagement:

- RJP began to engage with Champaign County Board, monitoring discussions concerning proposed building of a new County Jail. RJP also worked in tandem with SAC to inform UUCUC Board and others about criminal justice reform issues.
- RJP strengthened its relationship with CU NAACP, providing training to enhance the organization's capacity to address political challenges as they promote racial justice policy change.
- RJP members increased the systematic manner of gathering information about the racial justice work taking place in the larger community, in order to enhance the group's ability to coordinate and complement community activities and strategies. Groups of interest included: NAACP, ACLU, Bend the Arc, the Champaign County Community Coalition (including the Race Relations subcommittee).

RJP Shared Funding to support Community Racial Justice work:

- Supporting FirstFollowers FirstSteps Reentry Program (\$1000)
- NAACP Freedom Banquet participation & support
 - RJP Bronze-level sponsor of the NAACP Freedom Banquet (\$500)
- NAACP of Champaign County (in support of their efforts to increase police accountability) (\$750)
- CU SURJ, to offset expenses associated with local organizing around excessive use of force by law enforcement and the murder of George Floyd. (\$350)
- Trauma and Resiliency Initiative (\$1000)
- Black Lives of UU (BLUU) (\$750)
- The effort by Social Action to start a Pandemic Response Fund through Faithify. This fund would help food insecure people through three local groups: CU Fair (for the immigrant community), CU Better Together, and the Bucket Brigade of Channing Murray (\$750)

**Respectfully submitted,
Joe Minarik, Chair**

RELIGIOUS EDUCATION COUNCIL

UUCUC's Religious Education Council newly formed in the summer of 2019 and is designed to be the gathering place for the many voices and programs of lifespan religious education. At the center of the council is a small group of core leadership with coordinates several working groups. Then the council meets three times a year to bring together the voices of these working groups in an effort to coordinate ideas, programs and learning needs. The religious education council met in August and November with 15-25 people each time. The August meeting provided participants an opportunity to work in small groups around children, youth and adult religious education. The November meeting brought in representatives from UUCUC's many ministries in an effort to coordinate religious education with the work of other program areas. The hope was that the religious education council would meet in April to dream for next year but this meeting is postponed until we have a better understanding around what next year will look like.

In between meetings, small leadership and program groups meet to organize and implement program areas. Currently, there is an active youth leadership team and adult religious education committee who introduced a multi-faceted adult religious education program in January.

Core leadership for the religious education council is a challenge. We are grateful for the leadership of Barabara Hudgings who served as this year's chairperson and Mona Shannon who served as this year's children's program coordinator. In addition, Emily McKown, the youth coordinator worked closely with this central team and oversaw a growing and vibrant youth program. Recruiting leadership is one of the primary focuses for the religious education council. The hope is that there 4-5 people who work in collaboration with the religious education professional to guide the overall work and different small groups of religious education leaders.

In addition to leadership challenges, we are currently working on a way to envision lifespan religious education in these times of Shelter-In-Place. As we learn and adapt, the hope is that we will find creative ways to bring lifespan learning to the community while also building leadership and connections.

**Respectfully submitted,
Michele Grove, Interim Director of Religious Education**

SAFETY COMMITTEE

The Safety Committee has plans to build our crew of volunteer Emergency Leaders once the pandemic restrictions allow for gatherings. We had plans to do so in March, but all the mayhem interfered. A step we intend to take is a skit as a recruitment gimmick. Scheduling tools for the team are ready to plan volunteer date assignments. Training will be coordinated as the volunteer team forms.

**Respectfully Submitted,
Scott Godlew, co-chair**

SOCIAL ACTION COMMITTEE

This was the second year of the Church operating with a community engagement budget of \$14,000. We maintained many of the practices developed in the previous year, while sharpening our processes and deepening our relationships with local communities.

In addition to our traditional role in organizing and running the shared offering, we organized our efforts along three themes:

1. Incubating and supporting new and existing task forces
2. Supporting prison justice work in the community
3. Providing nimble response to local efforts through collaborative budgeting process

The committee continues to support the impactful work of the Immigration Justice Taskforce, which is submitting their own summary of this year's work to the annual report. We also provide financial, administrative, and amplification for the Welcoming Congregation subcommittee.

With this new role of Social Action incubator, the committee has concluded that the process of two-year initiatives is no longer required. We welcome new initiatives from anyone in the congregation at any time. Bring a cause you care passionately about to the committee and we can help you find like-minded collaborators and offer the assistance needed to launch a new task force or committee.

We partnered with the Racial Justice Project to work with local prison justice initiatives and provided funds for First Followers and WIN Recovery house. We helped to organize fundraising for First Followers transitional house, raising over \$8,000 and arranged for UUA MidAmerica to match an additional \$800. The house opened its doors in February of this year and our support has been commemorated with a plaque in one of the bedrooms.

We continued our use of the collaborative budgeting process for allocating funds to local organizations. This year we clarified our priorities for these grants, emphasizing the importance of supporting smaller, local organizations. We limited grants via this process to \$300 to maximize our reach and to maintain a diversity of projects. Consistent with the prior year, we encouraged members and friends who do not normally attend our meetings to participate by "pitching" a program associated with a local organization, and soliciting funding through our collaborative co-budgeting process. All proposals were vetted by the Social Action Committee to ensure they were consistent with our UU principles and values.

Under this program, the church has financially supported the following groups:

- Eastern Illinois Foodbank
- Compassionate Choices
- School supplies for parkland writing lab
- Champaign County Jail Library
- Cunningham Township Angel Fund
- Postcards to Prisoners
- Democracy Now! On WEFT
- Stand Up to Coal
- DREAAM House
- Randolph St Community Garden
- Independent Media Center
- Double Dutch Boom Bus
- SOLHOT Urbana Middle School
- Dream Girls Academy

The committee continues its traditional role as the organizer of the shared offering (*continued on page 55*)

SOCIAL ACTION COMMITTEE *CONTINUED*

(continued from page 54) process. We solicited nominations for eighteen organizations and ran a lively congregational vote to narrow this down to the eleven chosen to receive a share of the Sunday offerings.

The organizations selected this year to receive shared offerings are:

- January: Champaign County Bailout Coalition
- February: Salt & Light Ministries
- March: Randolph Street Community Garden
- April: RACES (Rape Advocacy Counseling and Education Services)
- May: SisteringCU
- June: UP Center of Champaign County
- July: Wesley Food Pantry
- August: Mom's Demand Action for Gun Sense
- September: Three Spinners
- October: CU Trauma and Resiliency Initiative
- November: Unitarian Universalist Service Committee

Of course 2020 will always be remembered as the year of the COVID-19 pandemic. Social Action committee transitioned its meetings to an online format starting with the March meeting. These meetings became a way for committee members to remain connected during this disorienting time.

We also used the meetings to plan an ambitious community fundraiser to help address food insecurity among different groups. We created a faithify campaign that raised nearly \$30,000 split evenly between:

1. The United Way of Champaign County's CU Better Together program that supports the families of school-aged children and reduces food insecurity. It works to support the existing food distribution systems managed by Champaign Unit 4 and Urbana Unit 116.
2. CU-FAIR's COVID Pandemic Response Fund which is being used to provide food and support to our immigrant and refugee families.
3. Channing Murray Foundations Bucket Brigade of essential grocery deliveries for extremely low-income families in Urbana who are recommended by Cunningham Township Supervisor's Office

This year, the committee was led by Jan Kalmar and Ben Galewsky as co-chairs. Pat McClard served as treasurer and keeper of meeting notes. Ellen De Waard coordinated shared offering speakers each month. The committee benefited greatly the leadership brain trust of Pam Richart, Lan Reichart, Theresa Benson, Jerry Cardon, Jim Hannum and Sandy Hannum.

Finally, the committee marks the passing of a social action stalwart of the Church, David Sutton passed away in April of this year. Dave was a vocal, passionate and hardworking servant of social justice. He will be greatly missed.

Respectfully submitted,
Ben Galewsky, co-Chair
Jan Kalmar, co-Chair

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, formed in January, 2018 to address the crisis at the U.S. / Mexico Border and immigration concerns in Champaign County. The SAC has supported our work in many ways. This includes the allocation of \$4,500 from the SAC 2019/2020 budget, to carry out our work according to an approved budget and plan.

We ended last year's work on a high note, as we led the [July 21st worship service](#). This service included poetry; stories from our immigration justice partners; and the Congolese Choir of St. Patrick Church! It called out the challenges facing our immigrant friends and neighbors in Champaign-Urbana, and our partners issued a challenge to use our privilege and power to work for systemic change. The following describes our accomplishments since then.

Guardianship

The Immigration Justice Task Force believes that becoming a guardian an undocumented minor living in Champaign is a powerful act of love and resistance. Representatives met with local attorney Ellyn Bullock, Solberg & Bullock, LLC, who specializes in adoption and guardianship. Ellyn subsequently spoke during a September UUCUC worship service, and then returned on September 24 to discuss both the need for guardians and responsibilities of guardianship in more detail. Anyone interested in learning more may contact Pam Richart at pamelarichart1@gmail.com.

Hospitality Program

We decided to respond to the call by [Three Spinners](#), a local organization dedicated to welcoming and supporting refugees and immigrants in our community. Their call to the Interfaith Alliance of Champaign-Urbana was to provide temporary hospitality and refuge to immigrants who feel threatened by the U.S. Immigration Custom & Enforcement (ICE) officers when ICE officers are in town. We agreed to host for up to five days families or individuals pursuing political asylum, They also are working with Lucia Maldonado of USD #116 and Three Spinners, with whom the IJTF has developed a close relationship. Over the past year we:

- Worked with Three Spinners to develop a sound plan for providing hospitality / emergency refuge, relying on this organization to help with logistics and other support.
- Held congregational meetings to present our proposal to members and friends and elicit support and affirmation.
- Worked with the Board of Trustees (BOT) to obtain approval for our program via a Board motion (see attached BOT resolution).
- Met with UUCUC staff to discuss how we would carry out hospitality in a way that would minimize disruption to existing programs and staff.
- Established working groups to create an operations manual, completed in February of this year. These groups focused on welcoming our guests; logistics related to the use of the building; accompaniment during our guests' stay; providing food, beds, linens, toiletries, etc.; and creating a strong volunteer base.
- Prepared a "[Frequently Asked Questions](#)" document to further inform the congregation about the program before asking members for a vote of affirmation at the annual meeting.
- Held two member meetings in June of 2020 to provide updates on the status of our program and to solicit volunteers. A separate volunteer meeting has been planned, and will be scheduled after UUCUC's June annual meeting.
- Obtained member approval for providing hospitality / emergency refuge at the June 14 annual meeting. Those members present voted unanimously to support the program.

We agreed not to provide hospitality / emergency refuge while our church is closed due to COVID-19 without first developing appropriate procedures that ensure the safety of guests and hosts. That (*continued on page 57*)

IMMIGRATION JUSTICE TASK FORCE *CONTINUED*

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

(continued from page 56) plan also would require review by staff and approval by the Board of Trustees.

Immigrant Emergency Aid Fund and Legal Aid Fund

Representatives of our Task Force have been working with CU FAIR to develop and implement an emergency assistance program for immigrant families facing imminent hardship. We sent \$1,000 to CU FAIR for this fund, which supported several families experiencing job loss over the holidays. We are also part of a growing coalition that reviews applications submitted for financial aid.

Pandemic Response

Thousands of undocumented immigrants in our community do not qualify for unemployment benefits. Massive job loss due to COVID-19 and skyrocketing food insecurity among our C-U immigrant community prompted the IJTF to seek ways to provide financial relief and other support. We decided to send \$1,100 to CU FAIR's [Pandemic Response Fund](#), and asked members and friends to join us in ensuring the most vulnerable in our community can feed their families by either:

1. [Partnering with CU FAIR](#) and the PTA Council of Champaign to purchase and deliver groceries; or
2. [Donating directly](#) to CU FAIR's Pandemic Response Fund

The IJTF also partnered with CU FAIR to [co-host an online meeting](#) in April to share initiatives that provide a safety net for immigrants in need during this global pandemic. In addition to the IJTF, representatives from over 20 organizations joined the video conference.

Immigrant Justice Education Series

Beginning January, the IJTF launched an educational series to raise awareness of the challenges and obstacles facing our immigrant friends and neighbors as they work to attain political asylum and assimilate into our community. We were able to offer three of five sessions before our building was closed:

- [Who are the immigrants, and why are they here?](#)
- [History and Economics of Immigration in the U.S.](#)
- Screening of "[Who is Dayani Cristal](#)," a film that shows how one life becomes testimony to the tragic results of the U.S. war on immigration.

We will offer a **fourth session via Zoom on Thursday, September 10, at 7pm**. It will feature Lauren Aronson, Executive Director of the Immigration Law Clinic at UIUC, and focus on Immigration as a moral issue, unpacking what it means to seek asylum in the U.S., today.

Welcome Kits / Backpacks

We assembled and distributed 20 welcome kits/ backpacks for immigrant teens in need. Each backpack collected previously from members and friends included a \$100 gift certificate to purchase clothing; a blanket, towel, toiletries, bus tokens and a pamphlet highlighting resources and local organizations providing assistance to immigrants. Post-pandemic, we will involve our youth in this program, and use these welcome kits to connect our youth with immigrants in C-U, particularly, unaccompanied minors.

2019 / 2020 Spending and Budget

The unexpected arrival of COVID-19 required us to suspend several of our activities, including non-violent direct action training, and hosting conversations and legal clinics at UUCUC with clients of Three Spinners. Those funds were diverted to local organizations responding to the global pandemic. *(continued on page 58)*

IMMIGRATION JUSTICE TASK FORCE *CONTINUED*

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

(continued from page 57)

ACCOUNTING IJTF 2019/2020 Budget

| Item | Budget | Revised |
|--|-------------------|-------------------|
| Hospitality Conversations / Legal Clinics | \$300.00 | \$0.00 |
| Welcome Kits / Backpacks, USD #116 | \$2,100.00 | \$1,900.00 |
| Educational Series (facilitators, film food) | | |
| * Who is Dayani Cristal, \$150 license | \$150.00 | \$150.00 |
| * Supplies and refreshments | \$100.00 | \$0.00 |
| Non-Violent Direct Action Training | \$850.00 | \$0.00 |
| Family Emergency Assistance Fund | \$500.00 | \$500.00 |
| Legal Aid Fund | \$500.00 | \$500.00 |
| Pandemic Response, CU-FAIR | \$0.00 | \$1,100.00 |
| Pandemic Response, SAC Fundraiser | \$0.00 | \$350.00 |
| | \$4,500.00 | \$4,500.00 |

Finally, we prepared a plan and budget for the next fiscal year that represents our commitment to providing hospitality and deepening our relationship with our immigrant friends and neighbors.

Members, Immigration Justice Task Force

- Sally Anderson
- Penné Beckett
- Theresa Benson
- Millie Davis
- Karen Folk
- Mike Folk
- Lisa Haynes
- Jan Kalmar
- Kim Kranich
- Pat Nolan
- Lan Richart
- Pam Richart
- Lisa Sechler
- Claire Szoke
- Andy Townsend

We look forward to continuing our work, and invite members and friends of UUCUC to join us!

Respectfully submitted,
Pam Richart

PARTNER CHURCH COMMITTEE

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

Although our Partner Church Committee was inactive this year, we continued our tradition of raising funds in December as our Shared Offering. Kathleen Robbins gave a powerful sermon on her recent experience with our Partner church in Transylvania, and we raised over \$2,787.00 that month.

Because we had extra funds in the Partner Church passthrough account, we were able to send \$4000.00 each to our partner churches in Transylvania, Romania and Khasi Hills, India. These are invaluable for the maintenance of church buildings and support of programs

**Respectfully Submitted,
Rev. Florence Caplow**

LGBTQ+ WELCOMING TEAM (WELCOMING CONGREGATION)

SUB-COMMITTEE OF SOCIAL ACTION COMMITTEE

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

Our highlights:

We achieved requirements for the first annual 2019 WC Renewal designation, including:

- Two worship services related to LGBTQ content- Transgender Day of Remembrance in November '18; and a service titled Call Me By My Real Name, regarding the importance of pronoun use for LGBTQ folks in May '19.
- Recognized six days of observance related to LGBTQ issues, either mention in a worship service, or in the eNews or the Uniter.
- Offered two seminars for the congregation:
 - A documentary called 'Growing Up Trans' from PBS Frontline; shown on Jan. 27, 2019 with a discussion following. Offered to both UUCUC members and the community.
 - A Sunday afternoon seminar, held Feb 24, 2019, titled 'LGBTQ 101 Terms and Pronouns' offered by Jasmine Routon, a PhD student in Family Studies, and on the board of Uniting Pride.
- Financial support of local LGBTQ related organization: Greater Community AIDS Project, we raised \$2,560 in a monthly shared offering.

Currently working on our 2020 submission to the UUA for later this year, according to their requirements:

- Two worship services done; November 2019 Transgender Day of Remembrance- held at UUCUC sanctuary with around 50 people in attendance. An August 18, 2019 Worship Service was led by Emma Herzog on the topic of LGBTQ Youth.
- At least six LGBTQ observances were commemorated in either the eNews, or highlighted in worship services.
- Uniting Pride of Champaign County received the June Shared Offering- \$2,085 collected and sent on July 27. This meets our provision of support for an LGBTQ community organization.
- The required seminar is currently being taken online. It's the 'Transforming Hearts Collective' online course offered in conjunction with Religious Education. Goal for participation is 10% of our membership.
- Another seminar will be held in September, and is a book discussion for those having read, "This Is How It Always Is" by Laurie Frankel. The tale of a mother as their family discovers their youngest of five boys prefers to be a girl. People are currently reading this book to prepare for the discussion. (this particular activity will probably be submitted with next year's LGBTQ Welcoming Renewal)

Members

- Jerry Carden, Chair
- Jim Hannum
- Kathleen Robbins
- AJ Herzog
- Renee Trilling
- Jason Rock

**Respectfully submitted,
Jerry Carden, Chair**

UU CONNECTIONS

COVID 19 changed everything. In the months just before the pandemic, David and Claudia visited five other UU congregations on Sunday mornings and reported those experiences in Enews. We do not need to invent everything as there are good practices available for viewing in other UU congregations.

UUCUC was developing a special bond with the UU church of Bloomington, IN. The Rev. Bill Breeden, senior minister emeritus of that church was in Champaign-Urbana helping us for several weeks early in 2020. When the nation and the world gets a COVID vaccine and churches can reopen for in-person gatherings, we will organize a caravan of UUCUC folks to visit the Bloomington church on a Sunday morning to experience a large UU church with two services, explore a fully accessible building and the watch an exceptionally well designed video system. Maybe in the spring of 2021?

Eight UUCUC members participated via video in the 2020 General Assembly of the UUA. Nearly 5,000 UUs were online for that annual Wednesday-Sunday event in June. The UUA was successful in converting on short notice an annual in-person convention to a Zoom format. That said, Claudia and David have over the decades been to maybe twenty UUA General Assemblies all over the U.S. and Canada and have found each of those events to be an A+ experience. This year, David reports a B- experience in that he missed the breakfast to late evening connections with old and new friends. Going forward, GA will, hopefully, offer both an in-person and a video participation option. General Assembly 2021 is scheduled for June in Milwaukee. If that is an in-person gathering we will promote and organize a large crew of UUCUC folks to travel to Milwaukee, as GA is unlikely to again be that close to CU in the next few years.

In any other year, many of our UUCUC adults and youth enjoy a summer week at Camp Unistar, a UU summer camp on an island in northern Minnesota. This year, Unistar did not open for the summer. Fortunately, with 55 years of successful experience, the Unistar organization and finances are strong enough to weather this COVID 19 storm. We hope to return to Unistar in 2021.

**Respectfully submitted,
David and Claudia Gross**

WORSHIP COMMITTEE

The Worship Committee for 2019-2020 consisted of Janet Revell Barrett, Chair (spring/summer 2020); Chris Hannauer, Chair (fall 2019); Florence Caplow, Minister; Erich Adickes, Penné Beckett, Sam Beshers, James Engelhardt, Kiri Fagen-Ulmschneider, Jennifer Greene, Barbara Hudgings, and Barbara Jauhola. We are particularly grateful for the contributions of Barbara Hudgings and James Engelhardt, who stepped down from the Worship Committee during this period. Sam Beshers rejoined the committee in June 2020 after earning a well-deserved break earlier in the year; his return was much appreciated. The committee continues to seek others who are interested in the work of this vital group.

During the regular church year, the Worship Committee organized and planned several lay-led services in addition to assisting Rev. Caplow with other services as well. Members of the committee see one of their important roles as listening to the feedback and responses of other church members on the services, and on the particular decisions that influence the worshipful atmosphere of the church, such as sound quality, visibility, access to the sanctuary, and other matters of hospitality and care.

The Worship Committee has been responsible for planning and conducting summer services since 2018; in summer 2019, we coordinated a panorama of services on themes suited to the season, to the emphases of the church, and highlighting the breadth and depth of life experience within the congregation. We began the summer with guest speaker Janice Collins, professor of journalism at the UI, who spoke to the sources of courage she draws from in her work with others. Other services drew upon ongoing initiatives of the church, including excerpts from the UUA General Assembly, a focus on Soul Matters led by Sherry Bohlen, and a service, "Seeking Sanctuary," planned by the Immigration Justice Task Force (IJTF). For the IJTF service, we invited the local Congolese Choir led by Jean Mboma to sing for us and with us. Bob Stake shared insights from his long and distinguished career in educational research and evaluation by articulating problems in educational testing that run counter to equity and justice ("Those Not Chosen"). A particularly joyful celebration of the release of the book, "Stories That Have Changed Our Lives," highlighted stories of change and transformation from Jerry Carden, Umeeta Sadarangani, Sarah Wisseman, and Gail Cohen, who also led this project. Sam Beshers called up a sermon of American Calvinist minister Jonathan Edwards of the "fire and brimstone" variety to consider how Universalism took a different theological path. Chris Hannauer organized a team of members to explore virtual role playing games and the way that players direct their outcomes, with considerable implications for "real life." Toward the end of the summer, we celebrated its bounty with a hymn-infused service, complete with a cornucopia of garden produce, before concluding the summer with a powerful look at LGBT rights, led by Emma Herzog, to mark the 50th year after the Stonewall riots.

The Worship Committee welcomes ideas for summer services from the congregation at large, and stands ready to help these ideas come to fruition with the support of the rest of the group. As the COVID-19 pandemic shifted the ways we coordinate, the Worship Committee shifted as well to online meetings and preparation for the summer 2020 services to be streamed. We are grateful to all those who offered their technical support and guidance to make this transition as smooth as it was. *(continued on page 63)*

WORSHIP COMMITTEE *CONTINUED*

(continued from page 62)

The Worship Committee responded in February 2020 to the Dream Team's invitation to comment on the Nine Visions. This exercise confirmed the importance of the work of the Worship Committee in so many aspects of the church's commitment to social justice, learning, spirituality, and growth. We look forward to meeting and working with Rev. Sally Fritsche during the coming year, and continuing to collaborate with and support Rev. Caplow's ministry.

Respectfully submitted,

Janet Revell Barrett, Chair

Rev. Florence Caplow, ex officio

Erich Adickes

Penné Beckett

Sam Beshers

James Engelhardt

Chris Hannauer

Kiri Fagen-Ulmschneider

Jennifer Greene

Barbara Hudgings

Barbara Jauhola

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TASK FORCE REPORTS

COVID ADVISORY TASK FORCE

In March of 2020, Rev. Caplow invited Dr. Terry England, church member and retired infectious disease specialist, along with members of the UUCUC Safety team, to consult about the looming COVID crisis and safety measures at the church. The church building was officially closed on March 15, 2020. Later in the spring the COVID Advisory Task Force resumed meetings online, including staff, members of the Committee Council, other medical experts, and members of the Board. Moving into the 2021 church year, the advisory task force is continuing to advise Rev. Caplow and the Board, and considering the safety of various future actions and events at UUCUC, although at the time of this report the building remains closed to all but daily essential staff and daily building inspections.

**Respectfully submitted,
Rev. Florence Caplow**

DREAM TEAM

Dream Team, combined Strategic Vision Taskforce and RE-EF interim religious education Taskforce

As requested by the Board of Trustees, the purpose of the Dream Team 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. Members include: Karen Folk, Chair; Becky Densmore, Kathleen Holden, Jenny Hunt, Randy Locke, Karla Peterson, David Prochaska, Kathleen Robbins, David Sharpe, Lara Breeze-Troyer, and Carol Veit. David Gross and Ben Galewsky resigned in 2020; Kelly Halcom joined the team. Rev. Florence Caplow and Michele Grove, Interim RE Director, also serve on the team and facilitate meetings.

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

- Created a webpage for the Dream Team (with help of Brian Franklin) and linked that page to all the data gathered and the projected timeline for the planning process.
- Continued progress on the projected timeline of three overlapping planning stages including: “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 Fall 2019, we engaged the congregation in “Who we (UUCUC) are?” questions and revisited our mission/vision statements adopted in 2005. Do they still reflect who we are and who we want to be?
- Planned and executed a series of survey questions that appeared in the eNews August through September 2019.
- Planned and conducted three 2-hour “Dream Buffets” to gain congregational input on “Who We Are?” in late September 2019. Three Buffets were held on a Wednesday evening, Saturday, and Sunday after church in a moderated World Café format with small groups rotating every 15 minutes to a different group. Groups collectively reflected on questions aimed at discerning “who we are” and a recorder noted all responses plus written newsprint reflections. In addition, the Young Adults social table was engaged later by a moderator and recorder with the same questions to gather their perspectives. We engaged over 40 participants.
- Michele Grove and Lara Breeze-Troyer planned a “Mission for Muffins” event to gather reflections from parents of RE students in the RE hallway after services
- All responses gathered in Surveys, Dream Buffets, from Young Adults, and Mission for Muffins RE event were summarized by the Dream Team in a variety of formats and publicized to the congregation in ENews, Uinter articles, and by posting summaries and all raw data on the Dream Team webpage.
- Engaged Rev. Lisa Presley, Congregational Life consultant, from the UUA Mid-America Region staff to conduct a Mission/Vision workshop on November 2nd, 2019. 40 people participated in the workshop. After the workshop, and much discussion, the Dream Team decided to keep the four Mission statements as they are (Build community; Seek inspiration; Promote Justice; Find Peace), but to build into the strategic plan a longer-term process to revisit each statement and have a congregational conversation on how well the mission fits our community.
- On January 12th, 2020, Jenny Hunt led a service on the four components of our Mission that included talks by 4 members on what each component of the Mission means to them. During the service, attendees were asked to reflect on what the mission means to them and submit written responses on an Order of Service insert. Responses were collected and summarized.
- During December and January, the Dream Team identified common themes in the data from 1) “My Dream for the congregation is..” responses from Rev. Caplow’s installation and subsequent service; 2) Dream Buffets; and 3) ENews Surveys. They used those common themes to create Nine Vision statements to summarize congregational input.
- Via Committee Council, all committees were requested to give feedback on the Nine Visions, and if anything important had been overlooked. After revisions, the Nine Vision statements were finalized and printed on posters displayed in Fellowship Hall. Brian Franklin created a (*continued on page 68*)

DREAM TEAM *CONTINUED*

(continued from page 67) Mandala design based on the rose window that includes the Mission in the center and the nine visions surrounding the mission. They were also introduced in the Mar 1st Pledge Sunday service as our mission/visions for the next 5 years. Two informational meetings on the Nine Visions and Mission were conducted by Becky Densmore, one in person on March 8th and a second via Zoom on March 29th after the church building was closed due to COVID-19 pandemic. The Mission and Nine Visions Powerpoint presentation was also recorded and posted on the Dream Team webpage. Questions and comments were noted during the sessions and minor changes made to the visions.

- The current Mission and the new Nine Visions were presented to the Board with a request to have them approved by a congregational vote at the May annual meeting. That vote of approval would allow the Dream Team to use the Mission and Nine Visions as the basis for setting goals and action steps to complete the five- year plan over summer and Fall 2020. The plan would then be approved by the congregation at a special congregational meeting in late Fall 2020.
- The Mission and Nine Visions were approved by a congregational vote at the June 14th annual meeting (postponed from May due to COVID pandemic).

Budget

The Dream Team did not have a budget line in the 2019-2020 congregational budget. However, the Board contingency line was used to fund \$550 for catering by Red Herring of Dream Buffet food, and \$375 for printing of the Nine Visions posters. The RE budget line also provided the cost of lunches for several planning meetings.

The Mission and Nine Visions

Please see page 2-4 within this document for the complete Mission Statement and Nine Visions, in addition to the background to the Mission/Visions Creation.

Respectfully submitted,

Karen Folk, Chair, Dream Team Strategic Plan Taskforce

GROUP REPORTS

COVENANT GROUPS / CHALICE CIRCLES

CAREGIVERS CHALICE CIRCLE

The biggest change this year has been the switch to the Zoom format. We will remain on Zoom as long as there is interest and restrictions to social distancing with the church building remaining closed.

Caregiver's Chalice Circle meets on the third Monday of the month at 7 to 8:15 pm. We have a core group of 6 to 8 people that generally can attend each meeting. The membership list has a current group of 15 to 18 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, humor, inspiration and empathy. We offer each other support, rides, meals, and care assistance when needed. Most of our members are actively involved in other groups and committees in the Church. The Chalice Circle serves to add to the health and strength of our local Church Community as a small part of this network of support.

**Respectfully submitted,
Tim Temple**

LIVING WITH THE LOSS OF A LIFE PARTNER CHALICE CIRCLE

The Living With The Loss of a Life Partner chalice circle, by consensus stopped meeting and didn't want to meet via Zoom. We were a small group of only 5 members. Most have moved on to relationships or other needs . If the need arises, the group could start a new.

**Respectfully submitted,
Herb Hiestand**

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 seven members. Monthly attendance usually ranges from four to five people. We are a friendly group and welcome folks to come by to see if you're interested in staying!

**Respectfully submitted,
Pat Nolan**

AFFINITY GROUPS

BRIDGE GROUP

The Bridge Group was founded by Barbara Mann in 1996. A passionate player, she actively recruited members of the congregation and community as well as University students and faculty. She felt the group would fill a void and under her dedicated, industrious guidance, she raised the group to over 16 participants. She took the lead, trumping all others for decades and finessing the ebb and flow of popularity of the game. Currently the group is half that number but we're hoping not to get passed out and are doubling our efforts to welcome players of all levels to our non-competitive, social bridge game. We meet (in normal times) on Mondays, year long, from 1-3 pm in the Children's Chapel. I feel I was dealt the honors when she appointed me her successor in playing out the administrative details of the group; her strong suit remains intact today as a dedicated, avid player still. Many, many thanks for all Barbara's efforts over the years.

**Respectfully submitted,
Mary Joncich**

FEMINIST BOOK GROUP

The Feminist Book Group meets throughout the year to discuss books featuring strong women characters or books addressing issues of importance to women. We welcome new women readers of all ages. An average of eight to 12 members attend each meeting. Twelve books for the upcoming year are chosen at an annual book-choosing gathering held in early summer, which is a favorite event. In choosing books nominated by members, we strive for a balance of fiction and nonfiction, short and long, and culturally diverse selections. Occasionally, movie nights or other social events are held in members' homes. Meetings are held on the third Tuesday of each month from 7:00 to 8:30 p.m. 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. Since March 2020, due to the COVID pandemic, we have been meeting via Zoom and conducted our annual book-choosing remotely in June. 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. Our abbreviated 2019-2020 themes also dinner at the Wheelhouse Restaurant in St. Joseph, a gathering at Riggs Beer in recognition of our inaugural chair, Emily Sanders, and her husband, Bill, prior to their departure to Pittsburgh, and a walk-up birthday party. In keeping with goals of the church's Strategic Plan, the group strives for age diversity and for new church member inclusion.

**Respectfully submitted,
Terry England, Chair**

MINDFUL MEDITATION GROUP

All those interested in spending a little time experiencing the present moment are welcome at the mindfulness meditation group practice. It doesn't matter how much or how little experience one might have with meditation or mindfulness. Each 45-minute group practice includes lighting a chalice, practicing (*continued on page 72*)

AFFINITY GROUPS *CONTINUED*

(continued from page 71) mindfulness for 20-35 minutes, time for optional sharing & active listening, and extinguishing the chalice. The format of the practice itself varies: guided with audio, guided with video, guided live, or unguided with bells.

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

July 2019 through Mid-March 2020 (prior to the temporary closure of the church building due to the pandemic):

- Weekly practice Sunday morning at 9am in the YRUU classroom
 - Anywhere from 1 to 8 attendees each week
 - Usually averaging around 4 or 5 attendees
- The email list had 51 recipients in mid-March

Mid-March 2020 through June 2020:

The Mindfulness Meditation Group has seen significant changes since March:

- When UUCUC announced the temporary closure of the church building, the group was moved online
- Weekly practice Sunday morning at 9am
 - Anywhere from 7 to 16 attendees each week
 - Usually averaging around 11 or 12 attendees
- Weekly practice Wednesday evenings at 6:30pm (“limited edition” mid-March through early May)
 - Anywhere from 4 to 8 attendees each week
 - Usually averaging around 5 or 6 attendees
- The email list had 84 recipients at the end of June
- Since mid-April, the group transitioned to sharing leadership by having a [volunteer leader sign-up](#) for participants to volunteer as leader for an upcoming practice
- In addition to the leader, there is a meeting host who handles the Zoom logistics

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

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

- **Build Community:** Some may think of meditation as a solitary practice, and it can be, but there is something special about practicing mindfulness with a group of people. Each person present during a group practice not only benefits from it, but also deepens the practice for everyone else. The time for optional sharing & reflection following the mindfulness practice gives attendees the opportunity to employ active listening, provide support, and learn from each other. Over the past several months in particular, attendees have regularly commented how this dedicated time for group practice has helped them remain connected to the church community, and that they feel it is a safe space.
- **Seek Inspiration:** The guided practices chosen each week come from a wide range of teachers, both secular and religious. The [log of past practices](#) links to the specific practices used in the group, as well as online mindfulness resources, guided audio and video practices, information about mindfulness teachers, and books they have written. For any wishing to start or deepen a personal practice, the diversity offered in the group practice and the log provides participants with a variety of choices, so each can find what works best for them.
- **Promote Justice:** It might not be immediately clear how a meditation practice can help promote justice. One way is by doing what we can to ensure the practice is accessible to as many (continued on page 73)

AFFINITY GROUPS *CONTINUED*

(continued from page 72) people as possible. When meeting in person, the door was always left slightly open during the mindfulness practice, so that anyone arriving after the practice already started could quietly enter and benefit from the remainder of the practice. When moving online, detailed instructions for using Google Hangouts and Zoom were provided to the group. Some who had technical difficulty were assisted individually. Closed captioning is available for those who would benefit from it. All are encouraged to participate in whatever way works best for them: video and audio are optional, and the leader or host will read aloud anything shared in the chat. Having a regular mindfulness practice also helps participants to maintain balance between social justice work and self-care.

- Find Peace: The "goal" of mindfulness practice is not to attain an eternally blissful state, or clear the mind of thought. Mindfulness is paying attention to the present moment, exactly as it is. When ruminating on the past (which can't be changed) or trying to plan the future (which can't be controlled), we miss what is happening right now at this exact moment: input from the external surroundings, body sensations, thoughts, emotions, and the interplay between all those things. The nature of the present moment (whether pleasant or unpleasant) is constantly in flux. Practicing mindfulness regularly can help one realize that clinging to the pleasant, and pushing away the unpleasant, are both fruitless endeavors that increase suffering. Learning to let go of these habits, and observe the wide spectrum of experience with curiosity, will ultimately lead to more peace. During the tumultuous times of the past several months, participants have commented on how helpful it has been to have a dedicated time for group mindfulness practice.

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

**Respectfully submitted,
Marie McEnroe**

HAPPY HOUR GROUP

The Happy Hour Group is a fellowship group that meets once a month to socialize with other members and friends of the church in an informal setting. We meet on the third or fourth Thursday of the month from 5 to 7 p.m. at a local bar or restaurant. The group chooses a different location each month. With the onset of Covid-19 we switched to meeting online. Formed in 2014, eight to sixteen of us usually attend, and new folks are always welcome. Locations or web meeting log-in information are announced on the UUCUC Facebook page and E-News. Anyone can attend.

**Respectfully submitted,
Russ Rybicki**

MINISTERIAL ADVISORY TEAM

In the autumn of 2019, Rev. Caplow invited members of the Board, Committee on Shared Ministry, and Personnel to form a "Ministerial Advisory Team" (MAT) to think creatively about ministry needs at UUCUC, both short-term and long-term. Members were Ben Joselyn and Jenny Hunt from the Board, Kathleen Holden and Dave Sharpe from Personnel, Kathleen Robbins and Walt McMahon from the Committee on Shared Ministry, Rev. Caplow, and Michele Grove, Interim DRE. MAT recommended Rev. Bill Breeden for a half time job share with Rev. Caplow in the spring of 2020, and hiring an Associate Minister for Congregational Life for fall of 2020. MAT worked closely with Rev. Caplow in identifying the portfolio for the future Associate Minister, the development of the Leadership Circle for fundraising, and the hiring process through the UUA Transitions Office. One member of MAT, Kathleen Holden, served on the Associate Minister search team, along with Rev. Caplow, Sam Beshers, and Holly Jordan.

**Respectfully submitted,
Rev. Florence Caplow**

IN MEMORIAM

IN MEMORIAM

Charlotte Brady (January 27, 1941 - July 16, 2019) was a member of the church for many years. She taught Religious Education for young children for several years and loved that experience. She participated in many church events and always donated art prints for the annual auction. Some of her artwork is displayed in Fellowship Hall. She believed strongly in the UU openness in approaching the human spirit, and the welcoming position to all.

Charlotte taught art for over twenty years in Champaign and Mahomet schools. She owned the Olde Town Gallery in Mahomet and was instrumental in the revitalization of Main Street. She loved the history and beauty of the Sangamon River and the woods surrounding her home. She expressed her love of nature through her artwork, mainly botanical watercolor paintings of Illinois wildflowers.

Lin Foote (January 11, 1928 - August 8, 2019) was a longtime Unitarian Universalist. He joined the UU congregation--People's Church—in Kalamazoo in Michigan, in 1965, shortly after he and his wife Alice moved there. They became very involved over the years--Lin served on the Board of Trustees and chaired the search committee for a new minister, and Alice served as the Religious Education Director and coordinated several stewardship campaigns.

In 2008, Lin and Alice moved to Urbana to be closer to their daughter Karen Foote Retzer (a member of UUCUC) and their son Bob Foote who lives in Crawfordsville, Indiana. They joined UUCUC and immediately became involved—on many afternoons during the spring and summer you could see Lin and Alice at church pulling weeds. They both joined the Uniter Folder Party, and Lin joined the Men's Coffee Group and the Bridge Group. Lin and Alice both enjoyed the fellowship at UUCUC very much.

Yolanda Deal (October 29, 1930 - September 9, 2019) was a member of UUCUC for 33 years. Yolanda was the first of her family to attend college and earned her Bachelor of Arts degree in Spanish in 1952 from Emporia State University. Her zeal for education would be a constant throughout her life, and as she supported Carl in his career as a Latin American Studies professor and librarian – first at Kansas University and later at the University of Illinois – Yolanda worked as a public-school teacher and taught Spanish at Parkland College.

Yolanda lived life vigorously and with a natural and contagious enthusiasm that made others feel special and brought out their best. She was a giving daughter, sister, mother, grandmother, aunt, friend and teacher who supported those she loved with empathy and encouraged them to courageously pursue their dreams. Her smile and laughter lit up a room, and she sang with a beautiful spirit that often kept a party going deep into the night. Her absence is deeply felt by her family and by all those she touched.

Chet Strohecker (January 29, 1927 - September 22, 2019) will be deeply missed by his wife of 69 years, Virginia ("Gin"), his four daughters, grandchildren, and his many friends here at UUCUC.

Chet and Gin joined the church 25 years ago. Together they made beautiful baby blankets for new babies born at the church, sought-after potholders for the church auction, and fantastic cookies. In the last few years they were not able to attend regularly, however, many made the journey down to Arthur to see them, including some of UUCUC's bridge players. His strong, generous, and resilient spirit will be remembered.

UUCUC friend and choir member, Ray Watson (February 22, 1999 - December 13, 2019) died in a tragic accident in the Chicago area on December 13. Ray was a college student at Carthage College who was majoring in Musical Theatre Performance. Ray enjoyed reading, sewing, drawing, singing, and *(continued on page 77)*

IN MEMORIAM *CONTINUED*

(continued from page 76) acting. The past two summers, Ray enjoyed working at the Bristol Renaissance Faire in the Kids Kingdom. Cosplay was also something Ray enjoyed doing with friends. Ray participated in many shows at Carthage College as well as The Little Theatre on the Square. At college, Ray was in the Carthage Chorale. During high school, Ray participated in many Artco, Champaign Urbana Theatre Company shows and was a mentor in the Penguin Project.

Ray was part of the UUCUC choir for the few months he was with us, and he also sang at the spring 2019 coffee house. Ray also participated in the April 28, 2019 Sunday service, Please Call Me By My True Name. Ray's talents, beautiful voice, and irrepressible spirit left an indelible impression upon those who crossed his path and he will be missed.

Bob Spitze (October 12, 1922 - January 22, 2020) and his wife Hazel joined UUCUC 54 years ago, and he remained a steadfast supporter of the church, even after physical limitations kept him from being able to attend on Sundays. He had many friends at UUCUC, and is remembered for his joy, his friendliness, and his deep love and care for Hazel during the last years of her life. She passed away in 2009. Their daughter Glenna was married in our Sanctuary.

Bob was known for his distinguished service as a naval officer during WWII, and for his extraordinary career as Professor of Agricultural Economics at the University of Illinois. In retirement, Bob and Hazel traveled the world and were involved with many progressive organizations.

His buoyant spirit will be missed.

Anne Reeser (March 16, 1937 - January 27, 2020) was a beloved UUCUC member, and although she only joined us a little over two years ago, she touched many in her time with us. Her love of learning and service took her into teaching, and she was a dedicated elementary school teacher for many years.

Her children Micki and Wes and her grandchildren were everything to her, and she was able to hold a new great-grandchild just a few days before she died. She was also passionate about books. She was the librarian for the Star Island UU camp for two summers, and helped in our library. A strong Democrat, when she joined UUCUC she became involved in our racial justice and social justice work, and the end of life group, now Compassion and Choices.

Dave Sutton (December 18, 1933 - April 2, 2020) a beloved member of UUCUC and community activist, was an Associate Professor Emeritus in the Physics Department of the University of Illinois. He was a passionate advocate for social justice, racial justice, and reform of the criminal justice system.

As a survivor of several heart attacks, he supported UUCUC in the purchase of our AED defibrillator. He could always be counted on to attend a committee meeting, explain a complex physics concept, give a ride, or lend a kind hand to someone in need.

Jean Peters of UUCUC described him so beautifully: Dave was an example to us all - curious, engaged, passionate, and relentless in his efforts for social justice. I am deeply saddened to no longer experience his exuberance and commitment to the marginalized and forgotten. Thank you, Dave; well-done!

Jim McGlathery (November 22, 1936 - April 19, 2020) was a good "social" friend of (continued on page 78)

IN MEMORIAM *CONTINUED*

(continued from page 77) UUCUC, and husband of UUCUC member, Nancy McGlathery. He taught at Phillips Andover Academy in 1959-1960 and at Harvard University from 1963 to 1965. From that fall until his retirement in 2000, he was a faculty member in the Department of Germanic Languages and Literature at UIUC.

He especially enjoyed the Sister Church brunches and dinners at UUCUC. At one time he cooked a Mexican dinner for the whole church, including tamales "from scratch". Cooking all kinds of food was one of his favorite pastimes, vying only with Illini football and basketball, Saint Louis Cardinals baseball, and TCM Classic Movies for his attention.

Jim's bout with Guillain-Barré syndrome in 1969 left him with permanent paralysis, a fate he bore with courage and grace. He led a rich "normal life" as a loving husband and father, a dedicated scholar and teacher, and an unfailingly kind host and friend.

Burt Swanson (Nov. 28, 1939 - April 23, 2020) was an emeritus member of UUCUC, and Professor Emeritus at the University of Illinois.

Burt became a member of UUCUC in 2011, and as UUCUC member Jerry Carden wrote: "Burt graced our services and social functions for a few years prior to his long illness. I still remember his wonderful humor and laughter." Many from Care Core visited Burt regularly over the years.

He was an internationally respected scholar in the field of Rural Development. This tribute to him from the University of Illinois describes his many contributions: <https://aces.illinois.edu/news/remembering-burt-swanson-passionate-and-influential-advocate-smallholder-farmers-around-world>.

APPENDIX

UUCUC ATTENDANCE & MEMBERSHIP GROWTH

| | <u>2019-2020</u> | <u>2018-2019</u> |
|---|------------------|------------------|
| Average Weekly Worship Attendance * (Not including Summer Services) | 182 | 146 |
| Average Weekly Summer Worship Attendance | 97 | 94 |
| Average Weekly Religious Education Attendance (Children & Youth; Not including Summer Services) | 55 | 66 |
| Average Weekly Summer Religious Education Attendance | 9 | 12 |
| <hr/> | | |
| Total Voting Members (as of June 30, 2020) | 340 | 309 |
| Total New Voting Members "Signed the Membership Book" | 30 | 29 |

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

WORSHIP SERVICES

July 7, 2019

People Of The Book

Gail Cohen, Worship Committee

July 14, 2019

Those Not Chosen

Robert Stake, Worship Committee

July 21, 2019

Seeking Sanctuary

Immigration Justice Task Force, Worship Committee

July 28, 2019

Our Souls Crave Connection

Sherry Bohlen, Worship Committee

August 4, 2019

The Bounty of Summer: A Celebration in Song

Kiri Fagen-Ulmschneider, Worship Committee

August 11, 2019

A Free and Responsible Search for Adventure

Chris Hannauer, Dana Antonelli, Maggie Verklan,
Matt Burack, Worship Committee

August 18, 2019

Stonewall 50: Where Are We Now?

Emma Herzog, Worship Committee

August 25, 2019

The Hitchhiker's Guide to Crazy and Perilous Times

Rev. Florence Caplow

September 1, 2019

Learnings From Montgomery

Rev. Florence Caplow

September 8, 2019

Mni Wiconi, L'eau Est la Vie, Water Is Life

Rev. Florence Caplow

September 15, 2019

Global Climate Strike

Rev. Florence Caplow

September 22, 2019

Guardian Angels

Ellyn Bullock

September 29, 2019

The Power of Celebration

Rev. Florence Caplow

October 6, 2019

Draw the Circle Wide

Rev. Florence Caplow

October 13, 2019

All My Favorite People Are Broken

Julie Laut, Rev. Florence Caplow

October 20, 2019

How Can I Keep From Singing?

Matt Sheppard

October 27, 2019

Blessing of the Animals

Michele Townsend Grove, Rev. Florence Caplow

November 3, 2019

All Souls: A Gathering of Spirits

Rev. Florence Caplow

November 10, 2019

Engaging Our Neighbors

Rev. Scott Aaseng

November 17, 2019

Just One Strain of the Whole Earth's Song

Amy Hassinger

November 24, 2019

Enough

Rev. Florence Caplow

December 1, 2019

Awe: The Miracle of Each Moment

Rev. Florence Caplow

December 8, 2019

Becoming Community: Parity not Charity

Kathleen Robbins, Rev. Florence Caplow

December 15, 2019

We are The Light We are Looking For

Emily McKown

(continued on page 82)

WORSHIP SERVICES *CONTINUED*

(continued from page 81)

December 22, 2019

Solstice: Celebration of the Dance of the Light and the Dark

Rev. Florence Caplow

December 24, 2019

Christmas Eve!

Rev. Florence Caplow

December 29, 2019

Letting Go Into The New Year

James Engelhardt

January 5, 2020

Beginning with Pleasure...

Meredith Olson

January 12, 2020

Mission Possible

Dream Team, Jenny Hunt

January 19, 2020

Ministry Together, Toward Beloved Community

Rev. David Pyle, Rev. Florence Caplow

January 26, 2020

How Far Have We Come? Women's Rights in a Changing World

Rev. Florence Caplow

February 2, 2020

Resilience—What's Love Got to Do With It?

Rev. Bill Breeden

February 9, 2020

Wild Strawberries: A World Full of Gifts

Rev. Florence Caplow

February 16, 2020

A Week in the Life....Stories from Between Sundays

Rev. Florence Caplow, UUCUC Staff

February 23, 2020

Listen

Emily McKown

March 1, 2020

A Garden of Wisdom

Rev. Florence Caplow

March 8, 2020

With These Hands: Wisdom of the Body

Rev. Florence Caplow

March 15, 2020

A Litany For Survival

Rev. Bill Breeden

March 22, 2020

How We Spend Our Days

Rev. Aaron Stockwell

March 29, 2020

Pathetic Spiritual Practice

Denise Cawley, Rev. Florence Caplow

April 5, 2020

Lament

Rev. Florence Caplow

April 12, 2020

Easter: Renewal, Nonetheless

Rev. Florence Caplow

April 19, 2020

Earth Hold Me

Rev. Florence Caplow, with Guest Singer/Songwriter, Dana Lyons

April 26, 2020

The Wisdom of the Ages: A Multi-Generational Worship Celebration

Michele Townsend Grove

May 3, 2020

Thresholds, Doorways, Balconies, Windows

Rev. Florence Caplow

May 10, 2020

Mother's Day

Rev. Florence Caplow

May 17, 2020

Woman Spirit, Child Spirit

Michele Townsend Grove

May 24, 2020

A Bridging Service: The Last Hurrah

Emily McKown, Emma Herzog, Jordan Simons, Rev.

Florence Caplow

(continued on page 83)

WORSHIP SERVICES *CONTINUED*

(continued from page 82)

May 31, 2020

Days Like This: Living the Impossible

Julie Laut, Rev. Florence Caplow

June 7, 2020

Black Lives Matter/Flower Communion

Rev. Florence Caplow

June 14, 2020

The Power of Compassion – “No I’m Not OK”

Deanna Hence, Rev. Florence Caplow

June 21, 2020

Cultivating Connections with the Natural World at Home

Chris Hannauer, Rob Kanter

June 28, 2020

Rooted, Inspired, and Ready

Chris Hannauer

BUDGET VS. ACTUALS FY 2019-2020

| | Total | | | |
|--|----------------------|----------------------|---------------------|----------------|
| | Actual | Budget | Over (Under) Budget | % of Budget |
| Income | | | | |
| 41100 Pledges | | | | |
| 41180 Pledges 2017-18 | 90.00 | 0.00 | 90.00 | |
| 41190 Pledges 2018-19 | 39,145.19 | 0.00 | 39,145.19 | |
| 41191 Pledges 2019-20 | 342,094.53 | 450,000.00 | -107,905.47 | |
| 41192 Pledges 2020-21 | 78,882.74 | 0.00 | 78,882.74 | |
| Total 41100 Pledges | \$ 460,212.46 | \$ 450,000.00 | \$ 10,212.46 | 102.27% |
| 41200 Donations | 17,032.18 | 7,500.00 | 9,532.18 | |
| 41201 eScript Unpledged Donation | 30.58 | 0.00 | 30.58 | |
| Total 41200 Donations | \$ 17,062.76 | \$ 7,500.00 | \$ 9,562.76 | 227.50% |
| 41300 Plate Collections (cash) | 7,304.17 | 11,240.00 | -3,935.83 | |
| 41400 UU General Trust | 17,573.32 | 17,573.32 | 0.00 | |
| 41500 Fundraising | | | | |
| 41510 Service Auction | 26,666.96 | 26,000.00 | 666.96 | |
| 41520 CC Processing Fees - Offset | 74.18 | 0.00 | 74.18 | |
| Total 41500 Fundraising | \$ 26,741.14 | \$ 26,000.00 | \$ 741.14 | 102.85% |
| 41600 Facility Use Fees | | | | |
| 41620 Other Rentals | 3,054.50 | 3,640.00 | -585.50 | |
| 41640 High Street House | 8,000.00 | 8,500.00 | -500.00 | |
| Total 41600 Facility Use Fees | \$ 11,054.50 | \$ 12,140.00 | \$ 1,085.50 | 91.06% |
| 41700 Miscellaneous | 7,606.56 | 0.00 | 7,606.56 | |
| 41702 Vision Legacy Challenge (See P/T Income) | 0.00 | 0.00 | 0.00 | |
| 41800 Savings Interest | 93.80 | 55.00 | 38.80 | |
| 44000 Non-operating Savings Interest | 26.70 | 0.00 | 26.70 | |
| Total Income - Operations | \$ 547,675.41 | \$ 524,508.32 | \$ 23,167.09 | 104.42% |
| Excess Reserves | \$ 69,223.23 | \$ 69,223.23 | \$ 0.00 | 100.00% |
| Total Income | \$ 616,898.64 | \$ 593,731.55 | \$ 23,167.09 | 103.90% |

BUDGET VS. ACTUALS FY 2019-2020 *CONTINUED*

| | Total | | | Over (Under) Budget | % of Budget |
|---|---------------------|---------------------|------------|---------------------|----------------|
| | Actual | Budget | | | |
| Expenses | | | | | |
| 53000 Congregation | | | | | |
| 53100 Congregational Expenses | | | | | |
| 53110 Trustees Contingency | 4,877.66 | 5,854.18 | | -976.52 | |
| 53120 Leadership Training | 689.65 | 2,000.00 | | -1,310.35 | |
| 53130 Social Action Initiative | 0.00 | 1,500.00 | | -1,500.00 | |
| 53140 Denominational Expenses | | | | | |
| 53142 UUA Annual Program Fund | 26,174.00 | 25,877.00 | | 297.00 | |
| Total 53140 Denominational Expenses | \$ 26,174.00 | \$ 25,877.00 | | \$ 297.00 | |
| Total 53100 Congregational Expenses | \$ 31,741.31 | \$ 35,231.18 | -\$ | 3,489.87 | 90.09% |
| 53150 Fundraising Expenses | | | | | |
| 53151 Stewardship | 581.59 | 600.00 | | -18.41 | |
| 53153 Service Auction Expenses | 658.60 | 1,500.00 | | -841.40 | |
| 53155 Processsing Fees - Vanco | 1,945.84 | 0.00 | | 1,945.84 | |
| Total 53150 Fundraising Expenses | \$ 3,186.03 | \$ 2,100.00 | \$ | 1,086.03 | 151.72% |
| 53160 Committee Program Expenses | | | | | |
| 53161 Membership Committee | 1,967.47 | 3,645.00 | | -1,677.53 | |
| 53161 Membership Coordination | 50.43 | 0.00 | | 50.43 | |
| 53163 Personnel | 26.37 | 200.00 | | -173.63 | |
| 53164 Social Action | 14,148.01 | 14,000.00 | | 148.01 | |
| 53166 Care Core | 167.39 | 200.00 | | -32.61 | |
| 53168 Racial Justice Initiative | 6,798.82 | 7,500.00 | | -701.18 | |
| 53169 Partner Church Project | 250.00 | 250.00 | | 0.00 | |
| Total 53160 Committee Program Expenses | \$ 23,408.49 | \$ 25,795.00 | -\$ | 2,386.51 | 90.75% |
| 53200 Misc Congregational Expenses | | | | | |
| 53220 Chalice Lighters | 0.00 | 1,000.00 | | -1,000.00 | |
| 53230 Hospitality | 894.51 | 1,500.00 | | -605.49 | |
| 53250 Bookkeeping Service | 9,190.00 | 7,200.00 | | 1,990.00 | |
| Total 53200 Misc Congregational Expenses | \$ 10,084.51 | \$ 9,700.00 | | \$ 384.51 | 103.96% |
| Total 53000 Congregation | \$ 68,420.34 | \$ 72,826.18 | -\$ | 4,405.84 | 93.95% |

BUDGET VS. ACTUALS FY 2019-2020 *CONTINUED*

| | Total | | | Over (Under) Budget | % of Budget |
|--|---------------------|---------------------|------------|---------------------|---------------|
| | Actual | Budget | | | |
| Expenses | | | | | |
| 54000 Office | | | | | |
| 54100 Office Expenses | | | | | |
| 54110 Treasurer Expenses | 0.00 | 200.00 | | -200.00 | |
| 54120 Payroll Service | 1,562.35 | 1,530.00 | | 32.35 | |
| 54130 Postage | 716.75 | 1,500.00 | | -783.25 | |
| 54140 Printing | 545.88 | 1,000.00 | | -454.12 | |
| 54150 Office Supplies | 2,892.92 | 5,625.00 | | -2,732.08 | |
| 54160 Telephone | 2,943.48 | 2,500.00 | | 443.48 | |
| 54170 Copier Maintenance | 2,264.18 | 1,320.00 | | 944.18 | |
| 54180 IT Support | 30.00 | 500.00 | | -470.00 | |
| 54190 IT Services & Subscriptions | 5,563.55 | 4,020.00 | | 1,543.55 | |
| 54200 Computer Expenses | 386.00 | 750.00 | | -364.00 | |
| 54210 Internet Service | 349.88 | 240.00 | | 109.88 | |
| Total 54100 Office Expenses | \$ 17,254.99 | \$ 19,185.00 | -\$ | 1,930.01 | 89.94% |
| Total 54000 Office | \$ 17,254.99 | \$ 19,185.00 | -\$ | 1,930.01 | 89.94% |
| 55000 Worship | | | | | |
| 55100 Worship Expenses | | | | | |
| 55110 Instrument Maintenance | 920.00 | 800.00 | | 120.00 | |
| 55120 Music Supplies | 1,429.70 | 1,000.00 | | 429.70 | |
| 55130 Musicians | 1,575.00 | 3,000.00 | | -1,425.00 | |
| 55140 Worship Supplies | 442.50 | 500.00 | | -57.50 | |
| 55150 Worship Misc | 545.12 | 500.00 | | 45.12 | |
| 55160 Speakers | 1,038.00 | 1,000.00 | | 38.00 | |
| 55170 Worship Leaders | 0.00 | 0.00 | | 0.00 | |
| 55180 Summer Services | 990.00 | 900.00 | | 90.00 | |
| Total 55100 Worship Expenses | \$ 6,940.32 | \$ 7,700.00 | -\$ | 759.68 | 90.13% |
| Total 55000 Worship | \$ 6,940.32 | \$ 7,700.00 | -\$ | 759.68 | 90.13% |
| 56000 Religious Education | | | | | |
| 56100 RE Expenses | | | | | |
| 56110 RE Supplies & Materials | 3,844.81 | 3,950.00 | | -105.19 | |
| 56130 Background Checks | 103.50 | 300.00 | | -196.50 | |
| 56140 Youth Outreach | 759.55 | 600.00 | | 159.55 | |
| 56150 Young Adult Community | 51.50 | 500.00 | | -448.50 | |
| 56160 Programs | 8,029.61 | 5,000.00 | | 3,029.61 | |
| 56170 Youth | 2,373.29 | 3,500.00 | | -1,126.71 | |
| 56180 Coming of Age | 362.66 | 1,550.00 | | -1,187.34 | |
| 56190 Diversity Materials | 30.22 | 500.00 | | -469.78 | |
| Total 56100 RE Expenses | \$ 15,555.14 | \$ 15,900.00 | -\$ | 344.86 | 97.83% |
| Total 56000 Religious Education | \$ 15,555.14 | \$ 15,900.00 | -\$ | 344.86 | 97.83% |

BUDGET VS. ACTUALS FY 2019-2020 *CONTINUED*

| | Total | | | % of Budget |
|---|----------------------|----------------------|---------------------|----------------|
| | Actual | Budget | Over (Under) Budget | |
| Expenses | | | | |
| 57000 Property | | | | |
| 57100 Property Expenses | | | | |
| 57110 Grounds Maintenance | 1,660.00 | 2,000.00 | -340.00 | |
| 57120 Natural Gas | 5,719.79 | 5,000.00 | 719.79 | |
| 57130 Electricity | 3,612.18 | 6,000.00 | -2,387.82 | |
| 57140 Property Insurance | 8,013.00 | 8,755.00 | -742.00 | |
| 57150 Janitor Supplies | 2,473.15 | 2,800.00 | -326.85 | |
| 57160 Mortgage | 18,655.00 | 17,220.00 | 1,435.00 | |
| 57170 Property Contingency | 700.00 | 0.00 | 700.00 | |
| 57180 Routine Property Maintenance | 149.50 | 0.00 | 149.50 | |
| 57181 Church Maintenance | 24,372.03 | 8,000.00 | 16,372.03 | |
| 57185 High St Maintenance | 9,309.92 | 8,500.00 | 809.92 | |
| 57190 Snow Removal | 935.00 | 1,500.00 | -565.00 | |
| 57200 Trash Hauling | 2,990.38 | 2,500.00 | 490.38 | |
| 57210 Water/Sewer | 2,504.71 | 2,600.00 | -95.29 | |
| 57220 Equipment & Furniture | 4,448.76 | 1,000.00 | 3,448.76 | |
| 57240 Alarm Monitoring | 720.00 | 600.00 | 120.00 | |
| 57250 Kitchen Keepers | 0.00 | 0.00 | 0.00 | |
| 57300 Accessibility | 19,302.03 | 0.00 | 19,302.03 | |
| Total 57100 Property Expenses | \$ 105,565.45 | \$ 66,475.00 | \$ 39,090.45 | 158.80% |
| Total 57000 Property | \$ 105,565.45 | \$ 66,475.00 | \$ 39,090.45 | 158.80% |
| 58000 Minister | | | | |
| 58010 Minister Expenses | 6,124.33 | 8,287.00 | -2,162.67 | |
| 58012 Consulting Minister Expenses | 482.33 | 0.00 | 482.33 | |
| 58020 Minister Hlth Ins | 10,534.87 | 8,975.00 | 1,559.87 | |
| 58030 Minister Pension | 8,062.11 | 8,337.00 | -274.89 | |
| 58040 Minister Life & ADD | 0.00 | 0.00 | 0.00 | |
| 58050 Minister LTD | 1,020.19 | 936.00 | 84.19 | |
| 58060 Minister Salary | 50,123.37 | 54,870.00 | -4,746.63 | |
| 58062 Consulting Minister Salary | 2,439.53 | 0.00 | 2,439.53 | |
| 58070 Minister Housing Allowance | 28,000.00 | 28,000.00 | 0.00 | |
| 58072 Consulting Minister Housing Allowance | 2,617.51 | 0.00 | 2,617.51 | |
| 58080 Minister FICA Allowance | 5,889.61 | 6,378.00 | -488.39 | |
| 58082 Consulting Minister FICA Allowance | 177.98 | 0.00 | 177.98 | |
| 58090 Minister Dental | 420.00 | 336.00 | 84.00 | |
| 58091 Minister Sabbatical | 0.00 | 2,000.00 | -2,000.00 | |
| Total 58000 Minister | \$ 115,891.83 | \$ 118,119.00 | -\$ 2,227.17 | 98.11% |

BUDGET VS. ACTUALS FY 2019-2020 *CONTINUED*

| | Total | | | |
|---|---------------------|---------------------|---------------------|----------------|
| | Actual | Budget | Over (Under) Budget | % of Budget |
| Expenses | | | | |
| 60000 Staff | | | | |
| 61000 Congregational Staff | | | | |
| 61100 Membership Coordinator | | | | |
| 61111 Membership Coord Salary | 36,419.40 | 35,732.00 | 687.40 | |
| 61113 Membership Coord Life & ADD | 50.69 | 46.08 | 4.61 | |
| 61114 Membership Coord LTD | 218.94 | 193.44 | 25.50 | |
| 61115 Membership Coord Pension | 3,569.00 | 3,573.00 | -4.00 | |
| 61116 Membership Coord Prof Devel | 0.00 | 0.00 | 0.00 | |
| 61190 Membership Coord Dental | 420.00 | 672.00 | -252.00 | |
| Total 61100 Membership Coordinator | \$ 40,678.03 | \$ 40,216.52 | \$ 461.51 | 101.15% |
| 61200 Kitchen Assistant | 272.52 | 0.00 | 272.52 | |
| 61210 Child Care Coordinator | 1,253.29 | 2,608.00 | -1,354.71 | |
| 61220 Child Care Workers | 2,147.59 | 5,793.00 | -3,645.41 | |
| 61230 Youth Coordinator | 5,897.98 | 6,686.00 | -788.02 | |
| Total Child Care Workers | \$ 9,571.38 | \$ 15,087.00 | -\$ 5,515.62 | 63.44% |
| Total 61000 Congregational Staff | \$ 50,249.41 | \$ 55,303.52 | -\$ 5,054.11 | 90.86% |
| 62000 Office Staff | | | | |
| 62100 Office Administrator | | | | |
| 62111 Office Admin Salary | 43,952.00 | 43,952.00 | 0.00 | |
| 62112 Office Admin Hlth Ins | 5,779.98 | 4,414.32 | 1,365.66 | |
| 62113 Office Admin Life & ADD | 273.87 | 205.32 | 68.55 | |
| 62114 Office Admin LTD | 416.59 | 301.92 | 114.67 | |
| 62115 Office Admin Pension | 1,417.73 | 1,098.75 | 318.98 | |
| 62190 Office Admin Dental | 420.00 | 336.00 | 84.00 | |
| Total 62100 Office Administrator | \$ 52,260.17 | \$ 50,308.31 | \$ 1,951.86 | 103.88% |
| Total 62000 Office Staff | \$ 52,260.17 | \$ 50,308.31 | \$ 1,951.86 | 103.88% |

BUDGET VS. ACTUALS FY 2019-2020 *CONTINUED*

| | Total | | | |
|--|---------------------|---------------------|---------------------|----------------|
| | Actual | Budget | Over (Under) Budget | % of Budget |
| Expenses | | | | |
| 63000 Property Staff | | | | |
| 63100 Custodian | | | | |
| 63111 Custodian Salary | 15,718.31 | 15,743.00 | -24.69 | |
| 63113 Custodian Life & ADD | 131.90 | 205.32 | -73.42 | |
| 63114 Custodian LTD | 198.24 | 301.92 | -103.68 | |
| 63115 Custodian Pension | 1,499.62 | 1,574.00 | -74.38 | |
| 63190 Custodian Dental | 420.00 | 672.00 | -252.00 | |
| Total 63100 Custodian | \$ 17,968.07 | \$ 18,496.24 | -\$ 528.17 | 97.14% |
| Facilities/Events Coordinator | | | | |
| 63211 Facilities/Events Coordinator Salary | 19,705.94 | 18,676.00 | 1,029.94 | |
| 63213 Facilities/Events Coord Life & ADD | 0.00 | 243.57 | -243.57 | |
| 63214 Facilities/Events Coord LTD | 0.00 | 346.61 | -346.61 | |
| 63215 Facilities/Events Coord Pension | 1,047.83 | 934.00 | 113.83 | |
| 63290 Facilities/Events Coord Dental | 0.00 | 336.00 | -336.00 | |
| Total Facilities/Events Coordinator | \$ 20,753.77 | \$ 20,536.18 | \$ 217.59 | 101.06% |
| Total 63000 Property Staff | \$ 38,721.84 | \$ 39,032.42 | -\$ 310.58 | 99.20% |
| 64000 RE Staff | | | | |
| 64100 Director of RE | | | | |
| 64111 DRE Salary | 65,434.14 | 64,236.00 | 1,198.14 | |
| 64200 RE Assistant Salary | 5,215.03 | 6,200.00 | -984.97 | |
| 64113 DRE Life & ADD | 566.65 | 514.92 | 51.73 | |
| 64114 DRE LTD | 857.12 | 757.20 | 99.92 | |
| 64115 DRE Pension | 6,232.51 | 6,424.00 | -191.49 | |
| 64190 DRE Dental | 1,036.00 | 822.00 | 214.00 | |
| 64120 DRE Expenses | | | | |
| 64121 DRE Prof Expenses | 6,031.96 | 6,424.00 | -392.04 | |
| Total 64120 DRE Expenses | \$ 6,031.96 | \$ 6,424.00 | -\$ 392.04 | 93.90% |
| Total 64100 Director of RE | \$ 85,373.41 | \$ 85,378.12 | -\$ 4.71 | 99.99% |
| Total 64000 RE Staff | \$ 85,373.41 | \$ 85,378.12 | -\$ 4.71 | 99.99% |
| 65000 Worship Staff | | | | |
| 65100 Music Director Salary | 15,733.48 | 17,521.00 | -1,787.52 | |
| 65170 Music Director Personal Days | 0.00 | 200.00 | -200.00 | |
| 65200 Assistant Music Director Salary | 13,643.00 | 13,643.00 | 0.00 | |
| 65270 Assistant Music Director Personal Days | 100.00 | 160.00 | -60.00 | |
| 65300 Accompanist - Childrens Choir | 1,600.00 | 1,588.00 | 12.00 | |
| 65400 Accompanist - CrUUners | 1,700.00 | 1,588.00 | 112.00 | |
| Assistant for Services | 0.00 | 0.00 | 0.00 | |
| Total 65000 Worship Staff | \$ 32,776.48 | \$ 34,700.00 | -\$ 1,923.52 | 94.46% |

BUDGET VS. ACTUALS FY 2019-2020 *CONTINUED*

| | Total | | | |
|---|----------------------|----------------------|---------------------|----------------|
| | Actual | Budget | Over (Under) Budget | % of Budget |
| Expenses | | | | |
| 67100 Staff Development | 4,874.86 | 7,000.00 | -2,125.14 | |
| 67110 Staff Recognition | 368.17 | 250.00 | 118.17 | |
| Total STAFF (group) Expense | \$ 5,243.03 | \$ 7,250.00 | -\$ 2,006.97 | 72.32% |
| 69000 Staff Benefits | | | | |
| 69100 Workers Compensation | 2,390.00 | 3,270.00 | -880.00 | |
| 69200 FICA - Employer Contribution | 17,446.18 | 18,034.00 | -587.82 | |
| Total 69000 Staff Benefits | \$ 19,836.18 | \$ 21,304.00 | -\$ 1,467.82 | 93.11% |
| Total 60000 Staff | \$ 284,460.52 | \$ 293,276.37 | -\$ 8,815.85 | 96.99% |
| 69900 Service Fees | 111.00 | 250.00 | -139.00 | |
| Total Expenses | \$ 614,199.59 | \$ 593,731.55 | \$ 20,468.04 | 103.45% |
| Net Operating Income (Loss) | \$ 2,699.05 | - | \$ 2,699.05 | |
| Passthrough Activity | | | | |
| 45000 Passthrough Income | | | | |
| 45170 Partner Church | 2,812.25 | | | |
| 45210 Social Action | 59,039.61 | | | |
| 45250 Associate Minister Set Aside | 44,795.00 | | | |
| 45260 Vision Legacy Challenge P/T | 24,375.00 | | | |
| Total 45000 Passthrough Income | \$ 131,021.86 | | | |
| 70000 Passthrough Expenditures | | | | |
| 70155 McMahon Fund | 1,892.06 | | | |
| 70170 Partner Church | 8,000.00 | | | |
| 70210 Social Action | 48,064.04 | | | |
| Total 70000 Passthrough Expenditures | \$ 57,956.10 | | | |
| Net Passthrough Activity | \$ 73,065.76 | | | |

APPROVED BUDGET FY 2020-2021

| | FY21 Budget | Comments |
|--|------------------|--|
| Income | | |
| 41192 Pledges 2020-21 | \$460,000 | |
| 41200 Donations - | \$7,336 | Original estimate was \$14,671: Budget taskforce adjustment was to cut in half for the facility being open for 1/2 year |
| Associate Minister Targeted Donations | \$32,073 | Associate Minister targeted donations; Commitments from congregation split equally over FY21 and FY22 (\$64,145 as of 3/7) |
| 41300 Plate Collections (cash) | \$5,204 | Full year forecast from FY20 was for \$10,408. (Budget taskforce adjustment was to cut in half for the facility being open for 1/2 year |
| 41400 UU General Trust | \$17,634 | Trust Fund contribution is independent of church open/closed status |
| 41410 England endowment (75% BOT, 25% music) | \$2,378 | England Endowment contribution is independent of church open/closed status |
| 41510 Service Auction | \$26,000 | Kept the same as FY20 budget |
| 41600 Facility Use Fees | | |
| 41620 Other Rentals | \$2,500 | |
| 41630 Special Services | \$1,500 | Weddings and memorial donations and fees |
| 41640 High Street House | \$0 | No rental Income from 310 High Street house in FY21 |
| TOTAL 41600 FACILITY USE FEES | \$2,000 | Reduced for church open 1/2 year |
| 41700 Miscellaneous (VISION Legacy) | \$32,000 | Board to make accessible in FY 21 through a set-aside - allocated to one-time expenses. |
| 41800 Savings Interest | \$100 | |
| 44000 Non-operating Savings Interest | \$15 | |
| Excess Reserves | \$1,885 | Variation in excess reserves from year-to-year causes big impact on budgeting process - Finance taskforce looking into ways to mitigate this fluctuation |
| TOTAL INCOME | \$586,625 | |

APPROVED BUDGET FY 2020-2021 *CONTINUED*

| | FY21 Budget | Comments |
|--|-----------------|---|
| Expenses | | |
| 53110 Trustees Contingency | \$4,171 | This would be important for inactive committees, seed money for new committees, assist in unanticipated expenses. Used as final balancing of budget |
| 53120 Leadership Training | \$1,800 | |
| 53130 Social Action Initiative | \$0 | 2 year initiative funds, removed due to no new initiative being proposed |
| 53142 UUA Annual Program Fund | \$23,289 | |
| TOTAL 53100 CONGREGATIONAL EXPENSES | \$29,260 | |
| 53151 Stewardship | \$600 | |
| 53153 Service Auction Expenses | \$2,104 | Two year average used to calculate expenses. |
| TOTAL 53150 FUNDRAISING EXPENSES | \$2,704 | |
| 53161 Membership Committee | \$1,500 | |
| 53162 Membership Coordination | \$1,930 | |
| 53163 Personnel | \$200 | |
| 53164 Social Action | \$6,300 | Immigration task force split out as separate expense line. |
| 53166 Care Core | \$200 | |
| 53168 Racial Justice Initiative | \$6,300 | |
| 53169 Partner Church Project | | - Currently committee is not active |
| 53180 Immigration Justice | \$6,300 | Immigration task force split out as separate expense line. |
| 53181 Finance Committee | \$500 | New committee request for funds - had not previously had a line item. |
| TOTAL 53160 COMMITTEE PROGRAM EXPENSES | \$23,230 | |
| 53220 Chalice Lighters | \$1,000 | |
| 53230 Hospitality | \$375 | Reduced based on estimates for expenses to support 1/2 year. Adjusted for church open 1/2 year |
| 53240 Health Insurance Premium Pool to set aside | \$2,000 | |
| 53250 Bookkeeping Service | \$7,200 | |
| 53270 Search Committee | \$2,400 | For FY21 - DRE search |
| TOTAL 53200 MISC CONGREGATIONAL EXPENSES | \$12,975 | |
| TOTAL 53000 CONGREGATION | \$68,169 | |

APPROVED BUDGET FY 2020-2021 *CONTINUED*

| | FY21 Budget | Comments |
|------------------------------------|-----------------|--|
| Expenses | | |
| 54110 Treasurer Expenses | \$200 | |
| 54120 Payroll Service | \$1,750 | |
| 54130 Postage | \$650 | |
| 54140 Printing | \$500 | |
| 54150 Office Supplies | \$4,500 | FY2020 reduced by 20% assuming volume reduction in supply use. |
| 54160 Telephone | \$2,300 | Includes some funds for warm line expenses. |
| 54170 Copier Maintenance | \$1,997 | |
| 54180 IT Support | \$360 | |
| 54190 IT Services & Subscriptions | \$6,500 | Recommended increase as per DCA to \$6500 for year |
| 54200 Computer Expenses | \$750 | |
| 54210 Internet Service | \$1,200 | |
| TOTAL 54100 OFFICE EXPENSES | \$20,707 | |
| 55110 Instrument Maintenance | \$1,660 | Adjusted based on maintenance needs for piano. |
| 55120 Music Supplies | \$675 | Reduced for church open 1/2 year |
| 55130 Musicians | \$2,000 | England music support on separate line |
| 55135 England Music support | \$595 | |
| 55140 Worship Supplies | \$250 | Reduced for church open 1/2 year |
| 55150 Worship Misc - A/V Support | \$1,400 | Use for A/V honorarium and other as needed - covers support for A/V while church is closed 1/2 year. |
| 55160 Speakers | \$750 | Associate minister makes speaker funding less important |
| 55170 Worship Leaders | | |
| 55180 Summer Services | \$900 | |
| TOTAL 55000 WORSHIP | \$8,230 | |

APPROVED BUDGET FY 2020-2021 *CONTINUED*

| | FY21 Budget | Comments |
|--|-----------------|---|
| Expenses | | |
| 56110 RE Supplies & Materials | \$4,500 | Increased budget because the church is assumed to be closed for half the year |
| 56120 RE Staff Development | | |
| 56130 Background Checks | \$150 | Reduced for church open 1/2 year |
| 56150 Young Adult Community | \$300 | Reduced for church open 1/2 year |
| 56160 Programs | \$3,000 | |
| 56170 Youth | \$1,500 | Reduced for church open 1/2 year |
| 56180 Coming of Age | \$1,500 | Since there is no OWL, then we can introduce a COA online program |
| 56190 Diversity Materials | \$500 | |
| TOTAL 56000 RELIGIOUS EDUCATION | \$11,450 | |
| 57110 Grounds Maintenance | \$2,500 | |
| 57120 Natural Gas | \$3,750 | Reduced for church open 1/2 year |
| 57130 Electricity | \$3,750 | Reduced for church open 1/2 year |
| 57140 Property Insurance | \$8,755 | |
| 57150 Janitor Supplies | \$1,120 | Reduced for church open 1/2 year |
| 57160 Mortgage | \$17,200 | |
| 57170 Property Contingency | \$0 | |
| 57180 Routine Property Maintenance | \$0 | |
| 57181 Church Maintenance | \$10,000 | |
| 57185 Church and/or High St Maint | \$0 | No High Street Maintenance planned for FY21 |
| 57190 Snow Removal | \$1,500 | |
| 57200 Trash Hauling | \$1,750 | Reduced for church open 1/2 year |
| 57210 Water/Sewer | \$1,950 | Reduced for church open 1/2 year |
| 57220 Equipment & Furniture | \$5,500 | A/V team separately requested \$500 for new equipment desk in sanctuary |
| 57240 Alarm Monitoring | \$600 | |
| 57250 Kitchen Keepers | \$0 | |
| 57300 Accessibility | | |
| TOTAL 57000 PROPERTY | \$58,375 | |

APPROVED BUDGET FY 2020-2021 *CONTINUED*

| | FY21 Budget | Comments |
|---|------------------|--|
| Expenses | | |
| 58010 Lead Minister Expenses | \$6,834 | Professional expenses: Reduced by 25% from UUA recommendation due to COVID 19 impact |
| 58012 Associate Minister Expenses | \$3,262 | UUA recommendations Mid range FY21 |
| 58013 Associate Minister Moving Expenses | \$3,850 | 10% of 12 month salary |
| 58020 Lead Minister Hlth Ins | \$9,724 | UUA recommendations |
| 58022 Associate Minister Hlth Ins | \$3,245 | Associate insurance also includes spouse option |
| 58029 Budget Adjustment - use this for coaching of Assoc. | \$1,000 | Funds used for coaching between ministers |
| 58030 Lead Minister Pension | \$9,112 | |
| 58032 Associate Minister Pension | \$3,262 | |
| 58040 Lead Minister Life & ADD | \$0 | |
| 58042 Associate Minister Life & ADD | \$274 | |
| 58050 Lead Minister LTD | \$1,184 | |
| 58052 Associate Minister LTD | \$424 | |
| 58060 Lead Minister Salary | \$91,118 | Adjusted to 98.4% of UUA recommendations |
| 58062 Associate Minister Salary | \$32,619 | UUA mid-range recommendation: 10 months in FY21 |
| 58070 Lead Minister Housing Allowance | \$0 | To be determined in consultation with Minister -split out from salary |
| 58072 Associate Minister Housing Allowance | \$0 | To be determined in consultation with Associate -split out from salary |
| 58080 Lead Minister FICA Allowance | \$6,970 | |
| 58082 Associate Minister FICA Allowance | \$2,496 | |
| 58090 Lead Minister Dental | \$720 | |
| 58092 Associate Minister Dental | \$600 | |
| 58095 Minister Sabbatical (for setaside) | \$2,000 | |
| TOTAL 58000 MINISTER | \$177,694 | |

APPROVED BUDGET FY 2020-2021 *CONTINUED*

| | FY21 Budget | Comments |
|---|--------------------|--|
| Expenses | | |
| 61111 Director of Congregational Engagement Salary | \$5,608 | Leaving position on September 1 |
| 61113 Director of Congregational Engagement Life & ADD | \$47 | |
| 61114 Director of Congregational Engagement LTD | \$73 | |
| 61115 Director of Congregational | \$561 | |
| 61190 Director of Congregational Engagement Dental | \$360 | |
| TOTAL 61100 DIRECTOR OF CONGREGATIONAL ENGAGEMENT | \$6,649 | |
| 61210 Child Care Coordinator | \$1,328 | second half of year |
| 61220 Child Care Workers | \$3,688 | second half of year |
| 75010 Youth Coordinator | \$7,826 | |
| TOTAL 61220 CHILD CARE | \$12,842.00 | |
| 62111 Director - Congregational Administration Salary | \$47,920 | |
| 62112 Director - Congregational Administration Hlth Ins | \$7,930 | |
| 62113 Director - Congregational Administration Life & ADD | \$402 | |
| 62114 Director - Congregational | \$622 | |
| 62115 Director - Congregational Administration Pension | \$4,792 | |
| 62190 Director - Congregational Administration Dental | \$720 | |
| TOTAL 62100 DIRECTOR - CONGREGATIONAL ADMINISTRATION | \$62,386 | Adjustment to Title and responsibilities; adjusted to 98.4% of UUA recommended |
| Office Assistant - New Position-Salary | \$6,625 | 12 hr/wk when church is in operation - job merged with the RE assistant, so the OA supports both Office and RE |
| Office Assist Life & ADD | \$55 | |
| Office Assist LTD | \$86 | |
| TOTAL OFFICE ASSISTANT | \$6,766 | |

APPROVED BUDGET FY 2020-2021 *CONTINUED*

| | FY21 Budget | Comments |
|---|-----------------|--|
| Expenses | | |
| 63111 Custodian Salary | \$11,838 | |
| 63113 Custodian Life & ADD | \$99 | |
| 63114 Custodian LTD | \$154 | |
| 63115 Custodian Pension | \$1,184 | |
| 63116 Custodian Prof Devel | \$0 | |
| 75050 Custodian Dental | \$720 | |
| TOTAL 63100 CUSTODIAN | \$13,995 | |
| 63211 Director of Facilities Salary | \$11,849 | Reduced hours in first half of year, hire in second half of year |
| 63213 Director of Facilities Life & ADD | \$93 | |
| 63214 Director of Facilities LTD | \$144 | |
| 63215 Director of Facilities Pension | \$385 | |
| 63290 Director of Facilities Dental | \$360 | |
| TOTAL DIRECTOR-FACILITIES | \$12,831 | |
| 64111 DRE Salary | \$65,140 | 98.4% of UUA recommendations |
| 64113 DRE Life & ADD | \$548 | |
| 64114 DRE LTD | \$846 | |
| 64115 DRE Pension | \$6,514 | |
| 64190 DRE Dental | \$1,776 | |
| 64121 DRE Prof Expenses | \$4,886 | Professional expenses: Reduced by 25% from UUA recommendation due to COVID 19 impact |
| TOTAL 64100 DIRECTOR OF RE | \$79,710 | |

APPROVED BUDGET FY 2020-2021 *CONTINUED*

| | FY21 Proposed Budget | Comments |
|--|-------------------------|---------------------------------|
| Expenses | | |
| 65100 Choir Director Salary | \$10,519 | |
| 75070 Choir Director Personal Days | \$100 | |
| TOTAL CHOIR DIRECTOR | \$10,619 | |
| 65200 Assistant Music Dir Salary | \$14,026 | |
| 75070 Assistant Music Director Pers Days | \$100 | |
| TOTAL ASST MUSIC DIRECTOR | \$14,126 | |
| 65300 Accompanist - Children's Choir | \$816 | |
| 65400 Accompanist - CrUUners | \$816 | |
| TOTAL ACCOMPANIST | \$1,632 | |
| 75080 Staff Development | \$3,000 | Pooled Professional development |
| 75090 Staff Recognition | \$250 | |
| TOTAL MISC STAFF EXPENSES | \$3,250 | |
| 69100 Workers Compensation | \$2,623 | All employees except Ministers |
| 69200 FICA - Employer Contribution | \$14,322 | All employees except Ministers |
| TOTAL 69000 STAFF BENEFITS | \$16,945 | |
| TOTAL 60000 STAFF | \$241,751 | |
| 69900 Service Fees | \$250 | |
| TOTAL EXPENSES | \$586,625 | |
| NET OPERATING INCOME OR (LOSS) | \$0 | FY21 Budget is balanced |

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DRAFT MEETING MINUTES FROM JUNE 14, 2020 ANNUAL MEETING

June 4, 2020

Dear Church Member,

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

The Annual Meeting is scheduled from 1:00 to 3:00 pm on, Sunday, June 14, 2020. In the instance that there are technical difficulties on this date that prevent the meeting from successfully concluding, a backup meeting is scheduled from 1:00 to 3:00 pm on Sunday, June 28, 2020. If all business can be completed successfully on June 14, the June 28 meeting will not be held.

In accordance with the Constitution and Bylaws, this meeting will take place virtually via Zoom and votes made at this meeting will be binding. Additional details about how the meeting will be conducted are available from the website at: <http://uucuc.org/annualmeeting>. This meeting will be recorded.

The agenda will be:

- I. Call to order and verification of a quorum
- II. Finalization of the Agenda
- III. Remarks by the Board of Trustees Chair
- IV. Remarks by the Minister
- V. In Memoriam
- VI. Approval of Minutes from the Annual Meeting on May 5, 2019
- VII. Acceptance of Annual Reports
- VIII. Acceptance of Shelter Rock funds
 - A. Report on Financial condition of the church
- IX. Presentation and vote on the 2020-2021 Annual Budget
- X. Presentation and vote on proposed Bylaws modification of Treasurer's term of office and responsibility for real property
- XI. Election of Officers, members of Nominating Committee and delegates to the General Assembly.
 - A. 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."
- XII. Dream Team: Mission and Vision Affirmation
- XIII. Immigration Justice Task Force: Hospitality Affirmation
- XIV. Paycheck Protection Program funds Affirmation
- XV. Confirm need or cancellation of backup meeting date
- XVI. Adjourn

Sincerely,
Jenna Zeidler
Clerk, Board of Trustees

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

DRAFT MEETING MINUTES FROM JUNE 14, 2020 ANNUAL MEETING

UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN
Slate of Nominees for Congregational Vote
Annual Meeting June 14, 2020

Board of Trustees

Three to be elected for a 3-year term

1. Penné Beckett
2. Becky Densmore
3. Jody Hanger

Board of Trustees

This year, the Congregation needs to elect two additional Members to fill open BOT positions.

1. Jennifer Ellis (2 years)
2. Daniel Urban (1 year)

Moderator -1 Member to be elected for a two-year term in even-numbered years

1. Gail Schiesser

Treasurer -1 Member to be elected for a two-year term

1. Lan Richart

Trust Fund Trustee -There are three Trust Fund Trustees. They administer, invest, and report on the church trust funds. One position is being filled this year.

1. Terry England

Nominating Committee

Three to be elected for a one-year term

1. Janet Revell Barrett
2. Jennifer Greene
3. Cindy Ingold

Delegates to the General Assembly of the Unitarian Universalist Association

Six candidates who are voting members, including young adults:

1. David Gross
2. Jenny Hunt
3. Cindy Ingold
4. Millie Davis
5. Not Filled
6. Not Filled

DRAFT MEETING MINUTES FROM JUNE 14, 2020 ANNUAL MEETING

Annual Meeting
Unitarian Universalist Church of Urbana Champaign
June 14, 2020

Call to Order and Verification of a Quorum

Chris Hannauer, Moderator, called the meeting to order at 1:30p.m. when it was established that there was a quorum with 120 voting members in attendance.

Finalization of the Agenda

Per our bylaws, the treasurer must make a report on the financial condition of the church. This item will be inserted between items eight and nine in the agenda.

MOTION: Tamara Ducey moved that the agenda be finalized as amended; Beth Cobb seconded. The motion was approved by Zoom vote.

Remarks by the Board of Trustees Chair, Randy Locke

Randy Locke reflected on a year that we will all remember for a long time to come. The Dream Team has done incredible work to engage the congregation in its strategic planning, our Finance Task Force and Budget Task Force, both led by Brian McDermott, the board Vice Chair, have taken up critical work to keep us on solid financial footing both now and into the future.

There were things that we weren't anticipating this year, our congregation has really dug deep and been incredibly generous in the successful effort to bring a second minister to Champaign Urbana, and our minister, Reverend Caplow, the social action committee, the immigration justice Task Force and so many of you have been working for transformative change in response, not only to COVID-19, but also persistent racial injustices that are in our community and in the world. And there is still immense work to do.

Randy thanked Chris Hannauer, our moderator, for leading us through this, our very first virtual annual meeting. Also thank you to the nearly one dozen people that were on the annual meeting planning group. Thank you to the members of the Board of Trustees, your service to the congregation is greatly appreciated. Thank you to Reverend Caplow for your continued inspiration and action as this congregation's spiritual leader. And lastly, thank you to all of you participating in the annual meeting for showing your commitment to our congregation, and for showing your care for one another. It's truly been an honor to serve as your chair and I thank you from the bottom of my heart for that opportunity.

Remarks by the Minister, Rev. Florence Caplow

Rev. Caplow remarked that we have had such an unexpected year together. And we continue to see the continued growth and vitality of the congregation. We had so many memorials in the fall and that was very hard. There is great energy around the leadership circle with more than 100 people joining to bring a new Associate Minister, the soon-to-be Reverend Sally Fritsche, she ordains next Saturday. Then COVID hit and our sanctuary and church building went dark. We stayed home to protect ourselves, each other, and the larger community. But we did an amazing thing, we became an online congregation and continued to show up in many ways for each other. Rev. Caplow lifted up our remarkable staff for their hard work and creativity. She thanked Shawn Martell and Chris Hanauer for helping to create amazing online services, as well as Brian Franklin for making our website a kind of virtual sanctuary and fellowship hall for us. Thank you to Sherry Boland, who has done so much to keep our spirit of community alive.

She thanked the board, who have met every challenge with grace and aplomb, and especially Randy, thank you for your partnership this year and your leadership.

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Thank you for the honor and joy of serving as your Minister for another year.

In Memoriam

- Charlotte Brady
- Lin Foote
- Yolanda Deal
- Chet Strohecker
- Ray Watson
- Bob Spitze
- Anne Reeser
- Dave Sutton
- Jim McGlathery
- Burt Swanson

Approval of Minutes from the Special Congregational Meeting and the Annual Meeting on May 5, 2019

MOTION: Jenny Hunt moved to accept the minutes as presented; Kathleen Vance seconded the motion; the motion was approved by Zoom vote.

Acceptance of Annual Reports

MOTION: Roch Ducey moved to accept the Annual Reports as presented; Karen Retzer seconded the motion; the motion was approved by Zoom vote.

Acceptance of Shelter Rock funds

Mona Shannon presented a brief background on the “Wake Now My Vision” campaign encouraging people to include UU institutions in their estate plans.

MOTION: Andy Robinson moved that the congregation accept \$32,500 from the Wake Now My Vision Legacy Challenge grant from the Unitarian Universalist Congregation at Shelter Rock and authorizes the inclusion of these funds in the FY 2020-21 annual budget; Doug Jones seconded the motion. After discussion, the vote was taken via Zoom, motion carried.

Discussion regarding the motion: Doug Jones asked if it would be more appropriate for these funds to go to our endowment, than to the operating fund.

Mona Shannon said that the matching funds are authorized to be used in any way that the receiving institution wants so it's totally up to us the congregation to decide how we want to use it.

MOTION: Doug Jones moved to amend the motion to read that the funds go to our endowment, instead of our operating fund; Elizabeth Simpson seconded the motion. After discussion, the vote was taken via Zoom vote, motion to amend the original motion fails.

Gail Schiesser asked for clarification and suggested that there are two issues, whether to accept the funds and where the money should go.

Mona Shannon stated, as the person who organized this appeal and as someone who serves on the financial Task Force, these issues have been considered by the committee that is charged to look at this finance as well as the board and both groups have recommended the Original Motion without amendment strongly urged that we do not approve this amendment. Approving this amendment would mean amending the budget, people have been very generous but this current budget is based on these funds being in there.

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Roch Ducey said we need to accept the funds in a way that would give us the most versatility in the usage of those funds in these uncertain financial times.

Elizabeth withdrew her second for the motion for the amendment.

Sam Beshers said that we have a proposal on the floor which we hope to vote on to accept the money as part of the current year's budget and argued against trying to split it.

Scott Godlew recommended voting no to the amendment and then voting yes to the main motion.

Umeeta Sadarangani seconded what Roch said and what Sam Beshers said to give us the most flexibility and to vote on the motion as presented.

Penne Becket asked for clarification on how access to endowment funds are handled.

Randy Locke explained that there are trustees that are voted on and those officers handle the trust funds. We do not look at those funds as a pot of money to remove and put into the budget. Those are separate funds, and we use the proceeds from those funds, the interest that's calculated over a period of time, and only that portion is brought into the budget. The \$32,500 is not money that's been donated by congregants. This is money that's coming as a match from an external source and it does not have specific requirements for its use.

Claudia Gross clarified what we're considering right now is only the amendment and all that does is change the part that says putting it in the operating budget to putting it in the endowment. As part of the congregation that has a legacy that generated this money, I personally hate endowments so I think it goes in the annual budget.

Sandy Finnerty seconded the motion so that a vote could be taken.

Randy Locke said that where these funds would be directed has been given a great deal of consideration and the motion has been developed.

Tamara Ducey stated that she is in favor of the Board's decision in terms of how to spend that money.

Report on Financial condition of the church

Jerry Frye gave a brief report. To date, pledges received are at 88% of what was budgeted. As of April 30th, the Associate Minister set aside account had \$65,000 in commitments. And to date we had received \$41,765 of those committed funds that are resting in a set aside account. This year, we had budgeted \$26,000 in auction income for this particular year, and the actual auction bids came in at \$23,500.

Presentation and Vote on the 2019-2020 Annual Budget

Brian McDermott presented a budget summary. Overall pledges increased by 2.2% but as Jerry mentioned we had the Associate Minister targeted donations that are being split over two years. If you count the first year's numbers with our pledge forecast, we've had a total increase in our generosity for this forecast of 9.4%. If you look at both years, the congregation has supported an increase of 16.5% from last year.

The total budget is \$586,625, a little more than \$7,000 less than last year and it is a balanced budget that's been proposed.

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Part of the budgeting process was looking at COVID-19 and its impact on the church. The assumption built into this budget was that our church building is going to be closed for the first half of the year and open completely for the second half of the year and we made adjustments both on the income side as well as the expense side.

MOTION: Sam Beshers moved to accept the 2020-2021 Budget as presented; Karle Peterson seconded the motion. After discussion, the vote was 111 for, 0 against; motion passes.

Discussion regarding the motion: Amy Robeson stated she could not find line number for the \$32,400 grant funds.

Doug Jones stated that there might be some missing numbers in the budget and asked for clarification on the non-recurring income and their role in the budget.

Brian McDermott said that the missing numbers are a forgotten column and that this year's pledge forecast was \$450,000. He then explained that the \$69,000 excessive reserves was for the last fiscal year, this year's excessive reserves are \$1,885. This is one reason despite an increase in Generosity, the budget is lower than last year.

Consideration of and vote on proposed Bylaws modification of Treasurer's term of office and responsibility for real property

Randy Locke briefly explained the proposed modifications to the Bylaws.

MOTION: Jerry Frye moved that the Congregation approve the proposed modifications to the Bylaws of the Unitarian Universalist Church of Urbana-Champaign as presented; Mona Shannon seconded.

Discussion regarding the motion: Todd Kinney wondered how the two treasurers would handle duties during the overlapping three months. Specifically signing authority.

Sandy Finnerty asked what the word "real" means in regard to property and what a staff member would be responsible for as opposed to the Treasurer.

Doug Jones shared Todd's concern about overlapping treasurers and proposed an amendment but would like the leadership team to look at it first.

Brian McDermott created an action item for the Board and Finance Task Force to look at potential adjustments.

MOTION: Doug Jones moved that we amend the original motion by separating it into two items, the change to section 1 and the change to section 7. Kathleen Vance seconded the motion. The vote on the amendment was taken by Zoom vote, 92 for, 7 against, original motion is amended and split into two separate motions.

MOTION: Steve Troyer moved to table the first motion to modify Section 1; Gail Hueting seconded the motion; vote was taken via Zoom vote, 97 for, 0 against, motion is tabled.

Discussion on the motion: Steve Troyer said this needed to be looked at, but not on the fly during this meeting so tabling is the right way to go.

Todd Kinney was also in favor of tabling and wondered if the Treasurer issue could be addressed via policy.

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Scott Rohde asked for clarification of what was included in the first motion.

MOTION: Barabara Hudgings moved that the Congregation approve the modification of Section 7 of the By-laws of the Unitarian Universalist Church of Urbana-Champaign as presented; Jody Hanger seconded. Vote was taken by Zoom vote, 101 for, 0 against, motion carries.

Discussion of this motion: Janet Revell Barrett asked if the Pipe organ is considered real property.

Gail Schiesser suggested that the pipe organ was indeed actual property but that the Treasurer is only responsible for custody.

Election of Officers, 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 open position. There are 3 openings for Delegates to General Assembly. Scott Godlew nominated Theresa Benson to be a Delegate to General Assembly.

MOTION: Kathleen Vance made a motion to accept the slate of nominations as presented; Kathleen Holden seconded the motion; After discussion, the vote was taken by Zoom vote and the slate was adopted.

Discussion: Kelly Halcomb asked who the two Board members leaving early were. Those two members are Randy Locke and James Englehart.

Dream Team: Mission and Vision Affirmation

Becky Densmore described how the vision statements were developed.

MOTION: Roch Ducey moved that the Congregation affirm the Mission and Vision statements; Priscilla Kron seconded the motion; Vote was taken by Zoom vote, 97 for, 1 against, motion carries.

Immigration Justice Task Force: Hospitality Affirmation

Pam Richart presented information about the Hospitality effort of the Immigration Justice Task Force.

MOTION: Millie Davis moved that the Congregation affirm the Immigration Justice Task Force of the Social Action Committee to carry out its hospitality and emergency refuge program for immigrants eligible for asylum (or those petitioning for an extension in their application period) who feel threatened when U.S. Immigration Customs and Enforcement (ICE) is in town. Such hospitality/emergency refuge would generally not be for more than five consecutive days; Jessica Augusten seconded the motion; vote was taken via Zoom vote, 99 for, 0 against, motion carries.

Paycheck Protection Program funds Affirmation

Randy Locke presented information about the Paycheck Protection Program.

MOTION: Jenny Hunt moved that in the event that some or all of the Paycheck Protection Program funds are forgiven, the Congregation affirm acceptance of forgivable funds up to the full amount of the loan (\$73,500). In the event that a portion of the loan is not forgiven, it will be at the discretion of the board to determine how to handle that portion; Wendy Graves seconded the motion; After discussion the vote was taken via Zoom vote, 99 for, 1 against, motion carries.

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Discussion: David Gross supported the motion and thanked the Board.

Kathleen Frizzell asked about what the money will be spent on and who decides that. And also expressed concern that any unforgiven portion would be debt that the church had not budgeted for.

Brian McDermott explained spending per the PPP stipulations.

Doug Jones asked if this motion addresses the bylaw requirement of accepting income/donations over \$5,000.

Randy answered that this motion does proactively try to help create some clarity around it.

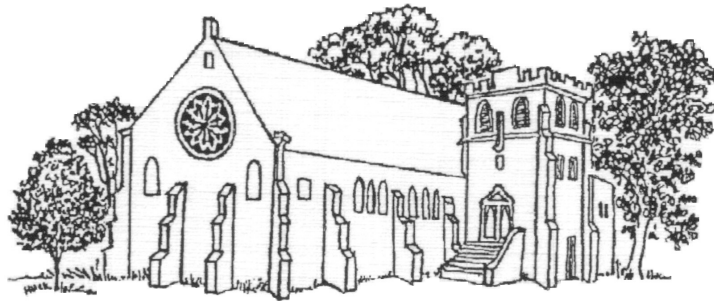
Dave Sharpe said as the chair of the Personnel Committee, and we had a part in this. The part that we played was allowing these funds to increase the health care of our staff. That is to realize how dangerous as illness can be, and that it would overwhelm sick leave, and vacation time and so on. This allows us to extend sickly under those conditions. So it's not only financial but it's a humanitarian step that we're taking.

Confirm need or cancellation of backup meeting date

Not needed as all items were covered at this time.

Adjourn

MOTION: Becky Densmore moved to adjourn; Roch Ducey seconded the motion; vote was 96 for , 0 against, the meeting was adjourned at 4:20p.m.



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