



# Congregational Meeting Packet

## June 2020

**Unitarian Universalist Church  
of Urbana-Champaign**

309 West Green Street  
Urbana, Illinois 61801  
217-384-8862 • [www.uucuc.org](http://www.uucuc.org)



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# Mission Statement

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

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

- **Build Community:** We come together to provide a caring community, to encourage and to support one another in our religious, spiritual and personal development — and to promote a more just and peaceful world.
- **Seek Inspiration:** We are moved by acts of kindness and love; we are awed by the beauty and wonder of the natural world; we are lifted up by the power of reason. Join us to find your inspiration.
- **Promote Justice:** We value deeds over creeds — it's 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.

## **Our Vision**

We dedicate ourselves to:

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

*Approved 12/4/2005*



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# Congregational Statement

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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 10/02/2005*



# 2019-2020 Board of Trustees Officers



**Randy Locke**  
*Chair*  
[chair@uucuc.org](mailto:chair@uucuc.org)



**Brian McDermott**  
*Vice-Chair*  
[vicechair@uucuc.org](mailto:vicechair@uucuc.org)



**Jenna Zeidler**  
*Clerk*  
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**Jerry Frye**  
*Interim Treasurer*  
[treasurer@uucuc.org](mailto:treasurer@uucuc.org)



**Adam Davis**  
*Council on Shared  
Leadership Liaison*



**James Engelhardt**  
*Membership Committee  
Liaison*



**Karen Folk**  
*Personnel Committee  
Liaison*



**Jenny Hunt**  
*Building and Grounds  
Committee Liaison*



**Ben Joselyn**  
*Social Action Committee  
Liaison*



**Carol Veit**  
*Religious Education  
Liaison*



**Reverend Florence Caplow**  
*Minister, Ex-Officio*  
[minister@uucuc.org](mailto:minister@uucuc.org)



**Kathy Vance**  
*Financial Secretary*  
[finsec@uucuc.org](mailto:finsec@uucuc.org)



**Chris Hannauer**  
*Moderator*





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## Moderator Welcome

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Greetings to you from your Moderator! As I was thinking about how to introduce this year's meeting and all of its unparalleled challenges, I was inspired to look at the first volume of our church history to see if it mentioned how the church coped with the previous worldwide pandemic. I thought I was going to be rewarded when on page 30 I found the phrase "Disaster struck in 1918", but alas it was referring to the regrettable (to the congregation then) embrace of Bahaism by the Reverend Albert Vail. As far as I could tell there was not a single reference to that earlier pandemic and its effect on church life. I can't imagine that the same will be true when the next volume is written.



This year's meeting has no precedent in living memory, perhaps not in the long history of our church. The COVID-19 epidemic has forced us not only to delay the meeting, but to take the significant step of not having it in the Sanctuary so as to preserve the health of our congregation and of the wider community. As a result, the meeting will be held by Zoom. We are making every effort to ensure that those without access to this technology will still be able to participate meaningfully in the decision making process, and we are working hard on planning the meeting's logistics so that it can function as closely as possible to an in-person meeting. That said, there will no doubt be unforeseen problems that we will face, and we ask your patience and understanding as we meet them and work to solve them.

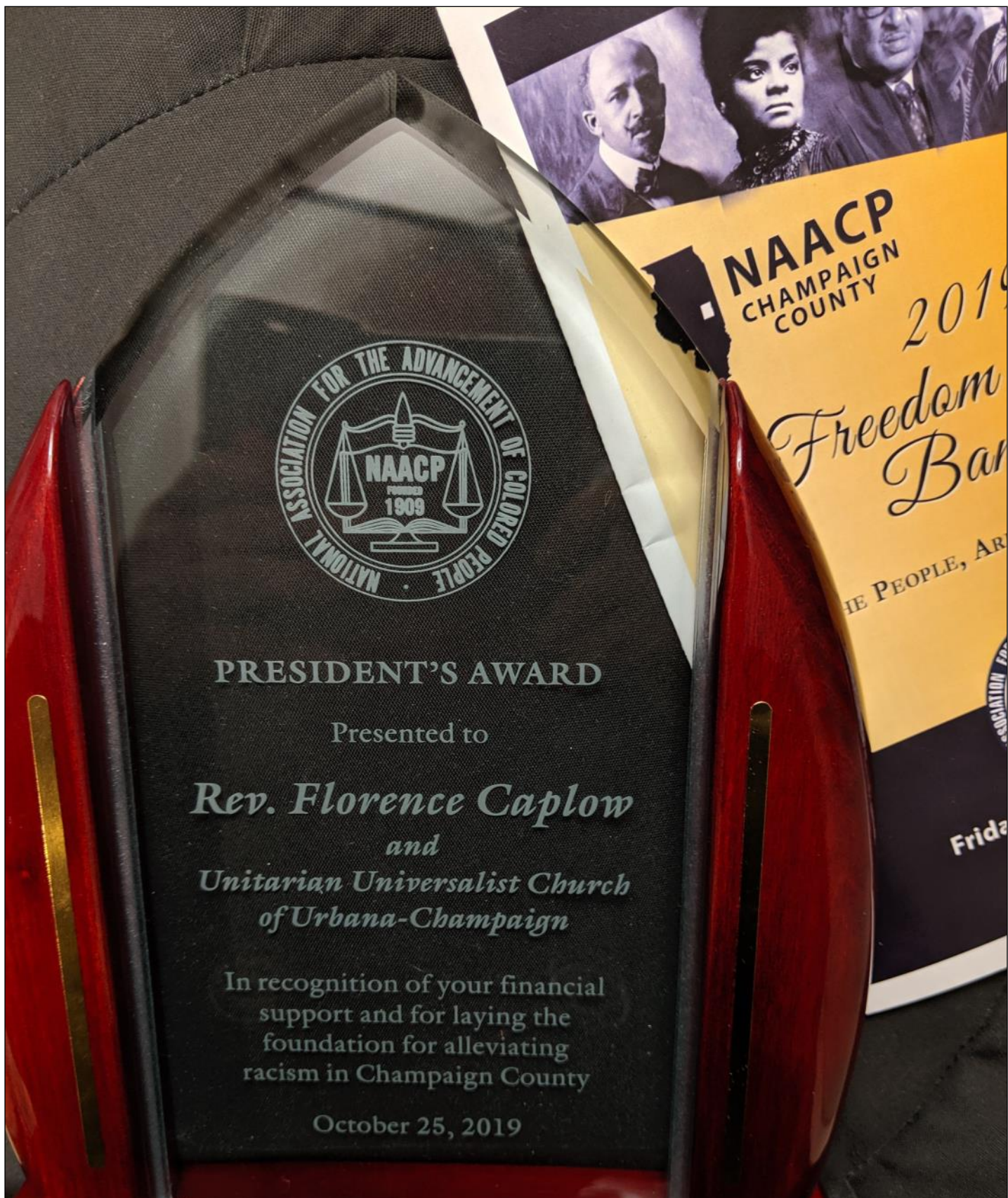
For all of the challenges of holding the meeting remotely, we will still be addressing many important issues that will require your thoughtful consideration. There will be the usual things such as the approval of the budget for FY 2021 and the election of officers, but in addition to that we will be voting on:

- Acceptance of a \$32,500 grant from the Unitarian Universalist Congregation at Shelter Rock
- A significant policy proposal from the Immigration Justice Task Force
- Adoption of updated Mission and Vision statements
- Modification of our bylaws
- Affirmation of Paycheck Protection Program funds
- Details of these items are included in this packet for your consideration. Please familiarize yourself with them in advance of the meeting so that our discussion can be as directed and productive as possible.

We will be offering several informational sessions prior to the annual meeting. These Zoom Q&A sessions will be an opportunity to ask questions in advance of the annual meeting, and they will be scheduled on June 3rd, 7th, and 10th. Please refer to [the uucuc.org website](https://www.uucuc.org) for specific times.

Though it is in many ways sad to be holding the meeting in this fashion, it is also a testament to the power of this community that we will go to these lengths to protect our members and also to demonstrate the continued power of our loving community. I look forward to seeing your faces and names on the screen on June 14th as we make history together.

Sincerely,  
Chris Hannauer  
Moderator



A highlight of the 2019-2020 year was when UUCUC received the President's Award in October 2019 in recognition of the congregation's racial justice work. Congratulations and thank you to all of those at UUCUC who are champions of racial and social justice in our community!





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*Photos on cover, starting from top right: Gloria Kruse in May 2020 (daughter of UUCUC Friend, Adam Kruse, and UUCUC member, Michaela Kruse); New UUCUC member, Rebecca Schlesinger, signing the book with Rev. Florence Caplow in September 2019; Rev. Florence Caplow rallying the crowd on the University of Illinois campus during the climate march in September 2019; UUCUC members, Sylvia and Brian McDermott, at the UUCUC tent at Quad Day at the University of Illinois campus during August 2019; Some UUCUC members during the CU No Cages Rally and Vigil in Urbana in July 2019; UUCUC member Dave Sutton carrying the UUCUC banner during the UUA General Assembly in 2019 (we’ll miss you Dave!); and the centerpiece , the mandala symbolizing the mission and 9 visions proposed by the UUCUC Dream Team.*

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# Call Letter and Agenda

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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 Bylaws.

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. Specific details about accessing the meeting and how the meeting will be conducted will be sent to members via email prior to the meeting on June 14th. This meeting will be recorded and closed captioning will be provided.

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
- 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  
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



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# Board Chair Report

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## **A reflection on a groundbreaking year**

Any words I choose to write here, will not come close to capturing all of the wonderful things that have happened in our congregation this year. Similarly, no words can capture the surreal circumstances during the last ten weeks as we all adapt to living during a pandemic. I believe we have all had challenges and silver linings.

The church year began as many do. The board team formed, set goals, and dug into its work. Rev. Caplow's report highlights many things we all can be proud of this year. On my list of notables (with some overlap) are:

- incredible responses to the Generosity and Leadership Circle requests,
- hiring of our [new half-time Associate Minister, Sally Fritsche](#),
- support of the successful [Faithify](#) campaign for the [FirstSteps Community House](#),
- a complete redesign of our church website, [uucuc.org](#),
- compassionate responses to [immigration justice issues](#),
- expansion of [adult educational offerings](#),
- exploration and re-visioning of what [lifelong learning](#) means to this congregation,
- essential work of the Dream Team on strategic planning for the future,
- development and actions of new groups like the Ministerial Advisory Team and Finance Task Force to guide our path forward,
- timely and transformative work of the [Social Action Committee](#), including the newly launched Faithify campaign for [Champaign County COVID-19 relief](#), and of course,
- all the 'routine stuff' that our excellent staff and volunteers do to keep things humming.

Additionally, the house at 310 High Street, which sits just adjacent to our parking lot, required some major interventions by staff and the board this year. It was determined by the board that it was not financially feasible to continue renting or occupying the house given code violations from a city inspection, and the long-laid plans of razing it needed to be put into action.

I am pleased to report that the [Board of Trustees](#) has responded to its regular responsibilities (and quite a few surprises) with well-considered and compassionate actions. Our major strides forward were in large part a result of our minister, staff, volunteers, and many of you. I 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.

As I've written before, adjustments are necessary. Holding our annual meeting virtually for the first time, is just one example. However, in the face of challenge, 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.

Yours in service and with deep gratitude,

Randy Locke

BOT Chair 2019-2020



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## Reflections From Our Minister

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This year has been like no other, and I hardly know how to write this Annual Meeting report. If I look at the year from July to March, I see a continuation of our vitality, growth, generosity, and energy, with a new and lively Adult RE program organized by Michele Grove, Soul Matters groups going strong, a new Pastoral Care Associates program, Rev. Bill Breeden sharing ministry with me, and a highly successful Leadership Circle to fund an Associate Minister for Congregational Life. Our Dream Team working on a new five-year strategic plan has been hard at work, and the nine visions that came from YOU in the first year of their work are truly inspiring (and you will be voting on them in this Annual Meeting).



Then COVID-19 hit.

On March 15 we closed down the church building, and it remains closed. Our staff are working remotely, several of them with “re-tooled” positions. March 8th was our last service with people in the pews. On March 15th and 22nd we had a small team in the Sanctuary and we were live streaming. By March 29th we were entirely live streaming from my sun porch, and at this writing we do not know when we will back in our Sanctuary, although probably it will not be until the last phase of the Governor’s re-opening plan, since only at that phase can more than 50 people gather together.

We have a virtual choir, joys and sorrows sent in by email, a new way of giving by text, a Zoom Fellowship Hour, Zoom RE, a 24 hour “warm line” for emotional support....all created in the last few weeks. Hundreds of people from around the country are watching our services each week. And now we are looking forward to an online auction, thanks to the creativity of the auction team.

None of this could have even been imagined, in January of this year.

I have to send an immense wave of thanks to Sean Bartell and Chris Hannauer, who led the transition to our truly extraordinary live-streamed remote services, as well as Kathy Vance, our Financial Secretary, and Mona Shannon, for leading the work for giving by text, our Board, and our musicians and staff, for their imagination, creativity, and willingness to adapt to these radically changed circumstances.

Sometimes it is said that it is in hardship that one glimpses the true character of a person, or an organization, or a country. I know many of us are feeling grief and rage about the terrible response to this pandemic by our national leaders, but we must also remember the tremendous heroism of so many healthcare workers, and the many ways people have reached out to support each other, locally and nationally.

I can say that the true character of UUCUC has shown through this time, from leaders, staff, and you. The words that come to mind are optimistic, creative, generous, brave, practical, patient, and kind. Thank you, as your minister, for your shared ministry with me during this time, as you take care of one another and support the staff and your minister as we do our best to support you in these difficult times. And I am so happy that we will be welcoming a new Associate Minister for Congregational Life, Sally Fritsche, to our congregation in September, to deepen this ministerial support.

Fare forward, friends!

Rev. Florence Caplow



## 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.



**Charlotte Brady**



**Lin Foote**

**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.



**Yolanda Deal**

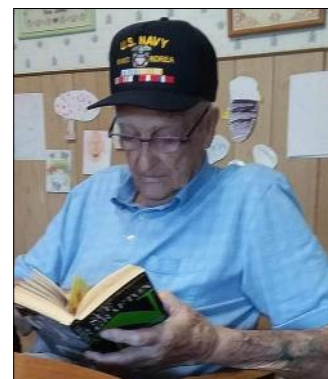




## In Memoriam

**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.



**Chet Strohecker**



**Ray Watson**

*Photo courtesy of the The Celebration Company at The Station Theatre.*

UUCUC friend and choir member, **Ray Watson**, 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 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.



**Bob Spitze**



## In Memoriam

**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.



**Anne Reeser**



**Dave Sutton**

**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 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.



**Jim McGlathery**



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## In Memoriam

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**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>.



**Burt Swanson**

### To Live In This World

To live in this world  
you must be able  
to do three things:  
to love what is mortal;  
to hold it  
against your bones knowing  
your own life depends on it;  
and, when the time comes to let it go,  
to let it go.

*Mary Oliver, from "In Blackwater Woods"*



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# Highlights From the Church Year

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## **Accessibility**

*From Wendy Graves*

The renovation of the downstairs restrooms was finally completed! We now have updated, accessible facilities on our lower level. Many thanks to Kate Barton and Betsy Hunter for their contributions to this project.

## **Building and Grounds Advisory Group**

*From Kate Barton and Jerry Carden*

During this past Church year, the Building and Grounds Advisory Group (BAGAT) was formed to replace the Property Committee. It meets monthly and serves in an advisory capacity assisting the Director of Facilities to prioritize and discuss the physical needs of the UUCUC. This group, under the leadership of Jerry Carden, provides continuity in the care of our building both inside and out. Members are:

- Jerry Carden, Chair
- Jon Ellis
- Wendy Graves
- Betsy Hunter
- Anne Sharpe
- Tim Temple
- Jenny Hunt, Board of Trustees Liaison
- Kate Barton, staff member liaison and ex officio member

The following items have been accomplished during this past year:

- Lighting efficiency upgrade for Office and Fellowship Hall
- Renovation of RE Bathrooms
- Window washing of Fellowship /RE wing
- Custodian completed floor work on ground floor and entryways.
- Phone system installation
- Redecorating ECIRMAC office. Now used as meeting space.
- High St. yard upkeep
- Coordinating with Director of Congregational Administration on webpage development for events and facilities use tabs
- Coordinating with RE for reorganizing RE Classrooms and new library space
- Rood loft barrier installation
- Revision of pricing structure for events
- Adoption of Building use and Rental Policy
- Security System installation
- Rekeying of all doors
- Working on addressing code violations for High St. House
- Interim Procurement Guidelines

*(continued on page 17)*





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# Highlights From the Church Year

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*(Building and Grounds Highlights, continued from page 16)*

Since mid-March, the committee has not been able to meet due to Covid 19 restrictions. However, protocols have been developed for building access, limiting building use. A preventive maintenance walk through is done daily.

One planned activity which is still in progress for this year is the demolition of High St House. The building had been cited for numerous code violations and, with help from committee and BOT members, the tenants were successfully relocated and plans are currently on track to have the building demolished by late June/early July of 2020.

## **Care Core**

*-From Cindy Loui and Marilyn Ryan*

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.

Since mid-March, the Covid 19 pandemic has limited the services we have been able to provide. We are in the process of determining what we will be able to offer safely once the restrictions are lifted.

**Memorial Receptions:** Care Core coordinated five memorial receptions, working closely with the facilities manager, the families, and the minister.

**Ride Share:** Julie Laut began coordinating the Ride Share program last fall. With Sunday services now online, Julie will coordinate our new grocery delivery service.

**Repair Core:** Herb Hiestand continues to provide small home repairs.

**Pastoral Care Associates (PCA) Program:** Training began in January for five volunteers, who are currently serving on the Warmline team. Our goal is to offer PCA services by the end of 2020.

Co-chairs: Cindy Loui and Marilyn Ryan . Members: Phil Abruzzi, Sally Babbitt, Chuck Cooper, Maryly Crutcher, Jennifer Greene, Sandy Hannum, Herb Heisted, Holly Jordan, Deedy Marble, Rev. Florence Caplow

## **Dream Team Strategic Plan Taskforce**

*From Karen Folk*

The purpose of the Dream Team is to engage the congregation in a strategic planning process for the next five years.

Highlights of 2019-2020 work include:

- Fall 2019, engaged the congregation in “Who we (UUCUC) are? questions and revisited our mission/vision statements adopted in 2005.
  - \* Aug – Sept conducted surveys in ENews and analyzed responses
  - \* Conducted three “Dream Buffets to gain congregational input, engaged the Young Adults and held an RE event *(continued on page 18)*



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# Highlights From the Church Year

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*(Dream Team Highlights, continued from page 17)*

- \* summarized all data gathered and publicized to the congregation in ENews, Uniter articles, and by posting on the Dream Team webpage.
- \* Engaged Lisa Presley, UUA Midamerica Region consultant to conduct a Mission/Vision workshop on November 2nd.
- During December and January, identified common themes in the data and then created Nine Vision statements to summarize congregational input. Held a Jan 12th service on Mission. February and March, solicited feedback on the visions in a number of ways followed by minor revisions.
- The current Mission and Nine Visions were presented to the Board with a request to have them approved by a congregational vote at the annual meeting.

Members of the Dream Team include: Lara Breeze-Troyer, Karen Folk, Randy Locke, David Prochaska, Karla Peterson, Jenny Hunt, Ben Galewsky, Carol Veit, Becky Densmore, Kathleen Robbins, Florence Caplow, Michele Grove, David Sharpe, Kathleen Holden.

## **Finance Committee**

*From Brian McDermott*

The committee is being re-energized by a dedicated group of members in the Finance Taskforce. We are continuing the committee's work of monitoring the churches monthly financial health, working to build next year's budget, and supporting our Interim Treasurer, Jerry Frye, and our Financial Secretary, Kathy Vance.

Accomplishments since the taskforce 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.

Our on-going work includes: monitoring pledge income during COVID-19, review of all Finance Committee Policies, developing a procurement policy for BOT, revising the policy governing calculation of the excess reserves (in order to address the disproportionate impact that can have on the budget process), ensuring that the evolving roles of Treasurer and Financial Secretary are adequately supporting the church while not burning out our volunteer Officers, and evaluating whether a 2-year budgeting process might help in the future.

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

## **Generosity**

*From Mona Shannon*

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 part-time minister to our staff. 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. 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 has been committed to the set aside fund.



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# Highlights From the Church Year

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## **Hospitality Teams**

*From Peggy Patten*

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 Hueting and 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.

## **Immigration Justice Task Force**

*From Pam Richart*

The Immigration Justice Task Force was allocated \$4,500 from SAC’s budget during the last fiscal year. Much of our work has focused on responding to Three Spinners’ request to provide hospitality / emergency refuge to political asylees for up to five days when ICE is in town. This has included:

- Holding four educational meetings.
- Obtaining approval from the BOT to proceed, with the understanding IJTF would obtain a vote of affirmation from the congregation.
- Completing the coordination required with staff, partners, and the BOT.
- Preparing an operations manual.
- Developing a strong volunteer base.

In addition, we have:

- Allocated \$1,000 to CU-FAIR’s immigrant emergency aid funds, and served on its Advisory Review Committee.
- Hosted three educational sessions on immigration justice (\$150).
- Co-hosted a Zoom call with CU FAIR to connect organizations providing a safety net for immigrants facing food insecurity and economic hardship.
- Redirected \$1,100 to CU FAIR’s Pandemic Response Fund from planned Non-Violent Direct Action Training, and encouraged UUCUC members to donate, or buy and deliver groceries to immigrant families in need.
- Spent \$1,900 on welcome kits / backpacks for unaccompanied minors in Urbana.
- Reallocated the balance of our funds from hosting legal clinics (\$350) to organizations working to provide COVID-19 relief for immigrant families.



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# Highlights From the Church Year

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## **Membership Committee**

*From Sylvia McDermott and Anne Newman*

The Membership Committee has been exploring ways to grow our church community and ways to manage that growth. We took part in Quad Day this year by having our own table, with a new church banner and young members to greet the students. Many volunteers helped the congregation celebrate "Everybody's Birthday" in September and with sending out holiday cards and notes in December. The church sign outdoors was updated, and progress was made on making the Rood Loft usable space. The Membership Committee provided free t-shirts to all new members and mapped out new marketing ideas such as advertising on city buses, a monogrammed pop-up tent and table cover, and a future Instagram account.

## **Partner Church Committee**

*From Rev. Florence Caplow*

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.

## **Personnel Committee**

*From Dave Sharpe*

The Personnel Committee worked with Rev. Florence Caplow, as Chief of Staff, to assure the church has the staff support it needs. This included successfully searching for and hiring Austin Cody as Acting Choir Director, to replace Matt Shepherd, who resigned. We also worked with our Interim RE Director to hire Blake Preston as RE Assistant.

In addition, we worked with Rev. Florence to address our minister's increasing work load as our church grows. This led to hiring Rev. Bill Breeden as part-time for Spring 2020. Members of the Personnel Committee also served as a Ministerial Advisory Team (MAT) to consider longer-term solutions. This led to the successful search for an Associate Minister, who will begin in Fall, 2020.

The Personnel Committee recommended to the Board of Trustees that a Health Benefit Set-Aside be established as a line item in the budget; the recommendation was approved on March 31, 2020. The cost of health benefits provided to staff has increased, driven primarily by our commitment to provide optional high-quality UUA health insurance to all staff with appointments 50% or greater. Recognizing that the budget would be strained if new staff were to choose the UUA option, the Health Benefit Set-aside, to be funded as the church budget allows, is to be used to provide unanticipated health insurance costs for staff as well as short term disability coverage.

The Personnel Committee also provided recommendations to the Budget Task Force concerning changes in minister and staff salaries based on UUA recommendations for FY2021. Most recommendations have been incorporated into the FY2021 budget. Notably UUCUC continues to recognize our high-quality staff by meeting UUA salary recommendations at the MID level, and UUA health insurance at the Standard level, comparable to the Gold level in other insurance plans. *(continued on page 21)*





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# Highlights From the Church Year

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*(Personnel Committee Highlights, continued from page 20)*

Finally, the Personnel Committee is responsible for ensuring that the church is in compliance with federal policies and guidelines related to employment. This year, the focus was on the government's requirements outlined in the Families First Coronavirus Response Act and the Paycheck Protection Program (PPP) loan.

## **Racial Justice Project**

*From Joe Minarik*

As a means for enhancing the capacity for promoting racial justice and challenging white supremacy, RJP doubled its monthly meeting schedule this past year. This helped us focus on both the business of racial justice work, as well as deepening our own knowledge and understanding as racial justice advocates through educational meetings. Topics included 21st Century Marginalization, the Miseducation of White People, and critical analysis of institutions as mechanisms driving racial inequality within organizations. The Internal Audit committee also used a critical institutional analysis tool prototype to understand power and decision making within RJP. RJP continued to bring education and training opportunities to UUCUC and the greater Champaign-Urbana community. These included film screenings and discussions, as well as skill building around for facilitating dialogues on contentious issues. RJP also hosted and facilitated a one-day training for the CU NAACP focused on stakeholder analysis and political strategy development.

## **Religious Education Council**

*From Michele Grove*

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 Barbara 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. *(continued on page 22)*



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# Highlights From the Church Year

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*(RE Council Highlights, continued from page 21)*

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.

## **Safety Committee**

*From Scott Godlew and Pat Feely*

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.

## **Social Action Committee**

*From Ben Galewsky and Jan Kalmar*

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. 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.

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 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. *(continued on page 23)*



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# Highlights From the Church Year

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*(Social Action Committee Highlights, continued from page 22)*

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 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. As of March 2020, we have raised \$19,000 for 8 organizations, demonstrating the generosity and commitment to social justice by our members and friends, with an average of \$2,400 going to each organization.

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.

## **Trust Fund Trustees**

*From Tim Livingston*

This past year, Trust Fund Trustees welcomed and onboarded a third Trustee, Deborah Rugg, and the new Financial Secretary, Kathy Vance. We invested all assets of the England Endowment Fund into the Calvert Balanced Fund, a fund balanced across stocks and bonds that are aligned to our Socially Responsible Investment (SRI) Guidelines. Throughout the year, we maintained our investments in the broadly diversified and socially responsible funds that make up the General Trust Fund and the Victor A. Hoersch Elderly Services Trust Fund. We will analyze the need to rebalance the General Trust Fund in light of 2020 market performance in June.

## **UU Connections**

*From David Gross*

In any other year I would be advocating visiting other nearby UU churches, participating in the annual General Assembly of the UUA and enjoying a week at Camp Unistar on an island in northern *(continued on page 24)*



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# Highlights From the Church Year

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*(UU Connections Highlights, continued from page 23)*

Minnesota. But not this spring. UU churches are not meeting face to face. Fortunately, UUCUC is a champion with our Sunday morning broadcasts and frequent Zoom meetings. We are becoming a model for other UU congregations. Camp Unistar will not open for the 2020 season. General Assembly will not gather in Providence, RI, in June of 2020 and will instead be a Zoom based convention.

UUA General Assembly for June 2021 is scheduled for Milwaukee, as a five-day gathering of thousands of UUs. If that happens, and I very much hope that it does, UU Connections will advocate and coordinate a caravan of our folks to Milwaukee.

## **LGBTQ Welcome Team/ Welcoming Congregation Committee**

*From Jerry Carden*

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

Our highlights:

- 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: 1) documentary called 'Growing Up Trans, and 2) A Sunday afternoon seminar which focused on pronoun usage.
- Financial support of local LGBTQ related organization: Greater Community AIDS Project, we raised \$2,560 in a monthly shared offering.

Also, for 2020 submission later this year: two worship services done; six observances; Uniting Pride group is to be the June shared offering; the seminar will be the Transforming Hearts Collective online course to be offered in May in conjunction with Religious Education.

Members: Chair, Jerry Carden, Jim Hannum, Kathleen Robbins, AJ Herzog, Renee Trilling, Jason Rock.

## **Worship Committee**

*From Janet Revell Barrett*

The Worship Committee serves the church by supporting the minister, providing assistance to worship associates, and addressing congregational questions and concerns. This year we have planned several worship committee-led services during the year in addition to a series of eight services in summer 2019 and a roster of nine services in development for summer 2020. We plan these services to take advantage of the rich resources of our church membership and community at large, including guest speakers and community musicians, such as the Congolese Choir who were our guests last summer. The committee works closely with our technical wizards who make services available through podcasts and streaming, especially in the transition from in-person to streaming formats and Zoom-hosted services.



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# Minutes From the Annual Meeting on May 5, 2019

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To review the full minutes, please refer to [Appendix A: Minutes from the Annual Meeting on May 5, 2019](#).





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## Acceptance of Annual Reports

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To view the annual report for 2018-2019, please see here: [https://uucuc.org/annualreport\\_2018-2019\\_final/](https://uucuc.org/annualreport_2018-2019_final/)



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## Acceptance of Shelter Rock Funds

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**Motion:** The congregation accepts \$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.

**Background:** In 2018 the UUA concluded a Planned Giving campaign called, Wake Now My Vision. The campaign encouraged people to include Unitarian Universalist institutions in their estate plans. Donors could apply for a grant that would match their gift intentions by 10% (up to \$10,000 per donor). We qualified for \$32,500 in matching funds. The funds were provided by the Unitarian Universalist Congregation at Shelter Rock and were distributed to the church in installments from 2019-2020. The grantors did not restrict the use of the funds. The decision to accept and dispose of these funds is reserved for the voting membership per Article 5, Section 3(e) of the UUCUC Constitution.



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## 2020-2021 Proposed Budget

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On behalf of the Budget Task Force and the Board of Trustees, we present our draft 2020-2021 church year budget.

This budget funds our new Associate Minister for Congregational Life as a half-time position. Thank you all for your contributions to the targeted Leadership Circle for a new Associate - these funds that you committed are being split equally over two years to support this exciting new position.

Secondly, this budget responds to the to COVID-19 pandemic and its possible effects on UUCUC. Due to the uncertainty of when our church building will re-open, the decision was made to assume, for the budget, that the physical church facility will be closed for the first half of the year, opening back up for full operations on January 1, 2021. We realize that assumption is optimistic, but wanted to be sure we had maximum fiscal flexibility for our operations. That assumption was applied to both income and expense sides of this proposed budget for fiscal year 2020-2021. All line items that were adjusted based on this assumption are highlighted using **blue font** in the budget. The Board fully expects that a mid-year congregational meeting may be needed to revise the budget in response to future COVID-19 conditions and guidelines from county, state, federal, and UUA sources.

Respectfully,

Brian McDermott, Vice Chair

On behalf of the Budget Taskforce and the Board of Trustees



# 2020-2021 Proposed Budget

	FY21 Proposed Budget	FY20 Budget	FY21/FY20(%)	FY21-FY20 (\$)	Comments
<b>Income</b>					
41192 Pledges 2020-21	\$460,000				
41200 Donations -	<b>\$7,336</b>				<b>Original estimate was \$14,671: Budget taskforce adjustment was to cut in half for the facility being open for 1/2 year</b>
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)	<b>\$5,204</b>	\$11,240	46%	-\$6,036	<b>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</b>
41400 UU General Trust	\$17,634	\$17,573	100%	\$61	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	\$26,000	100%	\$0	Kept the same as FY20 budget
41600 Facility Use Fees					
41620 Other Rentals	\$2,500	\$3,640	69%	-\$1,140	
41630 Special Services	\$1,500	\$0			Weddings and memorial donations and fees
41640 High Street House	\$0	\$8,500	0%	-\$8,500	No rental income from 310 High Street house in FY21
<b>TOTAL 41600 FACILITY USE FEES</b>	<b>\$2,000</b>	<b>\$12,140</b>	<b>16%</b>	<b>-\$10,140</b>	<b>Reduced for church open 1/2 year</b>
41700 Miscellaneous (VISION Legacy)	\$32,000	\$0			Board to make accessible in FY 21 through a set-aside - allocated to one-time expenses.
41800 Savings Interest	\$100	\$55	182%	\$45	
44000 Non-operating Savings Interest	\$15	\$0			
Excess Reserves	\$1,885	\$69,223	3%	-\$67,338	Variation in excess reserves from year-to-year causes big impact on budgeting process - Finance taskforce looking into ways to mitigate this fluctuation
<b>TOTAL INCOME</b>	<b>\$586,625</b>	<b>\$593,732</b>	<b>99%</b>	<b>-\$7,107</b>	



# 2020-2021 Proposed Budget

	FY21 Proposed Budget	FY20 Budget	FY21/FY20(%)	FY21-FY20 (\$)	Comments
<b>Expenses</b>					
53110 Trustees Contingency	\$4,171	\$5,854	71%	-\$1,683	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	\$2,000	90%	-\$200	
53130 Social Action Initiative	\$0	\$1,500	0%	-\$1,500	2 year initiative funds, removed due to no new initiative being
53142 UUA Annual Program Fund	\$23,289	\$25,877	90%	-\$2,588	
<b>TOTAL 53100 CONGREGATIONAL EXPENSES</b>	<b>\$29,260</b>	<b>\$35,231</b>	<b>83%</b>	<b>-\$5,971</b>	
53151 Stewardship	\$600	\$600	100%	\$0	
53153 Service Auction Expenses	\$2,104	\$1,500	140%	\$604	Two year average used to calculate expenses.
<b>TOTAL 53150 FUNDRAISING EXPENSES</b>	<b>\$2,704</b>	<b>\$2,100</b>	<b>129%</b>	<b>\$604</b>	
53161 Membership Committee	\$1,500	\$1,500	100%	\$0	
53162 Membership Coordination	\$1,930	\$2,145	90%	-\$215	
53163 Personnel	\$200	\$200	100%	\$0	
53164 Social Action	\$6,300	\$14,000	45%	-\$7,700	Immigration task force split out as separate expense line.
53166 Care Core	\$200	\$200	100%	\$0	
53168 Racial Justice Initiative	\$6,300	\$7,500	84%	-\$1,200	
53169 Partner Church Project	-	\$250			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.
<b>TOTAL 53160 COMMITTEE PROGRAM EXPENSES</b>	<b>\$23,230</b>	<b>\$25,795</b>	<b>90%</b>	<b>-\$2,565</b>	
53220 Chalice Lighters	\$1,000	\$1,000	100%	\$0	
53230 Hospitality	\$375	\$1,500	25%	-\$1,125	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	\$0			
53250 Bookkeeping Service	\$7,200	\$7,200	100%	\$0	
53270 Search Committee	\$2,400				For FY21 - DRE search
<b>TOTAL 53200 MISC CONGREGATIONAL EXPENSES</b>	<b>\$12,975</b>	<b>\$9,700</b>	<b>134%</b>	<b>\$3,275</b>	
<b>TOTAL 53000 CONGREGATION</b>	<b>\$68,169</b>	<b>\$72,826</b>	<b>94%</b>	<b>-\$4,657</b>	





# 2020-2021 Proposed Budget

	FY21 Proposed Budget	FY20 Budget	FY21/FY20(%)	FY21-FY20 (\$)	Comments
<b>Expenses</b>					
54110 Treasurer Expenses	\$200	\$200	100%	\$0	
54120 Payroll Service	\$1,750	\$1,530	114%	\$220	
54130 Postage	\$650	\$1,500	43%	-\$850	
54140 Printing	\$500	\$1,000	50%	-\$500	
54150 Office Supplies	<b>\$4,500</b>	\$5,625	80%	-\$1,125	<b>FY2020 reduced by 20% assuming volume reduction in supply use.</b>
54160 Telephone	<b>\$2,300</b>	\$2,500	92%	-\$200	<b>Includes some funds for warm line expenses.</b>
54170 Copier Maintenance	\$1,997	\$1,320	151%	\$677	
54180 IT Support	\$360	\$500	72%	-\$140	
54190 IT Services & Subscriptions	<b>\$6,500</b>	\$4,020	162%	\$2,480	<b>Recommended increase as per DCA to \$6500 for year</b>
54200 Computer Expenses	\$750	\$750	100%	\$0	
54210 Internet Service	\$1,200	\$240	500%	\$960	
<b>TOTAL 54100 OFFICE EXPENSES</b>	<b>\$20,707</b>	<b>\$19,185</b>	<b>108%</b>	<b>\$1,522</b>	
55110 Instrument Maintenance	\$1,660	\$800	208%	\$860	Adjusted based on maintenance needs for piano.
55120 Music Supplies	<b>\$675</b>	\$1,000	68%	-\$325	<b>Reduced for church open 1/2 year</b>
55130 Musicians	\$2,000	\$3,000	67%	-\$1,000	England music support on separate line
55135 England Music support	\$595				
55140 Worship Supplies	<b>\$250</b>	\$500	50%	-\$250	<b>Reduced for church open 1/2 year</b>
55150 Worship Misc - A/V Support	\$1,400	\$500	280%	\$900	Use for A/V honorarium and other as needed - covers support for A/V while church is closed 1/2 year.
55160 Speakers	\$750	\$1,000	75%	-\$250	Associate minister makes speaker funding less important
55170 Worship Leaders		\$0			
55180 Summer Services	\$900	\$900	100%	\$0	
<b>TOTAL 55000 WORSHIP</b>	<b>\$8,230</b>	<b>\$7,700</b>	<b>107%</b>	<b>\$530</b>	



# 2020-2021 Proposed Budget

	FY21 Proposed Budget	FY20 Budget	FY21/FY20(%)	FY21-FY20 (\$)	Comments
<b>Expenses</b>					
56110 RE Supplies & Materials	\$4,500	\$3,950	114%	\$550	Increased budget because the church is assumed to be closed for
56120 RE Staff Development		\$0			
56130 Background Checks	\$150	\$300	50%	-\$150	Reduced for church open 1/2 year
56150 Young Adult Community	\$300	\$500	60%	-\$200	Reduced for church open 1/2 year
56160 Programs	\$3,000	\$5,000	60%	-\$2,000	
56170 Youth	\$1,500	\$3,500	43%	-\$2,000	Reduced for church open 1/2 year
56180 Coming of Age	\$1,500	\$1,550	97%	-\$50	Since there is no OWL, then we can introduce a COA online program
56190 Diversity Materials	\$500	\$500	100%	\$0	
<b>TOTAL 56000 RELIGIOUS EDUCATION</b>	<b>\$11,450</b>	<b>\$15,900</b>	<b>72%</b>	<b>-\$4,450</b>	
57110 Grounds Maintenance	\$2,500	\$2,000	125%	\$500	
57120 Natural Gas	\$3,750	\$5,000	75%	-\$1,250	Reduced for church open 1/2 year
57130 Electricity	\$3,750	\$6,000	63%	-\$2,250	Reduced for church open 1/2 year
57140 Property Insurance	\$8,755	\$8,755	100%	\$0	
57150 Janitor Supplies	\$1,120	\$2,800	40%	-\$1,680	Reduced for church open 1/2 year
57160 Mortgage	\$17,200	\$17,220	100%	-\$20	
57170 Property Contingency	\$0	\$0			
57180 Routine Property Maintenance	\$0	\$0			
57181 Church Maintenance	\$10,000	\$8,000	125%	\$2,000	
57185 Church and/or High St Maint	\$0	\$8,500	0%	-\$8,500	No High Street Maintenance planned for FY21
57190 Snow Removal	\$1,500	\$1,500	100%	\$0	
57200 Trash Hauling	\$1,750	\$2,500	70%	-\$750	Reduced for church open 1/2 year
57210 Water/Sewer	\$1,950	\$2,600	75%	-\$650	Reduced for church open 1/2 year
57220 Equipment & Furniture	\$5,500	\$1,000	550%	\$4,500	A/V team separately requested \$500 for new equipment desk in sanctuary
57240 Alarm Monitoring	\$600	\$600	100%	\$0	
57250 Kitchen Keepers	\$0	\$0			
57300 Accessibility		\$0			
<b>TOTAL 57000 PROPERTY</b>	<b>\$58,375</b>	<b>\$66,475</b>	<b>88%</b>	<b>-\$8,100</b>	



# 2020-2021 Proposed Budget

	FY21 Proposed Budget	FY20 Budget	FY21/FY20(%)	FY21-FY20 (\$)	Comments
<b>Expenses</b>					
58010 Lead Minister Expenses	\$6,834	\$8,287	82%	-\$1,453	Professional expenses: Reduced by 25% from UUA recommendation due to COVID 19 impact
58012 Associate Minister Expenses	\$3,262	\$0		\$3,262	UUA recommendations Mid range FY21
58013 Associate Minister Moving Expenses	\$3,850	\$0		\$3,850	10% of 12 month salary
58020 Lead Minister Hlth Ins	\$9,724	\$8,975	108%	\$749	UUA recommendations
58022 Associate Minister Hlth Ins	\$3,245	\$0		\$3,245	Associate insurance also includes spouse option
58029 Budget Adjustment - use this for coaching of Assoc.	\$1,000	\$0		\$1,000	Funds used for coaching between ministers
58030 Lead Minister Pension	\$9,112	\$8,337	109%	\$775	
58032 Associate Minister Pension	\$3,262	\$0		\$3,262	
58040 Lead Minister Life & ADD	\$0	\$0		\$0	
58042 Associate Minister Life & ADD	\$274	\$0		\$274	
58050 Lead Minister LTD	\$1,184	\$936	126%	\$248	
58052 Associate Minister LTD	\$424	\$0			
58060 Lead Minister Salary	\$91,118	\$54,870	166%	\$36,248	Adjusted to 98.4% of UUA recommendations
58062 Associate Minister Salary	\$32,619	\$0		\$32,619	UUA mid-range recommendation: 10 months in FY21
58070 Lead Minister Housing Allowance	\$0	\$28,000	0%	-\$28,000	To be determined in consultation with Minister -split out from salary
58072 Associate Minister Housing Allowance	\$0	\$0		\$0	To be determined in consultation with Associate -split out from salary
58080 Lead Minister FICA Allowance	\$6,970	\$6,378	109%	\$592	
58082 Associate Minister FICA Allowance	\$2,496	\$0		\$2,496	
58090 Lead Minister Dental	\$720	\$336	214%	\$384	
58092 Associate Minister Dental	\$600				
58095 Minister Sabbatical (for setaside)	\$2,000	\$2,000	100%	\$0	
<b>TOTAL 58000 MINISTER</b>	<b>\$177,694</b>	<b>\$118,119</b>	<b>150%</b>	<b>\$59,575</b>	



# 2020-2021 Proposed Budget

	FY21 Proposed Budget	FY20 Budget	FY21/FY20(%)	FY21-FY20 (\$)	Comments
<b>Expenses</b>					
61111 Director of Congregational Engagement Salary	\$5,608	\$35,732	16%	-\$30,124	Leaving position on September 1
61113 Director of Congregational Engagement Life & ADD	\$47	\$46	102%	\$1	
61114 Director of Congregational Engagement LTD	\$73	\$193	38%	-\$120	
61115 Director of Congregational Engagement Pension	\$561	\$3,573	16%	-\$3,012	
61190 Director of Congregational Engagement Dental	\$360	\$672	54%	-\$312	
<b>TOTAL 61100 DIRECTOR OF CONGREGATIONAL ENGAGEMENT</b>	<b>\$6,649</b>	<b>\$40,217</b>	<b>17%</b>	<b>-\$33,568</b>	
61210 Child Care Coordinator	\$1,328	\$2,608	51%	-\$1,280	second half of year
61220 Child Care Workers	\$3,688	\$5,793	64%	-\$2,105	second half of year
75010 Youth Coordinator	\$7,826	\$6,686	117%	\$1,140	
<b>TOTAL 61220 CHILD CARE WORKERS</b>	<b>\$12,842.00</b>	<b>\$15,087</b>	<b>85%</b>	<b>-\$2,245</b>	
62111 Director - Congregational Administration Salary	\$47,920	\$43,952	109%	\$3,968	
62112 Director - Congregational Administration Hlth Ins	\$7,930	\$4,414	180%	\$3,516	
62113 Director - Congregational Administration Life & ADD	\$402	\$205	196%	\$197	
62114 Director - Congregational Administration LTD	\$622	\$302	206%	\$320	
62115 Director - Congregational Administration Pension	\$4,792	\$1,099	436%	\$3,693	
62190 Director - Congregational Administration Dental	\$720	\$336	214%	\$384	
<b>TOTAL 62100 DIRECTOR - CONGREGATIONAL ADMINISTRATION</b>	<b>\$62,386</b>	<b>\$50,308</b>	<b>124%</b>	<b>\$12,078</b>	Adjustment to Title and responsibilities; adjusted to 98.4% of UUA recommended
Office Assistant - New Position-Salary	\$6,625			\$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			\$55	
Office Assist LTD	\$86			\$86	
<b>TOTAL OFFICE ASSISTANT</b>	<b>\$6,766</b>			<b>\$6,766</b>	



# 2020-2021 Proposed Budget

	FY21 Proposed Budget	FY20 Budget	FY21/FY20(%)	FY21-FY20 (\$)	Comments
<b>Expenses</b>					
63111 Custodian Salary	\$11,838	\$15,743	75%	-\$3,905	
63113 Custodian Life & ADD	\$99	\$205	48%	-\$106	
63114 Custodian LTD	\$154	\$302	51%	-\$148	
63115 Custodian Pension	\$1,184	\$1,574	75%	-\$390	
63116 Custodian Prof Devel	\$0	\$0		\$0	
75050 Custodian Dental	\$720	\$672	107%	\$48	
<b>TOTAL 63100 CUSTODIAN</b>	<b>\$13,995</b>	<b>\$18,496</b>	<b>76%</b>	<b>-\$4,501</b>	
63211 Director of Facilities Salary	\$11,849	\$18,676	63%	-\$6,827	Reduced hours in first half of year, hire in second half of year
63213 Director of Facilities Life & ADD	\$93	\$244	38%	-\$151	
63214 Director of Facilities LTD	\$144	\$347	42%	-\$203	
63215 Director of Facilities Pension	\$385	\$934	41%	-\$549	
63290 Director of Facilities Dental	\$360	\$336	107%	\$24	
<b>TOTAL DIRECTOR-FACILITIES</b>	<b>\$12,831</b>	<b>\$20,536</b>	<b>62%</b>	<b>-\$7,705</b>	
64111 DRE Salary	\$65,140	\$64,236	101%	\$904	98.4% of UUA recommendations
64113 DRE Life & ADD	\$548	\$515	106%	\$33	
64114 DRE LTD	\$846	\$757	112%	\$89	
64115 DRE Pension	\$6,514	\$6,424	101%	\$90	
64190 DRE Dental	\$1,776	\$822	216%	\$954	
64121 DRE Prof Expenses	\$4,886	\$6,424	76%	-\$1,539	Professional expenses: Reduced by 25% from UUA recommendation due to COVID 19 impact
<b>TOTAL 64100 DIRECTOR OF RE</b>	<b>\$79,710</b>	<b>\$79,178</b>	<b>101%</b>	<b>\$531</b>	





# 2020-2021 Proposed Budget

	FY21 Proposed Budget	FY20 Budget	FY21/FY20(%)	FY21-FY20 (\$)	Comments
<b>Expenses</b>					
65100 Choir Director Salary	\$10,519	\$17,521	60%	-\$7,002	
75070 Choir Director Personal Days	\$100	\$200	50%	-\$100	
<b>TOTAL CHOIR DIRECTOR</b>	<b>\$10,619</b>	<b>\$17,721</b>	<b>60%</b>	<b>-\$7,102</b>	
65200 Assistant Music Dir Salary	\$14,026	\$13,643	103%	\$383	
75070 Assistant Music Director Pers Days	\$100	\$160	63%	-\$60	
<b>TOTAL ASST MUSIC DIRECTOR</b>	<b>\$14,126</b>	<b>\$13,803</b>	<b>102%</b>	<b>\$323</b>	
65300 Accompanist - Children's Choir	\$816	\$1,588	51%	-\$772	
65400 Accompanist - CrUUners	\$816	\$1,588	51%	-\$772	
<b>TOTAL ACCOMPANIST</b>	<b>\$1,632</b>			<b>\$1,632</b>	
75080 Staff Development	\$3,000	\$7,000	43%	-\$4,000	Pooled Professional development
75090 Staff Recognition	\$250	\$250	100%	\$0	
<b>TOTAL MISC STAFF EXPENSES</b>	<b>\$3,250</b>	<b>\$7,250</b>	<b>45%</b>	<b>-\$4,000</b>	
69100 Workers Compensation	\$2,623	\$3,270	80%	-\$647	All employees except Ministers
69200 FICA - Employer Contribution	\$14,322	\$18,034	79%	-\$3,712	All employees except Ministers
<b>TOTAL 69000 STAFF BENEFITS</b>	<b>\$16,945</b>	<b>\$21,304</b>	<b>80%</b>	<b>-\$4,359</b>	
<b>TOTAL 60000 STAFF</b>	<b>\$241,751</b>	<b>\$293,276</b>	<b>82%</b>	<b>-\$51,526</b>	
69900 Service Fees	\$250	\$250	100%	\$0	
<b>TOTAL EXPENSES</b>	<b>\$586,625</b>	<b>\$593,732</b>	<b>99%</b>	<b>-\$7,107</b>	
<b>NET OPERATING INCOME OR (LOSS)</b>	<b>\$0</b>				FY21 Budget is balanced



We closed the church on September 20, 2019, and a group of UUCUC friends and members walked over to the University of Illinois campus to join the 1,000 or more students and community members participating in the climate strike. Our minister, Rev. Florence Caplow, was one of the invited speakers at the rally at the Alma Mater. It was a powerful, serious, and joyous occasion, to see so many committed youth and young adults, and to be able to support them as a UU church community.



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## 2020-2021 Proposed Budget

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# Proposed Modification to Bylaws

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The UUCUC Board of Trustees recommends that the following proposed changes to the bylaws be approved by the congregation. The proposed changes are only additions and are shown in the bolded blue text.

## **Bylaws, ARTICLE VI: THE TREASURER**

**Section 1:** The Treasurer shall be elected for a two-year **plus approximately 3-month** term in the even-numbered years and shall begin that term with the beginning of the Board Organizational Meeting of the year elected. **Term is concluded after submission of the year-end accounting for the Annual Report for the last year of the term.**

Additional information: The reason for the proposed change is to ensure the current Treasurer has the opportunity to adequately train an incoming Treasurer-elect on how to complete the duties of the position, and in particular, how to complete the year-end report. It is anticipated that this will be completed by August 1st, in support of the Annual Report publication.

## **Bylaws, ARTICLE VI: THE TREASURER**

**Section 7:** The Treasurer shall be responsible for custody of all evidence of **real** property belonging to the Church. A third party will hold title to the Channing-Murray Chapel and property at 1209 West Oregon Street, as contemplated by the proposed agreement dated January 28, 1990, between the Church and the Channing-Murray Foundation, and as provided in the Irrevocable Trust Agreement, dated April 23, 1992.

Additional information: The definition of “real property” is property affixed to the grounds and buildings. Examples of non-real property would be computers, chairs, supplies, books, coffee pots, etc. The reason for the proposed change is to more clearly define the responsibility of the Treasurer to ensure there is evidence of real property, and to clarify the Treasurer is not responsible for non-real property tracking. The responsibility of tracking and documenting non-real property will be assigned by board action through policy to a staff member. No loss of function will occur, just a shift in who is responsible.





## Slate of Nominees

### **Board of Trustees – 3 Members to be elected for a 3-year term**

The Board of Trustees includes nine members, a Treasurer, and a Clerk. Three members are elected annually. The Board has primary responsibility for conducting business matters of the church.

#### **Penné Beckett**

Penné was born in Meadville, Pennsylvania, but at age 4 her family moved to Florida. As an adult she lived for a short time in New Jersey, but most of her life was spent living in Texas. She moved to Urbana with her husband Jonny in 2007. While visiting her sister in Florida she and Jonny went to the Unitarian Church that her sister has been attending for many years. On the flight home they decided to check out the UU church in Urbana. Becoming a member in 2017 was an easy choice.

Mother of one, 2 grandchildren and 5 great grandchildren keep Penné busy! Penné is currently also on several committees, Membership, Immigration Justice Task Force, Worship, and on Hospitality Team C. She also serves as a worship associate.



#### **Becky Densmore**

Becky Densmore began attending UUCUC in May 2018 and at her first opportunity joined the church as a member that same year. She currently works for Cognia, a nonprofit education services organization, as the Vice President for Quality Systems. Becky's past career roles have included nuanced roles in organizational and leadership development. She firmly believes that education is the key to free opportunity from circumstances and is on fire to ensure a high-quality, equitable education for all children. She looks forward to every opportunity afforded her to spend time with her grandsons, Parker and Preston, as well as their dad, her son, Joshua. Becky holds a M.S. in training and development from Eastern Illinois University.

#### **Jody Hanger**

Jody was lucky enough to be raised UU in Cleveland Heights, Ohio. She and her husband, Chris Hannauer, began attending UUCUC in late 1993 shortly after arriving in Champaign, and both became members of the church in the 1990s. She has played many small roles at church including: Personnel and Service Auction committee member, RE teacher, temporary office employee, amateur church librarian and for 25 years, choir member. With both children now grown, Jody is getting accustomed to empty-nesting. She enjoys reading cookbooks and trying new recipes, needle crafting (most recently cross-stitch), and looks forward to being able to travel again! She works as a library clerk at Westview Elementary in Champaign.







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# Slate of Nominees

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## **Board of Trustees**

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

### **Jennifer Ellis**

Jennifer was born in Urbana to parents Carolyn & Walter McMahon, longtime members of UUCUC. Unitarian Universalism is an integral part of her family heritage as her maternal grandfather was a lifelong UU minister in Syracuse, NY. Jennifer grew up in this church's RE program, benefiting from many wonderful teachers, mentors, and friends along the way and attributes much of her feelings of a well-grounded childhood to her experiences associated with this church. Jennifer graduated from the University of Illinois with a Bachelor of Sciences degree in Animal Sciences. After a brief stint commercial fishing for salmon in Alaska, she moved to Austin, TX where she spent the next 16 years working for the National Wildlife Federation on water policy change to protect the health and diversity of wildlife populations.



She and her husband Jon married in 2004 and have two amazing daughters, Gwen and Maeve. They moved from Austin back to C-U (and UUCUC!) in 2016 where Jennifer and her husband co-own and operate a home inspection business. Both Jennifer and Jon became members of UUCUC in 2017. She enjoys lingering in bed on Saturday morning, time in nature, yoga, gardening, spending time with her family and friends and dreaming of travel.



### **Daniel Urban**

Daniel is a combat veteran and a former police officer. He moved to Illinois for graduate school at UIUC, has attended UUCUC regularly since 2015, and taught RE Neighboring Faiths and YRUU classes for the past several years. Daniel has a PhD in evolutionary developmental biology, and currently works as the senior outreach activities coordinator at the Carl R. Woese Institute for Genomic Biology. Daniel is married to Angela Urban, a researcher with the Army Corps of Engineers, and they have two teenage sons, Demetrius and Dominic. The Urban family enjoys nature, running, reading, and board games.



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## Slate of Nominees

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

The Moderator presides at all congregational meetings of the Church, convenes the first meeting of the Nominating Committee, and convenes the first meeting of the Trustees of the Unitarian Universalist Trust Fund.



#### **Gail Schiesser**

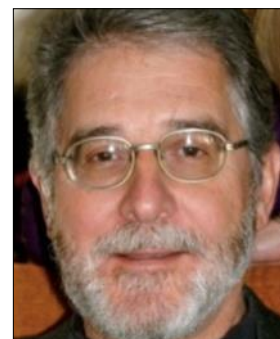
Gail Schiesser is a lawyer, mediator, and trainer of conflict resolution-, leadership-, and communication-skills. Along with her wife, Virginia Brubaker, she's been a member of UUCUC since 2010. Gail has served as UUCUC Treasurer and chair of the membership committee. A card-carrying member of the "If It's Not Fun, It's Not Worth Doing" Club, Gail also makes a mean cannoli. Just in case it's a deal-breaker – Gail is a Cubs fan.

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

The Treasurer is responsible for ensuring that the expenses of the church are paid for in a prudent, responsible, and timely manner, and for keeping the Board of Trustees informed in a manner allowing them to fulfill their fiduciary duty.

#### **Lan Richart**

Lan has been a member of UUCUC for over three years. For nearly 25 years, he and his wife Pam were owners of an environmental consulting firm in Chicago. In 2007, they sold their firm and started Eco-Justice Collaborative, a non-profit advocating personal and public policy changes in support of environmental sustainability. Between 2000 and 2010, Lan served as Treasurer and board member for Servicio Internacional para La Paz, an international peace organization working in Chiapas, MX. He and Pam live in Champaign with 14-year-old Diego Lucas and their two golden retrievers Blizzard and Lincoln.



### **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.



#### **Terry England**

I have been a UUCUC member since 1980. I have been a member of Fortnighters and the choir and have taught RE. In 2019, my wife and I were fortunate to be able to make a gift to the church. It was accompanied by the following: "This endowment is inspired by the generosity, energy, warmth, support, music, and mission of this church and its congregation." In that spirit, it would be my privilege to be a UUCUC Trust Fund Trustee.



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# Slate of Nominees

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## **Nominating Committee - 3 Members to be elected for a 1-year term**

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

### **Janet Revell Barrett**

Janet Revell Barrett moved to Champaign in 2013 to join the School of Music faculty at the University of Illinois as the Marilyn Pflederer Zimmerman Chair of Music Education. She teaches courses in research methods, philosophy, and relating the music curriculum to other arts, history, and culture. Previously, Janet lived in Evanston, IL while serving on the faculty at Northwestern University. She joined UUCUC as a member in 2017 and enjoys participating in congregational life. She is currently chair of the Worship Committee. Janet's son, Alex, and daughter, Paige, and their families moved to Champaign shortly after she arrived, so she considers herself remarkably fortunate to be surrounded by her family, which includes four grandchildren.



### **Jennifer Greene**

Jennifer Greene joined the UU church community as a member two or three years after she moved to Urbana in 1999. Our UU church was the first faith community she had engaged since her teen years in New Jersey. Within a short time, Jennifer realized that our church offers a faith, a set of values and principles, and a strong community that meaningfully lives and enacts its commitments. Since then, she has actively contributed to the work of our church – both internal and for outside community causes. She welcomes the opportunity to join our church's nominating committee.

### **Cindy Ingold**

I have been a member of UUCUC for 17 years. I have served on the Social Action Committee, the Finance Committee, the RE Committee, and on the Board of Trustees. I was a co-leader for Hospitality Team C, and continue to be a member of that team. For the last 5 years I have enjoyed teaching our K-1 students. When I am not at church, I am the Gender Studies and Multicultural Services Librarian at the University of Illinois Library. I also have a sweet 16 year-old dog named Ginger.





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# Slate of Nominees

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## **Delegates to the General Assembly of the Unitarian Universalist Association**

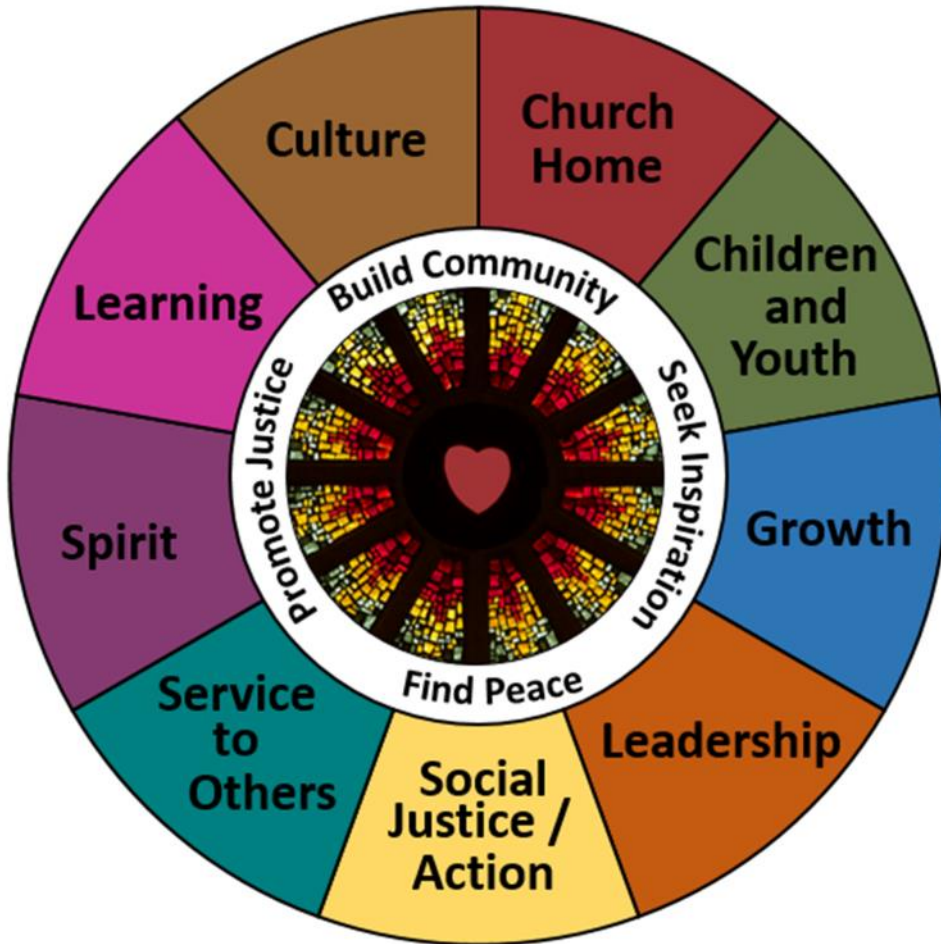
Six candidates who are voting members, including young adults:

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



# Dream Team: Mission and Vision Affirmation

**Motion:** We move that the congregation approve the Mission and Vision statements that follow as a basis for setting goals and priorities in the 5 year strategic plan to be developed with congregational, committee, and leadership input during June to October 2020, with the intent to present the strategic plan for final congregational approval at a special meeting to be called in early November 2020.



## Mission

**Build Community; Seek Inspiration; Promote Justice; Find Peace**

## 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 (*continued on page 46*)



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# Dream Team: Mission and Vision Affirmation

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*(Dream Team: Mission and Nine Visions, continued from page 45)*

communities in CU. By our actions, we foster a sense of belonging, celebration, and joy to a community that cares and supports each of us. We extend that inclusion and welcome to the wider community and the world. We understand that we are all engaged in shared ministry together. We express our gratitude freely and give generously both within and beyond our UUCUC community.

## **Church Home**

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

## **Children and Youth**

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

## **Growth**

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

## **Leadership**

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

## **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 *(continued on page 47)*





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# Dream Team: Mission and Vision Affirmation

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*(Dream Team: Mission and Nine Visions, continued from page 46)*

us as Unitarian Universalists. Our voices are recognized in the CU community for education, action, and collaboration to achieve justice and equity in racial, immigrant, economic, legal, gender, sexual orientation, and environmental issues. We are steadfast and generous partners with community groups.

## **Service to Others**

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

## **Spirituality**

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

## **Learning**

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

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## **Additional Resources for your reference (located in Appendix C)**

- [Background to Mission/Visions Creation](#)



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## IJTF Hospitality Validation

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**Motion:** The Immigration Justice Task Force of the Social Action Committee is seeking a vote of affirmation 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.

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### **Additional Resources for your reference (located in Appendix B)**

- [Board Resolution](#)



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# Paycheck Protection Program Funds Affirmation

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The Paycheck Protection Program (PPP) is a federal loan program designed to provide direct incentives for small businesses and not-for-profit organizations to keep their workers on the payroll during the pandemic. Faith-Based Organizations are eligible for funds and are considered in [guidance](#) provided by the Small Business Administration (SBA), the agency that administers the program. The SBA may forgive loans if all employees are kept on the payroll for eight weeks after receipt of the loan and the money is used for allowable expenses including payroll, rent, mortgage interest, or utilities.

Beginning in March, Richard Nugent and others with the UUA have been [encouraging congregations to consider PPP applications](#). An important factor in considering an application is how funds received could significantly reduce financial impacts of the pandemic to current and future church budgets. The UUCUC Treasurer evaluated the potential scope of a PPP application and with support of the Executive Committee drafted materials to be considered by the board. Given the need to compassionately and continuously support church staff through the pandemic, the UUCUC Board of Trustees approved the submission of a PPP application on behalf of the church on April 14, 2020. On April 15, 2020, a loan application for \$73,500 was submitted through our bank, PNC. UUCUC was approved for a loan from the second funding of the program, and on May 5, the funds were effectively received to be spent in accordance with the terms of the loan.

The loan will:

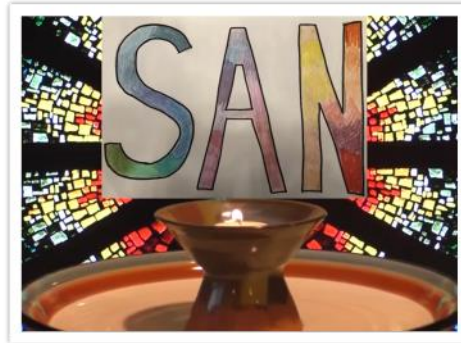
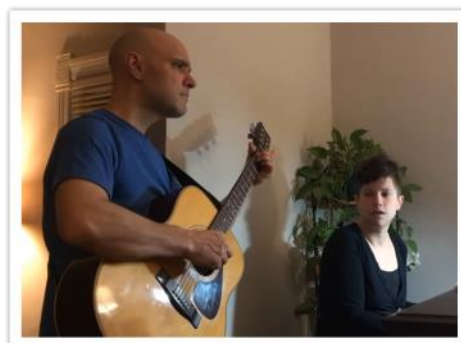
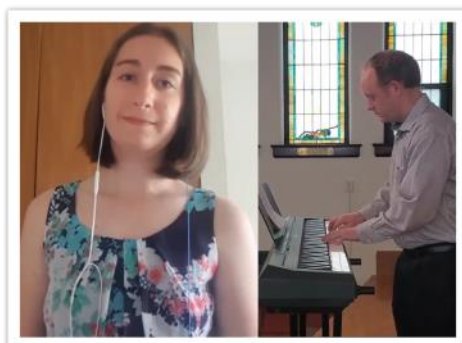
- minimize financial impacts to UUCUC as a result of disruption by the pandemic,
- require documentation during an 8-week period showing fund expenditures,
- need to be used for payroll for at least 75% of the loan amount, and
- have the potential to be forgiven, all or in part, if certain terms are met.

The Board of Trustees intends to seek forgiveness for all or part of the loan depending on how actual expenses are accrued during the documentation period. While not necessarily a requirement of our church constitution, the Board wants to ensure transparency and engagement with the congregation on the topic. For that purpose, there will be a congregational vote at the annual meeting on June 14 to affirm acceptance of the portion of the loan determined to be forgivable, and provide the Board the discretion to manage any portion of funds that would remain as a loan. The Board is planning information sessions (watch the eNews for dates and topics; currently anticipated June 3, June 7, and June 10), where questions can be asked about this and other activities of the Board.

If you have any comments or questions about the Board's actions related to the PPP application, loan, and intended plan to seek forgiveness, please contact Randy Locke ([chair@uucuc.org](mailto:chair@uucuc.org)).



# UUCUC's Online Highlights



In mid-March, 2020, our Governor announced a “Stay at Home” order for the entire state of Illinois. Since that time, UUCUC staff, leadership, and our A/V team quickly established an infrastructure to support communications and live-streaming services that keeps our congregation connected. Our commitment, as a UU congregation, remains steadfast to care for each other, for the community, and for the wider world. Our live streaming services and our website are reaching far, far beyond our walls, to those seeking some solace and inspiration during this time.

*The photos above include some of the online highlights from this year (from top left to right): our new UUCUC website created by Brian Franklin in 2019; Elizabeth Field and Matthew Gladden performing during the May 17th live streamed service, Woman Spirit, Child Spirit; Emily McKown performing during the April 5th service, Lament; Rev. Florence Caplow during the March 29th service, Pathetic Spiritual Practice; Rev. Florence Caplow's desk setup for live streamed services; Dr. Michele Grove, Interim Director of Religious Education, during the April 2th service, The Wisdom of the Ages: A Multi-Generational Worship Celebration; Alex Malaimare performing during the May 3rd service, Thresholds, Doorways, Balconies, Windows; Matthew Gladden performing during the May 17th service, Woman spirit, Child spirit; Chris Hannauer's promo video ("Some Auction News") for UUCUC's 2020 online service auction, Missing UU.*

# **APPENDIX**

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## Appendix A: Minutes from the Annual Meeting on May 5, 2019

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April 25, 2019

Dear Church Member,

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

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

The agenda will be:

### **Special Meeting**

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

### **Annual Meeting**

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

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

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

Sincerely,

Jennifer A. Livingston

Clerk, Board of Trustees

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





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## Appendix A: Minutes from the Annual Meeting on May 5, 2019

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

**Board of Trustees**

Three to be elected for a 3-year term

1. Jerry Frye
2. James Engelhart
3. Brian McDermott

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

1. Jenna Zeidler

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

1. Kathy Vance

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

1. Debbie Rugg

**Nominating Committee**

Three to be elected for a one-year term

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

**Mediation Committee**

Two to be elected for a two-year term

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

Delegates to the General Assembly of the Unitarian Universalist Association:

Six candidates who are voting members, including young adults:

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



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## Appendix A: Minutes from the Annual Meeting on May 5, 2019

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

### **Call to Order and Verification of a Quorum**

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

### **Remarks by the Board of Trustees Chair, Jenny Hunt**

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

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

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

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

### **Remarks by the Minister, Rev. Florence Caplow**

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

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

### **In Memoriam**

Reverend Matt Tittle

Tom Gillespie

Bernadine Stake



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## Appendix A: Minutes from the Annual Meeting on May 5, 2019

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### **Consideration of and vote on proposed modifications to the Constitution**

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

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

Brian McDermott listed the proposed changes to the Constitution.

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

### **Consideration of and vote on proposed modifications to the Bylaws**

Brian McDermott explained the proposed modifications to the Bylaws.

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

### **Adjourn**

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

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



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## Appendix A: Minutes from the Annual Meeting on May 5, 2019

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

### **Call to Order and Verification of a Quorum**

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

### **Finalization of the Agenda**

Agenda item VII. Consideration and vote on the Capital Campaign was removed from the agenda. No further changes were made to the agenda.

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

**MOTION:** Gail Schiesser made a motion to accept the minutes as presented; Jerry Carden seconded the motion; the motion was approved by voice vote.

### **Consideration and Vote on the 2019-2020 Annual Budget**

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

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

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

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

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

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



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## Appendix A: Minutes from the Annual Meeting on May 5, 2019

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

Chris Hannauer read the slate of nominees.

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

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

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

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

### **Consideration of and vote on the England Endowment**

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

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

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

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

### **Consideration of and vote on the Capital Campaign**

This item was removed from the agenda.

### **Motion to Adjourn**

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

Respectfully Submitted

Jennifer Livingston

Clerk, UUCUC Board of Trustees



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## Appendix B: IJTF Hospitality Validation: Board Resolution

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### **DRAFT MOTION**

#### **To Provide Temporary Hospitality and Emergency Shelter for Immigrants**

WHEREAS, the Unitarian-Universalist Church of Urbana Champaign (UUCUC) is an inclusive and welcoming congregation that seeks justice through our social action programs and initiatives.

WHEREAS, such initiatives include: the Racial Justice Project that focuses on dismantling white supremacy; a Welcoming Task Force that provides a safe place for the LGBTQ+ community who face discrimination; support for local, regional social justice initiatives and programs via our Social Action Committee's share offering program; Social Action Committee sponsorship of and congregational participation in local programs that promote healthy communities, justice, equity, and peace.

WHEREAS, the Immigration Justice Task Force (IJTF) was created as an initiative of the Social Action Committee in January 2019 for the purpose of responding to the inhumane treatment of immigrants at the border and to address the needs of Champaign-Urbana immigrants by partnering with community-based organizations who provide immediate support for refugees, asylum seekers, and unaccompanied minors.

WHEREAS, the IJTF proposes to provide temporary hospitality for persons seeking emergency refuge from abuse, exploitation, harassment, or deportation, regardless of race, ethnicity, gender identity, sexual orientation.

WHEREAS, U.S. Immigration Customs Enforcement (ICE) raids have been accelerating both nationally and locally, and Three Spinners, a local non-profit that welcomes refugees and immigrants to Champaign-Urbana and provides support for basic needs has asked UUCUC to provide hospitality and emergency refuge to immigrants, including families and children at risk of deportation for one to five days during times when ICE is in town.

WHEREAS, those seeking hospitality and emergency refuge are at risk of being sent back to the border camps (including children ranging in age from 2 to 9), even though most are asylum seekers, and such hospitality and emergency refuge would allow immigrants at risk protection and time to meet with their attorneys and other professionals to identify their next steps.

WHEREAS, such hospitality and emergency refuge would be extended to undocumented individuals and/or their families in Champaign County (including asylum seekers and unaccompanied minors) that do not have orders for deportation or outstanding judicial warrants for their arrest and, that providing such hospitality and emergency refuge is a moral response to those in need that is consistent with UUCUC's inclusive and welcoming actions, policies, and presence in the Champaign-Urbana community.

WHEREAS, Three Spinners would provide beds and bedding; food; toiletries; games and toys for children; accompaniment; and other essentials for those seeking temporary hospitality and emergency refuge at UUCUC.





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## Appendix B: IJTF Hospitality Validation: Board Resolution

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WHEREAS, two informational congregational meetings have been held to solicit input on this proposal, and all those attending these meetings indicated their strong support.

WHEREAS, both UUCUC's Minister and Interim Religious Education Director support this proposal, and are committed to working with the IJTF to coordinate logistics for carrying out temporary hospitality and emergency refuge that minimizes disruption to staff, the congregation, and building users.

BE IT THEREFORE RESOLVED THAT the Board of Trustees of the Unitarian Universalist Church of Urbana Champaign approves the request by the Immigration Justice Task Force to work with Three Spinners to provide temporary hospitality and emergency refuge to undocumented individuals, refugees, asylum seekers, and unaccompanied minors in Champaign County that do not have orders for deportation or outstanding judicial warrants for their arrest, subject to the following:

1. The Immigration Justice Task Force coordinates the use of space with our Minister, interim Religious Education Director; Events and Facilities Coordinator; and other staff to provide hospitality and emergency refuge with the minimum disruption possible to UUCUC staff, members and friends, and other building users.
2. The proposal is brought to the congregation as soon as is practicable for a vote at a special meeting held in accordance with church bylaws.
3. Any proposal that would require more than temporary hospitality and emergency refuge would need to be brought back to the Board of Trustees for consideration and support, and then voted on by the congregation.



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## Appendix C: Background to Missions/Visions Creation

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**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 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.

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

For more detailed information, consult the [Dream Team Annual Highlights Report](#) in the annual meeting packet.



**Lisa Villani-Gale, Individual Giving Officer for Planned Parenthood of Illinois, stopped by on August 28, 2019 to thank UUCUC and Rev. Florence Caplow for UUCUC's financial support. This financial support was particularly important due to the recent loss of Title X funds.**



**Unitarian Universalist Church of Urbana-Champaign**

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