

# **ANNUAL REPORT FISCAL YEAR 2023-2024**



**UNITARIAN UNIVERSALIST CHURCH OF URBANA-CHAMPAIGN  
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URBANA, ILLINOIS 61801  
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# MISSION STATEMENT

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

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

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



# CONGREGATIONAL VISIONS

## Culture

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

## Church Home

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

## Children and Youth

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

## Growth

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

## Leadership

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



## CONGREGATIONAL VISIONS

### Social Justice/Action

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

### Service to Others

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

### Spirituality

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

### Learning

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



# CONGREGATIONAL COVENANT

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

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

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

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

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

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

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

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

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

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



# 2023-2024 BOARD OF TRUSTEES AND OFFICERS



**Jenny Hunt**  
Chair



**Jocelyn Karsk**  
Vice Chair



**Adelaide Aime**  
Treasurer



**Jenna Bayler**  
Clerk



**Matthew Stasiewicz**



**Karen Folk**



**Joseph Finnerty**



**Steve Herzog**



**Charlie Boast**



**Rev. Beth Monhollen**  
Lead Minister



**Kathy Vance**  
Financial Secretary



**Gail Schiesser**  
Moderator



# 2023-2024 STAFF



**Rev. Sally Fritsche**  
Associate Minister



**Cate Calac**  
Director of Operations



**Kelly Skinner**  
Manager, REE



**Rev. Beth Monhollen**  
Lead Minister



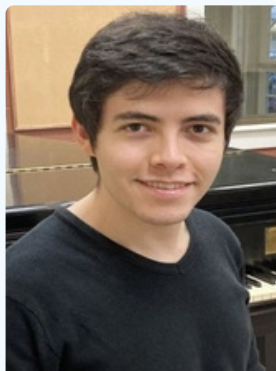
**M.R. Rowland**  
Choir Director



**Autumn Haskins**  
Communications Coordinator



**Alyssa Knights**  
AV Tech



**Juan Camacho**  
Accompanist



**Tim Voelker**  
Facilities Manager



**Erin Preslar**  
Childcare Coordinator

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**FISCAL YEAR  
2023-2024  
IN  
REVIEW**



## REMARKS BY THE BOARD CHAIR

Here we are at the end of another year, and what a year it has been. One year ago we were bidding farewell to Rev KB and enthusiastically awaiting the arrival of our new settled minister, Rev Beth Monhollen. We were taking a deep breath and letting out a long sigh after the hecticness of a search year. And here we are a year later.

We welcomed Rev Beth on August 1, 2023, and she hit the ground running - meeting all of us, learning our ways of doing things, suggesting her own twists on ways of doing things. She has engaged us with her wisdom, passion and energy. Thank you Search Team for bringing us just the person we needed for this time in UUCUC's evolution. Thank you Rev Beth for helping us all become the best we can possibly be through your guidance.

The 2023-2024 Board of Trustees met for a day and a half retreat in September to create covenant with each other and with Rev Beth. We looked at where we were and where we thought the congregation had communicated they would like us to be and what it would take to get there - short term and long term. We set goals and created pictures. These guided us through our decision making throughout the year.

Perhaps the biggest highlight of the year has been the facility projects we have undertaken. Thank you to the Building and Grounds Advisory Team for doing the research and coming up with reasonable options for two of our more critical accessibility needs - air conditioning (with filtration) for the sanctuary and our access ramp for the south side of the building. After evaluating options the board ultimately decided that a ramp took precedence over the elevette for numerous reasons, especially when due to electrical considerations, the elevette could not be used to safely exit the building in an emergency. Thanks to the tremendous generosity of this congregation, in less than 2 months we had the funds to complete both the AC and ramp. Thank you, thank you, thank you! I am so proud of this board for taking the stand that these items could not be kicked down the road any longer. Thank you fellow board members.

The two most significant policy actions that the board took was to add a Policy on Policies and a new Communications Policy. The Policy on Policies defines the process for recommending policy changes along with the procedures for moving this through the appropriate channels as we continue to adjust to being a larger program sized church. What is so critical about the Communications Policy update is the inclusion of criteria



## REMARKS BY THE BOARD CHAIR

surrounding our social media presence which was necessary due to the increase in the use of these different platforms in our post-COVID world.

Another key task the board began to address toward the end of the year has to do with determining sustainable staffing for our congregation. For our financial health as a congregation it is critical to match the necessary tasks with the most appropriate staff members and figure out how to financially support the positions we determine are necessary. The majority of this work will be continued by next year's board. Just know that this is part of the ongoing work of fiscal responsibility that the Board of Trustees is charged with.

After two years of conditionally utilizing a council model of organizational structure, the board recommended to the congregation, at the annual meeting, that this model be codified as the new way of organizing that is used in the congregation. With this new model stressing smaller levels of engagement in teams than the old "committee" model, our program councils (Congregational Life, Social Action and Religious Exploration & Engagement) continue to grow once again, creating connections both within our church walls and in the wider community. The board would like to thank you all for providing these many opportunities to us in so many different ways, as we continue to Build Community and Promote Justice.

The other two elements of our Mission, Seek Inspiration and Find Peace, have been provided by our Sunday services and small group ministries. Our Sunday services continue to attract new people every Sunday, both in person and online. We often had 50 individuals joining us virtually from near and far, often leading to subsequent memberships. The board determined that with numbers we were given that it was essential that we continue our virtual presence. We cannot go back to pre-COVID norms. The board thanks all of those involved in the development and presentation of the services; Rev Beth, Rev Sally, our musicians, the worship team, and our AV folks that continue to both uplift us and also help us to go deeper individually and as a community.

I am honored to have had the opportunity to serve this congregation as the chair of your Board of Trustees this year. Thank you for the opportunity.

In love and connection.  
Jenny Hunt



## FROM OUR LEAD MINISTER REV. BETH MONHOLLEN

Dear UUCUC:

My first full year as your lead minister has me filled with deep gratitude that the universe let our paths cross. Many of you have heard me say that I'm the luckiest person and my work with you makes that truer every day. My first year has been filled with growth and naturally some growing pains and I'm excited for how we will continue to learn with and from each other in the coming year.

### Highlights:

Worship - It's a joy to lead services with Rev. Sally and to work with the musicians each week. And witnessing the work of our Worship Committee, whose gifts bring lay-led services to life for us, is a true blessing. In my first year here, I led or co-led 33 services; including 2 pulpit exchanges with our central Illinois UU churches. The Worship Committee created and led three very well-received services and took the lead on planning services for July and early August. We had a guest preacher, Rev. Terrance Thomas from Bethel AME, sponsored by the Racial Justice Team as part of their work with the Champaign-Urbana Reparations Coalition. Rev Sally and I led our remembrance service, co-created a winter solstice vesper service with the Pagan group; and Sally led the Care Core Team in a moving service in April. Kelly Skinner, Sally and I worked with the kids and REE volunteers to have a kid-led service with a child dedication in May, where we dedicated eleven babies and children from six families. Our Music Sunday on May 12 was created and led beautifully by our choir director M.R. Rowland and the rest of the music staff and council. We are truly blessed with the talent and gifts of so many people in our congregation. Additionally Rev Sally piloted a weekly evening vesper experience in the month of May which we plan to make a monthly event in the fall. I'll continue working with the Worship Committee and plan to recreate a worship associate team to participate weekly in services and co-creating meaningful rituals for our congregation. We'll also be using the Soul Matters themes for thematic worship in the coming year.

Board of Trustees and Committees - Your Board is composed of dedicated, thoughtful people who are committed to our mission and serving this congregation as fully as possible. In addition to our twice a month meetings, the Board and I had a productive retreat in the fall where we created a covenant together and we had a very fruitful workshop with our UUA Congregational Life Staff in January during the New Minister Start-Up weekend. We clarified some of our work and priorities and are excited for what unfolds for us in year two of my ministry.



**FROM OUR LEAD MINISTER  
REV. BETH MONHOLLEN**

I'm very proud to have witnessed the Board's leadership in moving our Ramp Up campaign, which successfully raised funds for the air conditioning upgrades in the Sanctuary and for the build and installation of a ramp to make the main level of the church more accessible. Using the Sanctuary throughout the hot summer months has been a blessing! Construction complications have delayed the opening of the ramp to everyone's grief and disappointment, but we are confident it will be ready to use by mid-October.

I worked closely with the Board and the Personnel and Finance Committees to learn the budget process this year and was happy to support the work of the Generosity Committee by incorporating our theme into worship during the pledge drive. I was also blessed with a ministry transition team in the first half of the year that I met with monthly, and from that team I was able to bring together a Ministry Support Team with whom I will work as I move through the preliminary fellowship process with the UUA. I'm grateful for the many church leaders who have given their time and energy to support my ministry here.

Additionally, the Personnel Committee and I have worked diligently to revise and clarify our respective roles. With me as head of staff, the Personnel Committee will continue their great work of advising me on personnel policies and helping me to review staffing needs, including updating job descriptions and implementing ethical and fair review policies to support staff development. Several long-time members of the Personnel Committee determined this work was in good shape and in good hands and stepped off the team in order to make space for new members. I'm grateful to all the Personnel Committee folks, past and present, for their dedication and service.

Councils - In a church our size, it takes time to meet everyone and the primary way I've been able to get to know folks in the first year is through the work of the councils. I was able to attend Social Action Council meetings in the fall of 2023 and both the fall and spring Council of Shared Leadership retreats. Through my work with Kelly Skinner and Rev Sally Fritsche, I stay abreast of the work of the REE council and the Congregational Life Council, respectively.

Staff - As Lead Minister I serve as the Head of Staff and worked closely with the Personnel Committee to clarify my role and theirs in respect to non-ministerial staff. We clarified policies and procedures, reviewed job descriptions for all staff, and moved through hiring a new AV staff person. I also supported the resignation of our facilities manager and worked with the Board to restructure our facilities position, which in the new church year will be a part-time maintenance technician and a part time kitchen assistant.



**FROM OUR LEAD MINISTER  
REV. BETH MONHOLLEN**

We'll be using a cleaning service for our custodial needs. We're also hiring a new Childcare Coordinator and continue to partner with the University of Illinois School of Education to place their students as volunteers in our nursery.

Our Manager of Religious Exploration and Engagement, Kelly Skinner, finished the 18-month contract for which she was originally hired and I'm thrilled that the Board approved changing her title officially to Director of Faith Development. She will continue to create and oversee lifespan faith programs and to help us strategically consider our goals for faith formation in the coming years. Our church operations are in extremely competent hands with Cate Calac, who supervises the day-to-day operations of the congregation, works closely with our Treasurer and accounting firm, and supervises our communications and facilities needs. Cate has skillfully managed church resources this past year and saved us several thousand dollars. Her stewardship and competence are unmatched. Cate and I also made the decision to switch our church management software from Breeze to Realm, and that data migration consumed much of the administrative work of the summer and is ongoing, but we are confident that Realm will not only be more in alignment with our values but also provide us much needed functionality.

Hope for the next year:

We'll continue to evaluate the work of full and part-time staff this year and to invite us all deeper into the shared ministries of the congregation. One major piece of that which emerged just as the new church year began is the announcement that in April of 2025, our beloved Associate Minister, Rev. Sally will leave us for a new ministerial challenge. We are happy for this growth opportunity for her and holding grief for this loss for us. The Board and I intend to take much time this fall to discern our response to this change.

Collectively, church staff and leadership are also deep in the process of clarifying our governance and policies and creating more clear practices for communication and leadership. The Board and I have also begun the work of exploring how we can engage in the deep work to shift our congregation culture in a variety of ways to face future challenges: moving from pastoral to program size; from transactional to relational; from welcoming to belonging, including culture of accessibility; and engage conflict as transformation.

Together, we are indeed building community, seeking inspiration, promoting justice, and finding peace. I am honored and humbled to be your minister in this sacred mission.

With deep gratitude and love,  
Rev. Beth Monhollen





**FISCAL YEAR  
2023-2024  
OFFICER  
REPORTS**



# TREASURER'S REPORT

## Overview

The Fiscal Year 2023-24 has continued many ongoing practices and programs, and has launched our congregation into a new era with the first year of service of our new Lead Minister, Rev. Beth Monhollen.

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

- Total assets of \$285,352.76
- Total liabilities of \$2,280.00
- Equity position (bottom line) of \$283,072.76

Please note that our FY24 Balance Sheet does not reflect the value of various endowments and funds tallied elsewhere in this report.

Income and Expenses: The financial activities for the fiscal year also looked solid:

- Income of \$840,294.78
- Expenses of \$798,733.30
- Year-End position (profit or loss) of a surplus of \$41,561.48

Please note that while we took in \$161,497.77 towards the Accessibility Ramp/Sanctuary Air Conditioning project, we only expended \$118,976.04 during the FY24 fiscal year, for potentially remaining expenses of \$42,521.73. These funds have been carried over for expenditure in FY25.

This means that if we spend all of the remaining Ramp/AC funds, we may contribute a slight loss to the FY25 budget of less than \$1,000.

Proceeds from Endowments and Gifts: The church budget continues to benefit greatly from endowments created in the past which supplement our annual operating fund in the amount of over \$23,000 per year, including dollars targeted toward funding special musical activities through the England endowment. In addition, the McMahon Fund continues to supplement annual spending by providing thousands of additional dollars for special projects in several targeted activity areas. Many thanks to the generous donors who have made these fiscal enhancements possible.

Respectfully Submitted,  
Adelaide Aime, Treasurer



## FINANCIAL SECRETARY'S REPORT

The Financial Secretary is responsible for managing the bank and investment accounts associated with the General Trust Fund, the Victor A. Hoersch Elderly Services Trust (VAHEST), the England Endowment, the Capital Fund and other special non-operating funds, as requested by the Board of Trustees (BOT), including signature authority for investment accounts and VANCO Payment Solutions, the church's online payment processing service.

The Financial Secretary works closely with the Trust Fund Trustees and the VAHEST Chairperson to provide financial information on investment accounts and to implement the actions they request. In addition, the Financial Secretary works with the Generosity Chair, the Director of Congregational Administration (DCA) and the Treasurer to ensure that pledges, contributions and other gifts are properly recorded and deposited. A summary of the financial status of the various Trust Fund accounts is reflected in the Trust Fund Trustees Annual Report (page 20).

Highlights of the past year include the following:

- Quarterly giving statements and annual tax statements were sent to donors.
- Provided ongoing support to Trust Fund Trustees.
- Worked with Treasurer to streamline operational/transactional procedures related to the Trust Fund accounts.
- Managed the transition of investment accounts from TD Ameritrade to Charles Schwab.
- Transferred accounts formerly at Busey Bank and Vanguard to Charles Schwab.
- Assisted in the decision to transition our data management software from Breeze to Realm.

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

Respectfully submitted,

Kathy Vance, Financial Secretary



## TRUST FUND TRUSTEES

This has been a year of financial transitions. Our investment accounts, formerly held at TD Ameritrade were transferred to Charles Schwab in September, 2023. In this past year we have worked to consolidate our accounts and simplify reporting. As a result, the format for reporting the balances for our Trust Fund accounts has been simplified.

This report reflects the beginning and ending balances for the following accounts that are managed by the Trust Fund Trustees:

**Unrestricted Bequest Fund:** This fund was set up as a "holding" fund for unrestricted bequests given to the Church. These funds came from the Nan Erlich bequest. At the annual meeting in June, 2023 the congregation approved splitting the balance equally between the General Trust Fund and the Capital Fund.

Beginning Value as of 7/1/23	\$50,000.00
Transfer to General Trust Fund	(\$25,000.00)
Transfer to Capital Fund	(\$25,000.00)
Ending Value as of 6/30/24	\$0.00

**General Trust Fund:** A portion of these funds are allocated to the church's General Operating account each year.

Beginning Value as of 7/1/23	\$532,079.72
Dividends/Interest	\$15,930.32
Unrestricted Bequest Transfer	\$25,000.00
Distribution to Church	(\$21,627.62)
Legacy Challenge Transfer	\$18,210.00
Market Appreciation	\$54,911.13
Ending Value as of 6/30/24	\$624,503.55

**Carolyn McMahon Memorial Fund:** This fund was established in 2015 by Walter McMahon to honor his wife. Funds are used to supplement the church's operating budget based upon special requests from committees to the Board of Trustees.

Beginning Value as of 7/1/23	\$8,148.77
Contribution to Church	(\$8,100.00)
Ending Value as of 6/30/24	\$48.77



## TRUST FUND TRUSTEES

**England Endowment:** This endowment has been established as a result of the generous gifts from Terry and Barbara England; each year funds are distributed to the church's General Operating account for unrestricted use (75%) and musical activities (25%)

Beginning Value of as 7/1/23	\$112,149.42
Dividends/Interest	\$3,041.43
Distribution to Church	(\$3,190.36)
Market Appreciation	\$10,470.13
Ending Value as of 6/30/24	\$122,470.62

### Capital Fund:

Beginning Value as of 7/1/23	\$66,118.86
Dividends/Interest	\$1,227.02
Unrestricted Bequest Transfer	\$25,000.00
Legacy Challenge Transfer	\$18,210.00
Church Appraisal Expense	(\$1,800.00)

Ending Value as of 6/30/24 \$108,755.88

**Legacy Challenge Fund:** This fund was established this year as a result of a gift of \$100,000 from Terry and Barbara England. This gift is intended to serve as a match for individuals making planned gifts to Church. The England's will match 10% of a planned gifts future value, not to exceed \$10,000/donor. The England's gift will be split equally between the General Trust Fund and the Capital Fund.

Beginning Value as of 7/1/2023 \$0.00

Gift from the England's	\$100,000.00
Dividends/Interest	\$1,287.54
Transfer to Capital Fund	(\$18,210.00)
Transfer to General Trust	(\$18,210.00)

Ending Value as of 6/30/24 \$64,867.54



## TRUST FUND TRUSTEES

**VAHEST Fund:** The Victor A. Hoersch Elderly Services Trust fund annually distributes grants to organizations providing services to the “needy” elderly.

Beginning Value as of 7/1/2023	\$295,509.52
Dividends/Interest	\$4,027.31
Market Appreciation	\$32,960.57
Grant distribution	(\$5,000.00)
Ending Values as of 6/30/24	\$327,497.40
(Note: Additional grants of \$7,420 are pending)	

### Comments:

- Annual distributions from the General Trust Fund, the England Endowment and VAHEST Fund are calculated based upon up to 4.5% of a 3-year rolling average of December 31 values for each fund. For fiscal year 23/24, the Trust Fund Trustees chose to use 4% of a 3-year rolling average, a conventional amount recommended for non-profit endowments.
- The Capital Fund and the Legacy Challenge Fund are “current use” funds that are invested in a US Government Money Fund. Interest is earned but there is no market appreciation or depreciation.
- The General Trust Fund, England Endowment and VAHEST Fund function as endowments and are invested in mutual funds. Dividends and interest are earned, as well as potential for market appreciation or depreciation.
- The Trust Fund Trustees wish to acknowledge their grateful appreciation to Karen Folk, Kathy Vance and Jacob Kuebler, Bluestem Financial Advisors, for their assistance, support and wisdom.

Respectfully submitted,

Terry England  
David Cahill  
Steve Troyer



# VICTOR A. HOERSCH ELDERLY SERVICES TRUST

The Victor A. Hoersch Elderly Services Trust (VAHEST) was established in 1984 after the death of Victor Hoersch, who was a member of the church. The purpose of the Trust is “to provide for the needy elderly of our society such advocacy, ombudsman, and personal services as it deems appropriate” in Champaign County. The Trust is held and managed by the Trust Fund Trustees of the church who established the Trust Committee to advise them on the allocation of funds and to evaluate current projects. The Advisory Committee is composed of individuals who have experience and expertise in the area of services for older adults in Champaign County. In 2024, the following individuals served on the Committee: Lynn Wiley, Kathy Frizzell, and Pamela Van Wyk.

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

In 2024, the total amount available for grants was \$12,483. Six applications were considered and all were approved and then received funding of their requests. Programs funded included: Emergency Food Fund managed by Family Service (1500) as well as Home Care Services(1500) and Meals on Wheels (2000). Funding was also provided for the Senior Emergency Needs program of the Champaign County Regional Planning Commission (1860), CRIS Minds in Motion mobility exercise program (1620) and the Peace Meal Senior Nutrition program managed through OSF Healthcare System (4000 as food insecurity was so high in 2024).

Checks were distributed in June of 2024 and were deposited by agencies by the end of the fiscal year. All funded agencies provided reports of their activities as requested.

Respectfully submitted,  
L Wiley



**FY23-24  
STAFF  
REPORTS**





# ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

## REV. SALLY FRITSCHÉ

During the 2023-2024 church year, the Associate Minister position at UUCUC was a three-quarter-time position, with its essential functions centered on membership, pastoral care, worship, and some staff supervision. The areas of ministry not included in this position are centered largely on higher level administration, executive leadership, social action, and long term visioning. Religious education is included in an “as time allows” capacity.

### **Welcoming Rev. Beth**

It has been an absolute joy and relief to be joined by Rev. Beth Monhollen this past year. She is an excellent supervisor and colleague, and it has been a pleasure to work alongside her. I intentionally made time and space in this past church year to tend to our working relationship and do whatever I could to contribute to a strong foundation for her at UUCUC. She immediately showed herself to be capable of handling challenging ministry situations, and our work styles and personalities have meshed well since day one! Rev. Beth is gentle and compassionate, with a strong backbone and a clear set of priorities - I believe she is exactly what UUCUC needs.

The care and intention we both put into building our healthy dynamic doesn't show up in any list of completed projects or programs, but it shows up every day in our genuinely loving, supportive, open, and respectful working relationship.

### **Sunday Services & Rites of Passage**

The joyful arrival of Rev. Beth at the beginning of this church year meant that the bulk of Sunday morning worship shifted into her hands, which freed me up to be more creative and flexible, officiating several rites of passage, kickstarting a new Vespers practice, and co-leading more collaborative multi-voice services whenever possible.

A particular highlight was the kid-led Sunday on May 5, 2024, in which our 4th and 5th graders were invited to help plan and lead a worship service. It was a joy to see them speaking from the pulpit and being heard by their community! That service also included a child dedication for ten(!) young kids and babies in the congregation. A less visible success I'm no less proud of was finding the right balance of honoring our high school seniors with a brief congregational bridging ritual in June, and then a more informal celebratory dinner with their families. Their age group suffered the disconnect of COVID acutely, and this cohort hasn't always wanted to participate in UUCUC events, especially if they will be made the center of adult attention. It has been tough to get a sense of how best to support them, so seeing a group of nine young people show up and enjoy spending time together at their bridging dinner felt very heartening.

With Rev. Beth's support and collaboration, I debuted a weekly “Vespers” evening prayer service in May, and brought it back as a once-per-month gathering in the Fall. These brief and simple services are designed to offer comfort and demand nothing other than presence from those who attend. It has long been a goal at UUCUC to offer “alternative” worship spaces, and Vespers is one attempt at this.

Finally, I was of course honored to officiate multiple weddings and memorial services this year, and I want to shout out a first for me: a Quinceñera! Citlali Madrigal turned 15 this year, and I was absolutely delighted to be able to serve as officiant for her UU adapted Quinceñera ceremony.



# ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

## REV. SALLY FRITSCHÉ

### Membership

Membership is a category that touches every part of church life, and includes everything from public outreach to maintaining membership rolls, and from welcoming newcomers to nurturing the commitment of longtime members. This year, the work of Membership has been distributed between several different teams and individuals, overseen by the wonderful co-chairs of the Congregational Life Council, Priscilla Kron and Jenna Bayler. Sunday morning visitors are welcomed in by the hospitality teams, led by Peggy Patten, and have their official nametags made by Anne Sharpe. The majority of funds budgeted toward membership this year went toward the supplies and refreshments for our Pathways classes. Sue Stock and I co-led three Pathway to Membership classes this year, each one followed by a social potluck a few weeks after, and a total of 41 newcomers chose to sign the membership book and officially join the congregation. This surpasses even our pre-COVID rate of growth.

It will be an ongoing project to tend to the connections these newer members are forming with the community and institution of UUCUC, and I feel we should be looking for opportunities to create strong bonds between longtime members and these new cohorts. One possible tool in that effort is small group ministry, in which groups can be deliberately arranged to include a mix of participants. This year, we had six Soul Matters groups running and I met regularly with the ten small group facilitators. One long-running group chose to dissolve amicably, and one newer group met scheduling trouble and stopped meeting. The Soul Matters format has served very well for those who have been using it these past few years, but it's possible we will want to explore other small group options in the near future.

### Community Visibility

Visibility and involvement beyond our church doors is something that benefits the whole community. Although direct social action is not an official part of my role here, I find that it can lead to some powerful membership outreach. Being visible at events in the community—from PrideFest to the UIUC Encampment for divestment and ceasefire to the Interfaith Thanksgiving service—being involved locally as a representative for our congregation has led to newcomers approaching me to ask questions about UUism, and longtime members expressing the pride they feel about belonging to UUCUC when our ministers are “out there” doing good work in town.

Two highlights from this past year were the opportunity to lead a workshop on “Our Whole Lives” sex education at the Illinois Interfaith Conference, and getting the chance to join other local faith leaders in meeting with Representative Budzinski and urging her to speak and vote in support of ceasefire in Gaza.

### Religious Exploration & Engagement

I made a concerted effort to be more present in our adult REE programming this church year. I worked with Kelly Skinner to help facilitate a series of World Religions classes, based on the “Crossing Paths” curriculum. Each class consisted of three sessions, one in which we learn a bit about a faith tradition other than UU (sometimes with one or more guest speaker), one in which we visit a local gathering of that faith tradition, and one in which we unpack and process what we experienced as visitors. Over the year, we attended a Shabbat service, a Pagan solstice, a Bahá'í celebration, Friday prayers at the Mosque, and a Quaker worship service. It was refreshing and engaging to be part of this program, and it served multiple purposes - educating participants and also building local interfaith bridges.



# ASSOCIATE MINISTER FOR CONGREGATIONAL LIFE

## REV. SALLY FRITSCHÉ

### Staff Supervision

I served as the direct supervisor to MR Rowland, our choir director, while MR served as supervisor to Juan Camacho, our accompanist. This means I met regularly with MR to set goals, solve problems, and check in on how their work fits with the needs and goals of the congregation as a whole. After the strain of navigating constant misgendering in the previous church year, it was a joy to see M.R. still here and thriving this year. The joy and passion they pour into their work, especially their capable leadership of Music Sunday this year, are truly a gift.

There was one moment in early April of this year, when Juan and MR asked me to help mediate a conflict they were having, and I agreed. We sat down together, and the conversation ended with laughter, tears, and hugs. I asked the two of them to please start holding regular one-on-one check ins, so that future conflicts can be defused early, and their working relationship has improved.

### Professional Development

I was granted Full Fellowship by the Ministerial Fellowship Committee this year - hooray! This means I no longer need to complete the annual evaluations previously required by the UUA, and also means I could supervise a ministerial intern at some point. UUCUC threw a fantastic "Sally-bration" of this professional milestone in the spring, and gave me many generous gifts, including two stoles, a framed painting, and a custom re-write of a hymn. I am so grateful, not just for the celebration, but for all the effort that went into helping me get to this point.

Another milestone to be proud of is the recent publishing of a book that features my writing as a case study and example of "effective and appropriate spiritual care practice." The book, "Spiritual Care in our Multifaith World," was published this year by a professor at a Christian seminary, and I am happy to see Unitarian Universalism and non-theistic chaplaincy be acknowledged in a positive way in it.

I appreciated the chance to attend local trainings this year and build professional skills that will serve me within and beyond the congregation. I participated in the Building Bridges Interfaith Training, through the Religious Workers Association on campus, and I completed Meta Peace Team training, which allowed me to serve on deescalation and response teams for PrideFest and other public justice events.

I remain grateful, as always, for the collegial bonds that are so vital to my ministerial and professional development. I attended our virtual General Assembly in June, and voted to approve the updated Article II in our UUA bylaws. I also took a week of study leave to attend the MidAmerica UUMA Ministers Retreat, and feel deeply grateful for the chance to meet so many colleagues in person for the first time, and start building deeper interpersonal bonds.

### The Road Ahead

After a period of discernment, and with guidance and support from Rev. Beth and other colleagues and mentors in UU spaces and beyond, I made the difficult decision to take an offer that will involve working half-time remote at the Neighborhood UU Congregation of Toronto ON, and then moving there full-time in May 2025. I announced my decision to the UUCUC Board, staff, and congregation, in August 2024, with as much gentleness, love, and care as I feel in my heart for you all! On September 1st, I began my balancing act of serving two congregations at half-time each. Setting good foundations for balance and boundaries will be part of my work this coming year, as will the work of saying a good goodbye in the spring. My last month at UUCUC will be April 2025, and I look forward to using every moment before then to live into the mission and deep bonds of this congregation!



# DIRECTOR OF OPERATIONS

## CATE CALAC

The Director of Congregational Administration (DCA) oversees all aspects of the church office, which includes managing human resources, communications, and operations staff (Facilities, Communications, and A/V Tech). The DCA also assists the Treasurer and Financial Secretary with financial management and is responsible for maintaining the church database and website.

ADP will now host our timecards, allowing employees to clock in and out via their phones. This change enhances security and accuracy while ensuring compliance with Illinois time-off mandates. Salaried employees will automatically have 80 hours recorded. Additionally, ADP will manage our workers' compensation through The Hartford, providing a user-friendly system that saves us over \$1,000 annually.

We have successfully reduced expenses by applying for Canva's non-profit discount, saving \$99 per year. We also utilize Stamps.com, which allows us to print postage stamps in-house for less than what the post office charges. After experiencing some turnover this year, we shifted our recruiting efforts to Indeed, which offers free services, resulting in an additional \$200 in savings.

With the loss of the Facilities Manager position we divided up the labor. We hired Magical Cleaning to do a complete cleaning of the building every week. Our lawn care went back to Brad Mayer and we hired a part time maintenance tech. Tom McDermott graciously agreed to come back and do the Sunday morning coffee service.

The Urbana Fire Inspector conducted an inspection of our premises. While we needed to address a few issues, they were not major. We replaced the batteries in three emergency lights and installed two emergency lights at the exits of the YRUU and Boiler Room. Illini Fire inspected the hood vent, and all issues were resolved well ahead of the re-inspection scheduled for late February.

Several construction projects were completed this year. Design Air installed a new air conditioning system in the Sanctuary, while Swinderman upgraded our AV system in Fellowship Hall. Tim Gibbs also installed a new door in the breezeway in preparation for our new ramp. We will discuss the ramp project further during the Annual Meeting report.

Our rental income has increased this year. In addition to weddings and memorial services, we hosted two large family parties and three community events. Unfortunately, we had to turn down two additional rental requests due to scheduling conflicts.

Honestly, the most rewarding thing I did this year was the Tech classes. I have so much fun teaching people how to use technology. I never get tired of it.



## **DIRECTOR OF OPERATIONS**

### **CATE CALAC**

In the realm of totally new projects, I was able to help with the Archive project spearheaded by Margaret Lovell. Members of both the Unitarian Universalist Church of Urbana-Champaign and the Channing-Murray Foundation have worked to sort and maintain church records that go back to the founding of both the Unitarian and Universalist Churches in Urbana. A new undertaking in 2024 brought in a graduate student from the University of Illinois's School of Information Sciences to build on past progress and usher our documents into the digital age. Working under a Practicum agreement, our student archivist organized and described our records and created a Finding Aid. In Fall 2025, our next Practicum student will focus on the physical aspect of scanning materials and creating a working digital repository. When that work is completed, members of the congregation and scholars of local and church history will be able to search over 150 years of Unitarian and Universalist church records.

Finally, at the very end of the fiscal year, we began our transition from Breeze to Realm. But that will be in this Spring's report along with the saga of the ramp.



# **MANAGER, RELIGIOUS EXPLORATION & ENGAGEMENT**

## **KELLY SKINNER**

This year can be summarized as a year of rebuilding and growth. Having a full-time staff professional provided much-needed resources and support for the REE program. Natalie Danner transitioned from being a part-time staff person to the REE Council Chair.

Student registrations for Sunday classes were 89 this year compared to 98 students registered in 2022-2023. There were 120 children and youth who attended at least one Sunday class or OWL class (19 who attended at least one Sunday who were not registered and 12 in OWL not registered for general REE).

In December 2023, I submitted my application for the UUA Religious Education Credentialing Program at the Advanced Level. After an interview in January 2024, I was officially accepted into the program and was given a mentor. Working on different aspects of the credentialing program has allowed me to deepen my skill and knowledge in administration and volunteer management, systems thinking and conflict transformation, faith development theory, UU foundations, and curriculum this year.

### Administration and Communication

- Made significant revisions to REE pages on the website in summer 2024.
- Made modifications to Breeze including rearranging placement of profile fields, cleaning up data and tags, connecting children and families, and clarifying status so that better data management and data mining can happen. Cleaned up lists of past REE participants to better promote registration.
- Created a new REE registration form in Breeze and included media release, communication permissions, and prompts for volunteering.
- Created REE Google Shared Drive for better information sharing with volunteers.
- In August 2023, mailed 150 postcards to families of current and past REE participants reminding them about registration.
- In October 2023, began a REE Family Newsletter that went out 2+ times each month. Average 69% open rate over 13 issues. Also began a monthly Adult REE Newsletter. Average 70% open rate over 4 issues.
- Set up an account and storefront on Bookshop as a way to share books used in TFAA, educational programming, and UUCUC book groups and earn money on purchases through an affinity program.

### Staff and Volunteers

A tremendous amount of time and work went into building and supporting a volunteer base to support our religious education program. There were 54 volunteers who worked on one of the REE Council Teams. We were able to celebrate and recognize them during worship in June 2024.

We began the church year with 27 Sunday teachers/subs (20 women/7 men) for the PreK-K, Grade 1-2, Grade 3-4, Grade 5-6, Grade 7-9, and YRUU classes. We moved to a teaching team model, trying to build teams of four teachers for each class with a "revolving four" schedule, which replaced our previous practice of teachers signing up for Sundays as lead or assistant. This meant that over four weeks, teachers worked together as partners, but each teacher coming worked with someone who was there the previous week. The benefit of this model was that the time commitment was smaller for each volunteer, children got to know more adults, and new teachers were able to quickly learn without bearing the full responsibility of the class. It also made volunteer recruitment easier and eased the burden of getting volunteers scheduled each week or having to fill holes at the last minute. We ended the year with 22 teachers due to mid-year resignations of YRUU teachers and canceling the Grade 7-8/Crossing Paths class.



# MANAGER, RELIGIOUS EXPLORATION & ENGAGEMENT

## KELLY SKINNER

Volunteer and staff support and team-building was a big focus. I took over writing weekly lesson plans for most of the classes and had the student volunteers assist in gathering most of the materials needed to make teaching easier and allow them to concentrate on relationship building with the children and families. We also started a teacher huddle on Sundays at 9:45am to ground our work in spiritual practice, help teachers build relationships with one another and know what is happening in all classrooms, and to address-last minute needs. In the fall semester, I had a volunteer Sunday Morning Aide who helped set up spaces, greet new families, take children to the restroom, or triage issues. Unfortunately, that volunteer left the congregation in spring and I wasn't able to replace her.

Our childcare/nursery team and Sunday classes were supplemented by student volunteers from the University of Illinois College of Education. These students were enrolled in EDU 201: Identity and Difference in Education which had a service-learning requirement of 20+ volunteer hours a semester with a community organization. Ten students were placed in Fall 2023: five in nursery/childcare and five as program assistants. Four students were placed in Spring 2024 in nursery/childcare and also got to assist in the PreK-K and Grade 1-2 classes. Erin used this as an opportunity to document more of the nursery and childcare procedures to provide more consistent training.

In December 2023, Maria Howerton-Sweid left the Childcare Worker staff and in February 2024, we hired Jada Jacobsen, a student volunteer from Fall 2023, as a replacement. Another former volunteer, Karla Castos, was also hired as a Childcare Worker.

The REE Council meeting in November 2023 included discussion about why we do REE, how we can make the Council model work better and the role of the team leads, review of the strategic plan and action items, and talking about opportunities for collaboration within the REE Council and with other Councils and committees. The meeting in April 2024 focused on exploring the experience and outcomes we want to provide through the REE program and a deep dive into how to accomplish our strategic goals and action items.

### Budget

This year, we spent 75% of the REE FY24 budget. The remaining 25% was carried over into FY25 to be used for furniture and improvements for the Children's Chapel.

The budget was spent as follows:

- 13% on consumable and reusable supplies.
- 30% on programming for children, youth, adults, families, and multigenerational.
- 19% on OWL including buying reusable supplies, consumable supplies, training two teachers, and running 2 classes and a parent group.
- 5% on volunteer training, support, and recognition and 20% on volunteer background checks
- 13% (+ the 25% carryover) on furniture for the classrooms including new age-appropriate sized tables, chairs, and other seating.

### Collaboration

- Worked with Congregational Life Council to gift books for new members and baby dedication. They provided support for Popcorn Theology and Game Night.
- Ran a successful holiday gift drive for the Holiday Elf Giving Program to support community teens.
- Met frequently with the Social Action Council to review the REE planning document, get input, and talk about opportunities for shared programming and collaboration. Worked with the Racial Justice Team to present an educational series on reparations and the Adult Team partnered with them to start the Racial Justice Book



# MANAGER, RELIGIOUS EXPLORATION & ENGAGEMENT

## KELLY SKINNER

- Worked with the LGBTQIIA+ Welcoming Team on a Queer Cultural Competency training from the Up Center that had 29 people attend.
- Teacher Cindy Ingold worked with the Grade 1-2 classroom to help promote and re-energize the congregation's recycling program.
- Worked with Music Committee, BAGAT, the AV Team, and other staff on proposal and funding for new AV equipment and set-up in Fellowship Hall.
- Collaborated with GreenUUs and BAGAT to coordinate the Grounds and Playground Clean Up day in April 2024. Also worked with them on cutting back/cleaning up the pollinator garden in the playground. Andy Robinson led a multi-age class on milkweed and monarchs over spring break.
- Brought in guests from Hospice Hearts for an animal-themed all-ages class in January 2024.

### Worship

- Planned and conducted worship service titled *What's in Your Backpack?* on August 13 which included backpack stuffing coordinated by the Immigration Justice Team and distributed backpack tags.
- Worked with Rev. Beth to plan a "Flipped Service" on February 25 with the theme *Promising Perspectives*.

### Children's REE

Fall REE for children and youth was eleven Sundays from September 10 through December 17, 2023. The spring program was ten Sundays from February 11 through May 26, 2024.

Registration: Nursery (13), PreK and K (19), Grade 1-2 (11), Grade 3-4 (14)

Breaks: Sylvia McDermott led a six-week all-ages class in July and August called *Storybook Summer*. During the month of January, we had two animal-themed all-ages classes. Over Spring Break, we had two all-ages classes.

Curriculum: PreK-K: *Rainbow Connection* (8 Principles Edition), Grade 1-2: *Love Surrounds Us*, Grade 3-4: *Signs of Our Faith*

### Highlights

- Rev. Beth and I worked with Grade 3-4 to plan and lead a multigen service on May 5, 2024 called *Time for All Ages*.
- PreK-K, Grade 1-2, and Grade 3-4 nominated organizations for 2024 Shared Offering and presented at the selection meeting. Out of the three groups nominated (Champaign County Humane Society, Hospice Hearts, and Feeding Our Kids), only one was selected. The children were disappointed that they weren't allowed to participate in the voting process. After joining together to learn more about the 5th Principle and the democratic process, they decided to write a letter to the Board of Trustees and the Shared Offering Chair about their experience and recommendations, and conducted a *Let Kids Vote!* campaign.
- Grade 3-4 helped teacher Julia Cronin create fires and participate in TFAA for her lay-led worship service in November.
- Began a *Parents' Night Out* program. Hosted the first event on November 18 from 5-9 p.m. Twenty-one kids from 12 families were registered and fifteen kids attended: four under 4 years old and 11 between the ages of 4-8 years old. The second event was on December 9 from 3-7 p.m. Twenty kids from 12 families were registered and nineteen attended: eight under 5 years old and 15 between the ages of 6-11 years old.
- Began a monthly *Playground Playdate* for families with children under 12.

### Youth REE

Registration: Grade 5-6 (9), Grade 7-8 (7), Grade 9-12 (16)

Curriculum: Grade 5-6: *Heading the Call: Qualities of A Justice Maker*, Grade 7-8: *Crossing Paths*, YRUU: *Soul Matters*





# MANAGER, RELIGIOUS EXPLORATION & ENGAGEMENT

## KELLY SKINNER

### Highlights

- We started the year with the intention of doing Crossing Paths with youth in Grade 7-8 and also invited adults to participate. While 7 youth and 4 adults initially registered, there was almost no participation when the class was held. We transitioned Crossing Paths to Exploring World Religions as an Adult REE class.
- The Grade 5-6 class also had low and inconsistent attendance. In Spring 2024, they transitioned from the Heading the Call curriculum to classes focused on media and identity. The best received was two photography classes in February.
- Worked with Rev. Sally to send care packages to youth who bridged in 2023.
- Started the year trying to hold YRUU meetings at alternate times - two on Sunday mornings and two on Sunday evenings. Attendance was low (1-3 youth), so, in the spring, the group decided to shift to meeting on the 1st and 3rd Sundays of every month. One of these meetings was a special event, and one was something active they could do together.
- Both Emily McCown and Alecia Buskirk stepped down as YRUU advisors before the year ended.
- Worked with Rev. Sally to do a Bridging ceremony as part of the June 2, 2024 service. We also hosted a dinner and slideshow for graduating seniors and their parents/guardians. Nine seniors participated.

### Adult REE

After taking a break from adult programming in the last year, the Adult Team was ready with lots of ideas to bring adults of all ages together to talk about ages and stages, UU faith formation, justice and social transformation, and personal spiritual development. The group collaborated with the Social Justice Council on several projects. Because there are several areas of overlap, there were initial conversations with the Congregational Life Council about what activities and groups belong under each team.

The team used their budget to purchase the Faith Forward Path curriculum package to use in 2024-2025.

Several ongoing groups and programs were started:

- **Wise Older Women** centering topics around women's bodies, life stages, and gender roles and assumptions, all who find value in the conversation are welcome (two groups meet monthly)
- **Sage Cafe** open-minded and open-hearted conversation about essential questions for our lives (meets monthly on 3rd Friday)
- **Popcorn Theology** shows popular movies followed by discussion about UU and spiritual themes. Movies rotate between those appropriate and appealing to younger children, middle school, and high school/adults.(monthly on 1st Friday)
- **Who Are UU:** conversation starter questions in the E-News

Classes offered:

- **UU & Me** intergenerational pairings built connections and explored their respective spiritual journeys together (8 session program on Sundays after worship)
- **Exploring World Religions:** Each month, attendees learned about, visited, and explored different faith traditions through the lens of religious pluralism. Learned about Judaism, Pagan, Bah'ai, Islam, and Quaker.



# MANAGER, RELIGIOUS EXPLORATION & ENGAGEMENT

## KELLY SKINNER

OWL

\* trained in 2023-2024

K-2 and 4-6 Trained Facilitators: Elizabeth Larson, Paul Kaiser, Kim Kranich, Miriam Larsen, Allison Hansen\*, Melissa Watson\*

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

This year began our planned cycle of OWL classes with the K-1st Grade and Grade 4-5 class offered in spring even years and Grade 7-9 class offered every other year. We also offered the Parents as Sexuality Educators for parents/guardians on Sunday evenings at the same time when children were in class.

- K-1st Grade class (Spring 2024): Twelve children enrolled (10 members/friends and 2 community).
- Grade 4-5 class (Spring 2024): Sixteen children registered (6 members/friends and 10 community), but three dropped after the initial orientation and two more after the first class. A total of 11 completed the class.
- Parents as Sexuality Educators (Spring 2024): Fifteen adults came to at least one meeting

To assist with ongoing training and education, Celia Babieri presented an "Ace 101" workshop for OWL facilitators in early January.



**COMMITTEE  
REPORTS**



# **BUILDING AND GROUNDS ADVISORY TEAM (BAGAT)**

## **JERRY CARDEN, CHAIR**

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

This year Accessibility became a central focus of BAGAT's mission. Many of its members now serve on the Accessibility Task Force, bringing their expertise to both groups. This overlap sparked deeper conversations about making our spaces more welcoming for everyone.

They gathered bids and presented proposals to the Urgent Needs Taskforce and the BoT for two major improvement projects. Installing air conditioning in the Sanctuary and building an ADA-compliant ramp for main floor access. These projects would be completed by Design Air, Tim Gibbs and Champaign County Mobility. They first researched and planned for a new hydraulic lift to replace the elevette, but the Accessibility Team decided in favor of the ramp option.

The group's work ensures our building remains a comfortable, accessible space for all who enter. Through their careful stewardship, both inside and out, BAGAT helps preserve and improve our cherished community home. The elevette, another key accessibility feature, passed its annual inspection in July.

Sadly, in March the south door glass was broken by an unhoused individual. The individual did not steal or damage anything, it seems they just wanted a place to spend the night. Thanks to BAGAT the glass was immediately replaced by a wood panel to ensure the security of the church. Glass replacement was done by Bacon van Buskirk at a cost of \$650.

Spring Spruce UP was April 6th. The property was spruced up and mulch was put down under the jungle gym in the children's playground. In preparation for the ramp, Jerry took down two of the smaller trees in the courtyard. The Kousa dogwood was transplanted to the south lawn thanks to Ingram's Nursery . Jerry then put all the other plants in the courtyard up for grabs.

In May Design Air completed all of its installation work and the A/C was up and running before summer. This allows the congregation to hold services in the Sanctuary year round.

Andy Robinson now leads the Building and Grounds Advisory Taskforce (BAGAT), taking over from Jerry Carden. This dedicated team meets monthly to help the staff address UUCUC's most pressing building and grounds needs.



# COUNCIL OF SHARED LEADERSHIP REPORT

## JOCELYN KARSK, CHAIR

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

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

During the 2023-2024 year, the Council of Shared Leadership met in person twice, once in the fall and once in the spring. Additionally, between those two retreats we worked within our groups and over email to prepare for the budget process and how different councils and teams could best align their goals and plans with our strategic plan and plan fiscally to align with those goals.

During the fall retreat in October of 2023 we updated strategic plan action items and had a period of time for groups (councils, teams and committee leads) to meet, exchange ideas, and plan for collaborative programming for the year ahead. Additionally, the Board of Trustees communicated an update to the Liaison Roles and Council Reporting, moving away from attending all meetings and moving towards a monthly council report update.

During the spring retreat in April of 2024, updates from the Governance and Policy Taskforce were given, Kelly Skinner talked about revisioning REE as a faith formation curriculum, and Mona Shannon spread the word about the Legacy Challenge happening this year. Reverend Beth engaged the leadership with a prioritizing activity to help prioritize and guide activities for the next 3 years ( Choices included: maximize work to create local partnerships in the wider community, spur collaboration within Councils, engage in conflict transformation, engage with UUA justice groups and UUA resources, create a more effective communications system that will increase engagement within the church, deepen opportunities for spiritual/faith development).

It has been my honor and pleasure to serve as the chair of the Council of Shared Leadership and work with these dedicated congregational leaders. I look forward to the year ahead!



# FINANCE COMMITTEE

**CHRIS HANNAUER, CHAIR**

I asked an AI to write this report, but the results were so slick and corporate ("Our efforts have not only fortified financial resilience but also paved the way for innovative strategies that align with our long-term vision of economic sustainability") that I have resigned myself to doing it the old-fashioned way, for all of our sakes.

Much of the FY24 activity of the Finance Committee revolved around the church's long-term financial stability, most visibly embodied in the budgeting process for FY25. Though it doesn't happen until the end of the year, the biggest annual responsibility of the Finance Committee is to deliver a budget to the Board of Trustees and the Congregation. This year the process was more challenging than usual owing to a decline in our pledges combined with some unavoidable spending increases and the continued existence of a structural deficit that, left unaddressed, will cause serious problems in future years. The Budget Task Force (made up of the leaders of the church councils) met twice in the spring to try to get our spending in line with our anticipated income, in a process that truly showed our congregation at its best. Through a combination of personnel changes, spending cuts, and a 3-year plan to spend down cash reserves, we were able to get to a workable budget for FY25.

While this was a great achievement, it reflected some long-term challenges that we face. Mona Shannon provided us with a demographic breakdown of pledges this year, which revealed that a disproportionate amount comes from a relatively small number of older congregants. This is not news and is the case in most churches; however, the skew in our congregation is particularly pronounced. This means that a great deal of our financial health relies on people who are at a point in their lives where their ability to continue supporting the church at a high level could change. We have already cut our discretionary spending to the bone for next year, but if we lose just one significant donor even that might not be enough.

The future challenges are real, and yet we also continue to see profound generosity to the church every day. The main example of this in FY24 was the amazing Ramp Up campaign that raised \$160,000 for air conditioning the sanctuary and building a truly accessible ramp into and out of the church building. We need to work on converting some of that task-based generosity to increased pledges to support the day-to-day running of our church home.



# FINANCE COMMITTEE

**CHRIS HANNAUER, CHAIR**

Other Finance Committee highlights for FY24:

- Worked with the Personnel Committee on making sustainable hiring and compensation policies, and to adapt to the new UUA staffing guidelines.
- Adopted a policy to ensure that the annual awarding of appropriate cost-of-living adjustments will be a priority in each year's budget discussions.
- Reviewed and approved a series of banking and credit changes proposed by the Treasurer (the astonishing Adelaide Aime) to improve security, operations, and income.
- Supported the amazing Mona Shannon in her efforts to advance planned giving in the church, particularly her work with the Englands and their generous Legacy Challenge.
- Offered advice and counsel to Board and church staff and officers on various financial issues, including changes in Illinois and Federal employment law, and staff password security

Respectfully submitted,  
Chris Hannauer, Chair



## **CARE CORE**

### **CINDY LOUI & JOANNE VICIAN, CO-CHAIRS**

It was another busy year for the Care Core team. We meet monthly with our Associate Minister Rev. Sally Fritsche to consult with her about how best to support members of our congregation going through challenging times. We regularly check in with a number of members who aren't able to attend church in person as well as others who need support in other ways. Being mindful of appropriate boundaries and responsibilities, we have been consulted on and helped with a number of different issues & needs through the course of the year.

In addition we coordinated more than a dozen weeks of meals and more than a dozen rides to congregation members. We also provided hospitality and coordinated volunteers for three memorial services. We also participated in the worship service Rev. Sally led in April about Caring for each other.

We are eternally grateful to the many kind and generous volunteers in our congregation who so graciously respond to our continuing requests for help. We see over and over again what a truly Caring Congregation we are.

Members are:

Alice Englebretsen, Jennifer Greene, Sandy Hannum, Herb Hiestand, Lynn Wiley, Cindy Loui (co-chair), Deedy Marble, Mimi Ormerod, Marilyn Ryan, Joanne Vician (co-chair), Rev. Beth Monhollen, Rev. Sally Fritsche





# CONGREGATIONAL LIFE COUNCIL

## PRISCILLA KRON & BAYLER, CO-CHAIRS

The Congregational Life Council was established in spring 2023 to provide better communication for the many teams and groups that are part of UUCUC. Congregational Life Council members come together to communicate their upcoming plans, events, and needs, and to support, encourage, and inspire each other. The Congregational Life Council works to build an innovative, broad, and inclusive program of activities that recruit and involve all ages. These activities help members and friends of UUCUC build community. Many of the activities also help to seek inspiration, promote justice, and find peace by overlapping with the activities of the Religious Exploration and Engagement Council and the Social Action Council.

The concept of a Congregational Life Council sprouted to life in spring 2023 when Priscilla Kron and Jenna Zeidler agreed to be Co-Leads. The intention is to hold three full council meetings each church year.

The Congregational Life Council had a well-attended first meeting on April 3, 2023 during which the purpose was discussed and members introduced. A Congregational Life CommUUnity Fair was held on May 7, 2023, which was coordinated by Peggy Patten and the Social Engagement Team. At this Fair, UUCUC members, friends, and visitors were able to gather information from many teams and groups represented in Fellowship Hall.

The Congregational Life Council established an on-line communication vehicle in the form of a periodic [Check- In Form](#). On this form, members inform the Council of upcoming events or meetings, new team/group members, changes in Leadership, any funds used, and any assistance requested from the Council since the last check-in. The first Check-In Form was requested in late July, 2023.



# **CUUULTIVATE CLIMATE ACTION**

## **NAN HOLDA AND PAM RICHART, CO-CHAIRS**

CUUUltivate Climate Action is UUCUC's environmental team, formerly known as "Green UU's." This team has, in the past, been responsible for ensuring the church's facility is as energy efficient and sustainable as possible, by implementing policies that make our building more energy efficient; and by installing solar panels, minimizing waste, and maximizing recycling (including providing opportunities to bring those "hard to recycle items" to church). The team also has been responsible for designing, maintaining, and operating landscaping that is sustainable and pollinator friendly.

The work of CUUULTivate can encompass all of the eight principles of our faith, but particularly embodies the 7th principle which is "respect for the interdependent web of all existence of which we are a part".

### Activities during FY 23-24

During the past year, team members worked with the Director of RE&E to address concerns related to maintenance of the play area and potential conflicts between pollinator plants and children. Andy Robinson and Michaela Kruse hosted an "all ages" seed planting party in March, a garden clean up party in May, and purchased and planted new perennials. This leadership team also committed to ensure the area is better maintained. The results satisfied concerns raised and resulted in a revitalized garden play area.

Discussions also took place with the Social Action Council regarding how (and whether) to move forward with certification of UUCUC as a Green Sanctuary Church, consistent with the Strategic Plan objectives. These discussions acknowledged the importance of first obtaining buy-in from the congregation, since the new certification process goes well-beyond our building and grounds and includes four elements: congregational transformation; justice; mitigation; and adaptation and resilience. Watch for future opportunities to participate and decide whether and/or how to move this forward.

### How CUUUltivate's Budget Was Spent

On June 24, 2024, CUULTivate donated all of its budget (\$750) to the Randolph Street Community Garden. The Randolph Street Community Garden is a volunteer-run project committed to providing an opportunity for the residents of the North-end of Champaign to grow their own fresh organic produce. They intend to use those funds to build a new park-style picnic table and a dedicated solar power source for their Farmbot.

### Challenges

Finding the capacity to lead the team has been a challenge. Lead Nan Holda plans to host an organizational meeting to identify members and friends who may be interested in participating in CUUUltivate, learn what projects our congregation would be interested in working on; and solicit interest in co-leading, or leading this team.



## **GENEROSITY TEAM**

### **MONA SHANNON, CHAIR**

The Generosity Team collaborates with the Ministers, BoT, and the Finance Committee to develop, implement, and evaluate the annual pledge campaign and encourages year-round pledging and giving. This year's theme was Prism of Possibilities. Our co-chairs were Janet Revell Barrett (Communications) and Mona Shannon (Admin/Finance).

Once again, leaders from across the congregation led generosity. We are grateful to the Music Committee (Tanja Hodges); our testimonial coordinator and speakers (Jerry Frye, Jerry Carden & Tim Temple, Melissa Schoeplein & Theo Schoeplein-Leff, Karen Retzer, and Sue Stock); thank you note coordinator (Cindy Loui), the Finance Committee (budget and income monitoring), Admin (Cate Calac), our communications and celebration team (Julia Cronin, Jocelyn Karsk, Alice Englebretsen, Kathy Vance, Jerry Carden, and Kathleen Holden), Board leadership, UUCUC staff, our inspirational Ministers, and YOU!

Our FY24-25 Generosity Campaign concluded with 178 households making pledges of financial support and a projection of \$510,900 in pledge income. Also, new pledges are made throughout the year. We thank you for your support and generosity!

Unfortunately, churches of all denominations are seeing their revenues drop. While we are doing better than most, we project that our FY 24-25 pledge income will be about \$25,000 less than this year's income.

Respectfully Submitted,  
Janet Revell Barrett and Mona Shannon  
[generosity@uucuc.org](mailto:generosity@uucuc.org)



# HOSPITALITY TEAMS

**PEGGY PATTEN, CHAIR**

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

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

This year's Team Leaders include: Pam Richart and Cathy Cunningham (Team A), Julie Laut and Emily Laugesen (Team B), Pat Feely and Wendy Graves (Team C), Ursula Reuter-Carlson and Lynn Wiley (Team D), Abrita Chakravarty and Julia Freeman (Team E), and Eileen Borgia and Natalie Danner (Team F).

The Team Leaders continue to adapt to the changing needs of our congregation and priorities of our staff leadership team. This past year, Team Leaders met with Pat McClard of the UUCUC's Safety and Security Task Force to learn about Hospitality Teams' roles implementing new safety and security measures. Team Leaders also met with Cate Calac, UUCUC's Director of Operations, to consider new methods for our Welcomers to record visitor information and learn how Teams can utilize our new database, Realm.

Team Leaders have welcomed several new members to their Hospitality Teams throughout the year. Those who participate in the Pathways to Membership classes are invited to join a Hospitality Team. To build community, Hospitality Teams strive to meet socially twice a year between their two months of service.

Peggy Patten, Karen Retzer and Cindy Loui met with Team Leaders twice during the 2023-24 church year (March and August) to share ideas for making the Hospitality Team process more effective and ideas for building connections. Peggy assumed responsibility for "managing the Teams" during the year (e.g. adding new members, assisting with the monthly Team transitions, supporting new Team Leaders).

Respectfully submitted,  
Peggy Patten



# IMMIGRATION JUSTICE TEAM

PAM RICHART, CHAIR

## **Purpose**

The Immigration Justice Team (IJT) of the UUCUC Social Action Council was first formed to respond to the inhumane treatment of immigrants at the border. It has evolved to provide support for, and develop relationships with, our immigrant friends and neighbors in Champaign-Urbana.

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

## **How Our Purpose fits the Mission of UUCUC**

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

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

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

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



# IMMIGRATION JUSTICE TEAM

PAM RICHART, CHAIR

Immigrant Justice Team - A Rather Busy Year!

Hospitality. We developed a decision-making document for discerning under what circumstances we would provide hospitality, to avoid situations in which we were serving as the primary liaison to legal, medical, and other support services. While we remain committed to this program, we were informed that the church insurance currently would not support this program, which can include overnight stays. Our team will work with the Board of Trustees to find a solution to this problem, particularly if the upcoming presidential election brings about an anti-immigrant platform with massive deportations.

Welcome Week. On September 16, 2023, the 10th Annual Immigrant Welcome Awards Ceremony and Celebration was held at the Urbana Free Library. Attended by nearly 20 UUs, this event celebrated the diversity of cultures that make up our community, and recognized the contributions of individuals and organizations that have created a welcoming atmosphere for immigrants in the Champaign-Urbana community. This included our own IJT member, Pat Nolan, who received the Claire Szoke Lifetime of Service Award! We are so proud of Pat and her accomplishments, and know that she and Claire worked together to bring the work of immigrant justice to our church community. We also want to recognize and thank Lisa Sechler for coordinating and serving the celebratory meal after the conclusion of the awards ceremony.

Community Alliance. Members of our team regularly participate in monthly meetings of the Community Alliance, formed to identify gaps in immigrant services in Champaign County; support the work of participating immigrant justice organizations; and discuss how to address problems facing unaccompanied minors and those who are unauthorized in our community and continue to experience harassment and exploitation.

Accompanying Refugees. Our team partners with The Refugee Center (TRC) to set up households for newly-arriving immigrants. TRC has been authorized to receive 85 immigrants. Once we have a reliable system in place, we plan to open up this opportunity to others in the congregation. Given the lack of advance notice and the immediate need, we haven't yet reached out to members and friends at UUCUC.

Human Trafficking. There remains a need to address human trafficking in Champaign Urbana. This past year, three Guatemalan nationals were sentenced to prison for kidnapping, forced labor and conspiracy to commit kidnapping and forced labor and required to pay restitution to their victims. Our team, however, has not yet had the capacity to move forward with the educational programming and follow-up actions that may be identified through this process. For now, it has been put on hold.



# IMMIGRATION JUSTICE TEAM

**PAM RICHART, CHAIR**

Welcome Kits, Unaccompanied Minors. We continued our support for unaccompanied minors arriving from Mexico and Central America to Champaign-Urbana, by providing welcome kits in the form of backpacks filled with supplies, gift cards, and welcome cards. These teens find their way to our community with virtually nothing but the clothes on their backs,, and our support helps them integrate into their new lives in our community.

In August of 2023, we participated in the Blessing of the Backpacks service, and then invited families with children and other interested adults to hear from Lucas Diego-Diego, who crossed the border when he was 13. Lucas now is living with Pam and Lan Richart (who have served as his guardians), but his story of why Lucas left his native country and his family; his journey across the desert and the Rio Grande; what it was like to be detained at the border; and how he found his way to Champaign is typical of many unaccompanied minors. Families signed welcome cards and helped assemble backpacks, which have been distributed to Lucia Maldoando, Latino parent liaison, Urban School District #116. Lucia ensures that they are placed where they will do the most good.

Support for Partner Organizations. Support for partner organizations has included funding for the Immigrant Services of Champaign Urbana's (ISCU) warehouse, which The Refugee Center uses to help set up housing. We donated to the New American Welcome Center's Scholarship Fund. This is one of the few funds available to unauthorized immigrants wishing to pursue a higher education, and help these young people pay tuition and fees to attend Parkland College.

Budget. We spent \$3,683.69, which was slightly more than our congregational-approved budget (\$3,575). This \$108.69 overage was taken from the Social Action Council's budget reserves. We also spent an additional \$1,000 from supplemental funds provided by the BOT to the Social Action Council in January 2024 (\$2,350, total). Given this past year's budget deficit, the Social Action Council, the Budget Committee and the BoT agreed that the Social Action Council could "pay ahead", rather than lose funding and not be able to meet program and budget commitments for this next fiscal year. The IJT "paid forward" \$400 to the ISCU warehouse and \$600 to the New American Welcome Center for Parkland Scholarships, leaving \$1,350 to be paid forward by the Social Action Council (see SAC's report). This reduced the IJT's 2024/2025 budget line item from \$3,150 to \$2,150 without reducing funding commitments for the Immigrant Justice Team for the upcoming fiscal year.



# IMMIGRATION JUSTICE TEAM

PAM RICHART, CHAIR

Immigrant Justice	BUDGETED	SPENT
Backpacks / Welcome kits (15)	\$ 1,300.00	\$ -
Packs (8)		\$ 244.48
Gift cards		\$ 1,436.00
Gift cards for August backpacks		\$ 734.58
Supplies		\$ 368.63
Hospitality program	\$ 350.00	\$ -
Support for Asylum Seekers	\$ 925.00	\$ -
ISCU warehouse *		\$ 800.00
Human Trafficking educational	\$ 500.00	\$ -
Parkland College Scholarships *	\$ 500.00	\$ 1,100.00
<b>TOTALS</b>	<b>\$ 3,575.00</b>	<b>\$ 4,683.69</b>

\*\$400 of the \$800 shown was paid forward for the ISCU warehouse, and \$600 of the \$1,100 spent for the Parkland College Scholarships was paid forward to FY 2024/2025. These organizations know we will not be able to fund them this next fiscal year.

**Team Members.** The 23/24 Immigrant Justice Team members included: Sally Anderson, Penné Beckett, Karen Folk, Mike Folk, Wendy Hartley, Pat Nolan, Lan Richart, Pam Richart, Marilyn Ryan, Lisa Sechler, Pamela Soper, Betsy Kruger, and Karen Retzer.

During the year, several team members decided to step down due to family and other church commitments ((at least temporarily). Currently active are Wendy Hartley, Pat Nolan, Lan Richart, Lisa Sechler, Betsy Kruger, Karen Retzer, and Pam Richart. Erica Bellina purchased supplies for our backpack / welcome kits, and Jan Kalmar and Sally Duncan participated in our work with The Refugee Center.

Interested in getting involved? Contact Pam at [pamelarichart1@gmail.com](mailto:pamelarichart1@gmail.com) for more information and to get involved.

Prepared by  
Pam Richart, Team leader





# SOCIAL ACTION COUNCIL REPORT

## PAM RICHART, CHAIR

Social action at UUCUC embodies that part of our mission that promotes justice. Our Social Action Council enables us to:

- Increase participation in social justice work and activities at UUCUC by creating teams, rather than working as one Committee. Each team has consistent members who attend regular meetings, but this transition also has allowed members and friends to work in areas of passion by participating in and supporting specific projects.
- Reduces siloing of projects and activities, by providing a format and structure that helps and encourages us to recognize and support the interconnectivity of work carried out by our eight teams.
- Coordinate our work and activities with both Congregational Life and the Religious Education and Exploration Councils, who can help us grow, provide support, and engage members and friends in ongoing work and activities.

Social Action Council teams currently include:

- CUUUltivate, Climate Action – Nan Holda, Lead
- Food Justice:
  - Food Pantry – Pat Nolan, Lead
  - CROP Hunger Walk – Sandy Hannum Lead
- Immigrant Justice – Pam Richart, Lead
- LGBTQ+ / Welcoming Church – Jerry Carden, Lead
- Partner Church – Kathleen Robbins and Angela Urban, Leads
- Racial Justice – Rotating Leadership, Sandy Hannum, Council Representative
- Reproductive Justice – Cloydia Larimore, Carol Leff, and Mike Sabacinski, Leads
- Shared Offering – Pat McClard, Lead

Individual reports for each team follow. In addition to coordinating the work of teams, the Social Action Council also:

1. Reviewed and provided updates to the Strategic Plan for each team and the Council as a whole. This included identifying areas where work has been completed, and recommending changes based on current and projected work of each team. It also included discussions on how to move forward with Green Sanctuary Certification.
2. Developed a process for resolving conflict in order to ensure all voices are heard before decisions are made. Initiated work on a Social Action Council Covenant.
3. Secured leadership for the Reproductive Justice Team, when Julie Laut decided to step down. We thank Julie, for her leadership!
4. Developed program-based budgets for each team for FY 24-25, and negotiated those budgets with the church Budget Committee to help balance the budget.



# SOCIAL ACTION COUNCIL REPORT

## PAM RICHART, CHAIR

5. Met with the Director of RE&E to consider potential benefits associated with adopting an annual theme to tie all team’s work together. At this time, the SAC has decided not to do this, but will reevaluate benefits based on the outcome of the November 2024 elections.

The following is a summary of the Social Action Council’s budgets for FY 23/24 that itemizes dollars spent during this past fiscal year. Details for how each team spent their budget is presented in each team’s report.

	2023/2024			2024/2025		
SUMMARY BUDGETS/EXPENDITURES	Approved Budget	Spent	Remaining	Approved Budget	Spent	Remaining
<b>2023/2024</b>						
Approved, June 2023	\$14,100.00					
Additional authorized 01/ 2024	\$2,350.00					
Total BOT authorized	\$16,450.00					
Total spent by June 30, 2024*		\$16,320.93	\$129.07			
<b>2024/2025</b>						
Approved FY 2024/2025**				\$10,850.00	\$636.80	\$10,213.20
<b>SAC BUDGET DETAILS</b>						
<b>Social Action Council Support</b>						
UUANI ***	\$1,000.00	\$2,000.00		NONE	N/A	N/A
Friday Forum ***	\$300.00	\$600.00		NONE	N/A	N/A
<b>TOTALS</b>	<b>\$1,300.00</b>	<b>\$2,600.00</b>	<b>-\$1,300.00</b>	<b>NONE</b>	<b>N/A</b>	<b>N/A</b>
<b>Team Support</b>						
CUUUltivate Climate Action	\$750.00	\$750.00	\$ -	\$500.00	\$ -	\$500.00
Food Justice	\$250.00	\$250.00	\$ -	\$250.00	\$ -	\$250.00
Immigrant Justice	\$3,575.00	\$4,683.69	-\$1,108.69	\$2,150.00	\$ -	\$2,150.00
LGBTQ+/ Welcoming	\$1,200.00	\$1,200.00	\$ -	\$1,200.00	\$ -	\$1,200.00
Racial Justice	\$4,000.00	\$3,814.19	\$185.81	\$4,000.00	\$ -	\$4,000.00
Reproductive Justice	\$3,025.00	\$3,023.05	\$1.95	\$2,750.00	\$ -	\$2,750.00
<b>TOTAL SPENT, FY 2024/2024</b>	<b>\$16,450.00</b>	<b>\$16,320.93</b>	<b>\$129.07</b>	<b>\$10,850.00</b>	<b>\$636.80</b>	<b>\$10,850.00</b>



# SOCIAL ACTION COUNCIL REPORT

## PAM RICHART, CHAIR

### NOTES:

\* Remaining amount not carried over (and therefore, “zeroed out” at the end of the year)

\*\* SAC agreed to reduce its \$14,100 budget request by (\$900.00). Although we are beginning our 2024/2025 budget year with \$10,850, that amount (\$10,850) reflects the decision to use funds allocated by the BOT in January 2024 to help balance the budget. This decision was made because we cannot carry funds over from one budget year to the next. Next year’s budgeting process will reflect the approved \$13,200 amount (vs. \$10,850)

\*\*\* SAC agreed during budget discussions to spend January BoT additional authorized funds in 2023/2024 on budgeted 2024/2025 amounts. Those funds were spent towards the 2024/2025 budget as follows:

UUANI \$ 1,000.00

Friday Forum \$ 300.00

ISCU Warehouse \$ 400.00

Parkland Scholarship \$ 600.00

**TOTAL Spent \$ 2,300.00 (\$50 less than authorized. SAC left \$129.07 unspent**

Prepared by Pam Richart, Social Action Council Chair



# LGBTQ-UU WELCOMING TEAM

## JERRY CARDEN, TEAM LEAD

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

We are aligned under the Social Action Council.

- Meetings- We continue to meet on a quarterly basis on the 2nd Friday every third month with a potluck followed by a meeting. Held on Aug. 11th; Nov. 10th; Feb. 9th; May 10th.
- Two queer themed worship services:  
Wholly Holy: National Coming Out Day & Being Queer All Year/ Rev. Sally Fritsche  
Queering Our Religion/ Rev. Beth Monhollen
- Welcoming Religious Education: Presentation offered to entire congregation by Nicole Frydman, Executive Director of Uniting Pride of Champaign County. Titled- ‘Cultural Competency for the LGBTQIA+ Community’. Sunday, 10/8/23; 32 persons attended.
- Community Support: November 2023- shared offering of nearly \$2000 for Greater Community AIDS Project of Champaign County
- Budgeted \$1,200 in SAC budget: \$250 for Nicole Frydman’s presentation; \$950 for Uniting Pride’s September Pride Fest & Parade registrations and advertisement. Spent all \$1,200.
- Recognized at least six LGBTQ+ days of observance. See our Renewal App for details.



# OPERATIONS COUNCIL REPORT

**KAREN FOLK, CHAIR**

Operations (Ops) Council members include representatives from the Building and Grounds Taskforce, Finance Committee and Treasurer, Governance Taskforce, Personnel Committee, the Safety and Security team and Cate Calac, Director of Congregational Administration. The mission for this Council is to review proposed changes to church operations and church policies freeing up Board of Trustees (Board) meeting time for policymaking, strategic vision/mission, and financial stewardship.

In its second year, Operations (Ops) Council reviewed proposals from staff, committees or Councils for completeness and possible impacts on other Councils and Committees prior to presentation to the Board for discussion and action (Strategic Plan Goal 5, Action item 3). During this church year, we moved Ops Council proposals from the Board consent agenda to Board discussion/action items. We clarified the Ops Council role to gather and verify information and add pros and cons plus supporting documentation for the Board. Together, the Board and Ops also determined which items need Ops Council review and which matters go directly to the Board.

Items reviewed by Ops Council in 2023-2024 church year include:

Policies (new and revised) from the Governance Task Force: 1) Policy on Policies (formatting), 2) Delete outdated UUCUC Operations manual section C.1 and add new Communications Policy, 3) Ops Council Process and Proposal Checklist revisions. Assisted Personnel Committee, and Finance Committee to transition employee hiring, positions, and management to Rev Beth as Head of Staff, including: 1) revised Excess Reserves policy from Finance, 2) Personnel role description with a Head of Staff, 3) COLA (cost of living) policy for staff (new policy from Personnel and Finance), 3) Hiring policy and process, and 4) Employee handbook revisions.

Other items: 1) England Legacy Challenge from Planned Giving and Finance, 2) McMahon Funds grant recipients of remaining McMahon Funds - Care Core, Music, AV update. 3) expanded Fellowship Hall AV upgrade, and 4) Revised Ops Council Proposal form.

Unfunded Request Proposals (for proposed expenditures not included in the 23-24 church budget included: 1) Parking lot repair, 2) Equipment for the Safety and Security Team, 3) Building and Grounds Proposal for fundraising campaign for Ramp for accessibility, Air Conditioning for the Sanctuary, and platform lift to replace the elevette. Ramp and Air Conditioning projects were approved by a congregational vote in Dec 2023.

Report submitted by Karen Folk, 24-25 Ops Council Chair



## **PLANNED GIVING**

### **MONA SHANNON, CHAIR**

The Planned Giving Team is a subcommittee of the Finance Committee. Our primary goal is to promote planned giving to enhance the long-term fiscal health of the church, fulfill our mission, and implement our strategic plans. Our members are Terry England, Jerry Carden, Tim Temple, and Mona Shannon.

In January we kicked off the 2024 UUCUC Legacy Challenge to encourage congregants to include UUCUC in their estate plans and share those plans with us. In turn, UUCUC receives current donations from Terry and Barbara England equal to 10% of the gift's future value, not to exceed \$10,000 per donor. In June we hosted an Estate Planning Seminar and we continue to assist members as they prepare their estate plans.

From January through September 2024, thirteen members unlocked matching funds from the Legacy Challenge by sharing their plans with us. (Thank You!) These planned gifts will eventually add over a million dollars of legacy gifts to UUCUC's trust funds! And the England's inspiring matching gifts have added over \$60,000 this year to our trust funds. Other members are planning gifts and preparing their Legacy applications.

Please join\* these generous members to support future generations of UUCUC and unlock the remaining \$40,000 in matching funds! We appreciate every planned gift, big or small!

Respectfully Submitted, Mona Shannon  
Chair, [generosity@uucuc.org](mailto:generosity@uucuc.org)

\*The Unitarian Universalist Church of Urbana-Champaign's Tax ID is 37-6018315.



# **RACIAL JUSTICE TEAM**

## **WENDY HARTELY, CHAIR**

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

### **Racial Justice team, activities for FY 2023-24:**

1. Organized a movie and speaker series on reparations: Showed the film, "The Big Payback," followed by discussion with Dr. Jeff Trask; showed the film, "The Cost of Inheritance," followed by discussion with Dr. Sundiata Cha-Jua; and invited Rev. Thomas from Bethel AME Church as guest minister to speak on reparations at a Sunday service.
2. Racial Justice Book discussion group led by Priscilla Kron and Sandy Hannum. The books included The Fire This Time (Jesmyn Ward) and The Heaven and Earth Grocery Store (James McBride),
3. Supported community workshops by Dr. Joe Minarik and Dr. Joycelyn Landrum-Brown by offering space and refreshments.
4. Organized work crews to help clean and fix up the Randolph Street Community Garden
5. Purchased social justice themed children's books for the church library, with publicity during Fellowship hour plus Wendy Hartley's book reading videos with her dog, Fergus

### **Other activities:**

1. Recognition of UUCUC at NAACP Annual Banquet (fall, 2023)
2. Financial support to NAACP, CU Reparations Coalition, First Followers, Urbana Neighborhood Connections Center, Randolph Street Community Garden, Trauma and Resilience Initiative, American Indian Health Service of Chicago

### **Racial Justice Team's activities support these UU principles:**

- 1. The worth and dignity of all people**
- 2. Justice, equity and compassion for all**
- 6. World community with peace, liberty, and justice for all.**
- 8. Spiritual wholeness by working toward diverse multicultural Beloved Community.**



# RELIGIOUS EXPLORATION & ENGAGEMENT COUNCIL REPORT

## NATALIE DANNER, CHAIR

Religious Exploration & Engagement (REE) ministry at UUCUC provides people of all ages and stages an opportunity to learn and grow together. While some programs are age-specific, others bring together different generations to explore who they are and what they believe. We invite children, youth, young adults, and adults to explore, reflect, and learn in a nurturing and supportive environment.

This year, we served more than 100 children and youth in our REE programs, a significant increase from 2022-2023 when we were restarting and rebuilding after COVID-19. Each Sunday morning, six classrooms were in operation and we held a variety of events for youth and children throughout the year outside of regular Sundays. Three OWL classes were offered including K-1, 4-6, and Parents as Sexuality Educators this year. Adults programs were diversified and expanded. We are grateful to the many volunteers and staff who made the REE program happen this year.

### Children's Team

Works together to support our youngest members (PreK-Grade 4) as they develop their faith and values through Sunday classes and other community-building experiences.

Team Leader: Cindy Ingold

- Nursery Volunteers: Karen Folk, Jody Hanger, Becky Malloy, Jeannie Rasmussen
- PreK-K Teachers: Beth Carsley, Melissa Watson, Natalie Lloyd
- Grade 1-2 Teachers: Cindy Ingold, Carol Veit, Tania Madrigal
- Grade 3-4 Teachers: Julia Cronin, Erik Chapman, Wendy Graves

### Youth Team

Works together to support our middle school and high school members (Grades 5-12) as they develop their faith and values and grow in their independence and leadership through group facilitation and community-building experiences.

Team Leader: Vacant

- Grade 5-6 Teachers: Emily Laugesen, Nick Cragoe, CL Cole
- Grade 7-9 Teachers: Kelly Skinner, Rev. Sally Fritsche, Sylvia McDermott, Joe Omo-Osagie
- High School (YRUU) Facilitators: Emily McKown, Alicia Buskirk, Laura Robinson, Brian McDermott, Sylvia McDermott, Paul Kaiser

### OWL Team

Works together to organize, plan, and teach comprehensive lifespan sexuality education using the Our Whole Lives (OWL) curriculum.

Team Leaders: Teri Frederick and Michael Kruse

- OWL K-1 Facilitators: Allison Hansen, Melissa Watson
- OWL 4-6 Facilitators: Paul Kaiser, Miriam Larsen
- Parents As Sexuality Educators Group Facilitators: Kim Kranich, Joe Omo-Osagie, Kelly Skinner





# RELIGIOUS EXPLORATION & ENGAGEMENT COUNCIL REPORT

NATALIE DANNER, CHAIR

## Adult Team

Works together to plan and lead events and programs relevant to different ages and stages of life, which support adult faith formation, enhance personal spiritual growth, and encourage personal development.

Team Leaders: Priscila Kron and Millie Davis

Team Members: Margaret Lovell, Pat Nolan, Kathy Frizzell

## Admin Team

Works together to keep the library and Sunday morning REE running smoothly, manage REE supplies, coordinate volunteers, and maintain regular family support and communication.

Reviews and provides input into policy and procedures.

Team Leader: Vacant

- Library Team: Jody Hanger (Lead), Wendy Hartley, Ian Nutting, Dani Nutting, Elissa Blake
- Parent and Family Support:
  - Birthday Cards: Katrina Covello
  - Busy Bags: Kristin LeSueur, Beverly Ochs
- Sunday Morning Aide: Grace Morey
- Supply Management Organizers: Carol Veit, Cindy Ingold, Natalie Danner, Karen Folk
- Substitute Teachers: Matthew Kitzmiller, David Wolf, Jody Hanger

Our top accomplishments include:

- Volunteer Recruitment, Retention, and Training: We successfully expanded our pool of volunteers and recruited teaching teams of 3-4 for each class, in order to put a staffing rotation in place. We created a teaching schedule for each team. We brought back the REE Teacher Training in a face-to-face format in August 2023 to prepare REE teachers to begin the year well in their classrooms with relevant curriculum, updated policies, and opportunities to meet in their teaching teams.
- Professional Development and Team Building: Kelly and Natalie both took the UUA Renaissance Module: Administration as Leadership, as professional development. After completing the course, we worked together as a staff/lay leader team to improve and update our REE policies and procedures. We had a REE Council Meeting in Nov. 2023 and April 2024. During these meetings, we discussed the purpose of RE/faith development from the perspective of the UUA, the entire congregation, families, and individuals. We also reviewed and revised our goals and action steps. And we discussed RE/faith development program outcomes and guiding principles centered around the concept of The Congregation is the Curriculum



# RELIGIOUS EXPLORATION & ENGAGEMENT COUNCIL REPORT

NATALIE DANNER, CHAIR

- **Adult REE Expanded:** Adult REE included regularly planned programs and groups geared toward specific interests and ages. There continues to be collaboration with Congregational Life to provide engaging and educational programs for adults and families. The monthly Exploring World Religions was well attended, and involved several outings to local faith communities. An effort was made to offer Adult programs that were in a series format and as ongoing offerings rather than one-off events, to provide consistency and build strong relationships.
- **OWL Rotating Schedule:** This year, three OWL programs were offered: K-1, 4-6, and Parents as Sexuality Educators. As we heard feedback from the congregation, we plan on offering Adult OWL for the 2024-2025 year along with bringing back the year-long 7-9 OWL. This will be a rotating schedule with K-1 and 4-6 one year and then 7-9 and Adult the following year, in order to meet the educational needs of our congregation and local community. We look forward to sending volunteers for Adult OWL training and launching Adult OWL in 2024-2025.
- **Focus on Families:** This year had an increased focus on families, providing supportive programming through Parents Night Out, Parent Playground Playdates, and the Parents as Sexuality Educators group. Families indicated that they were appreciative of the programs and the wrap-around support that was offered to them. Additional communication methods were started, including the electronic Family Newsletter to highlight REE events, programs, important dates, and relevant articles for families.
- **Updated Classrooms:** Classrooms were given room make-overs! Materials and furniture were organized, purchased, and decluttered as needed. New flooring was installed in the YRUU room. Upgraded lighting was installed in classrooms and rooms were freshly painted. UU principle posters were created and installed in each classroom. Way-finding signs were installed above each classroom to help families and visitors find where they were going.
- **Leadership and Advocacy for Even Our Youngest Members:** During the Sunday morning REE classes, we focused on UU principles, justice, and what it means to be a UU. Some of the ways we demonstrated this was through the flipped service, animal-themed classes, collaborations with GreenUUs and CareCore, and helping plan a worship service. A strong connection was made with the Shared Offering program, providing a voice for children as they advocated for local organizations that they were passionate about. This advocacy effort led to a policy change in the church where now children in 1st grade and up are now permitted to both propose an organization AND vote for these organizations, the same as adults. All these activities advanced children and youth as strong leaders in our congregation



# REPRODUCTIVE JUSTICE

## MIKE SABACINSKI, CHAIR

Cloydia Larimore and Carol Leff joined as co-chairs of the Reproductive Justice Team.

At UUCUC in January, approximately 50 people participated in an educational presentation and assembly of abortion care packages which were distributed to local clinics. Also in January, we met with Personal PAC to discuss the political conflict in Danville surrounding the new clinic being built there. The clinic building was attacked and damaged in 2023.

During Urbana-Champaign Reproductive Justice Week in April, we collaborated with the UU Church of Indianapolis and Grandmothers For Reproductive Rights to host and facilitate an online discussion, "Heart To Heart Conversations About Abortion."

In May, Rev. Terry Williams of Faith Choice Ohio hosted a meeting to explore collaboration among reproductive justice activists across the Midwest. Participants represented Ohio, Indiana, and Illinois.

In April, we attended Planned Parenthood "Activist University," and in June, the Guttmacher Institute's "Data for Democracy: The Essential Role of Evidence, Post-Roe" and an Indivisible Illinois meeting, "Reproductive Health Rights."

We continue to meet regularly with other UU Reproductive Justice Teams through UUANI.

Funding remains the most important contribution that we can make to reproductive justice and abortion access at this time. A New York Times article (based on new Guttmacher data), "An Island of Access in the Midwest," states: "On the receiving end, nowhere saw more out-of-state [abortion] patients — and from more states — than Illinois."

37,300 patients traveled to Illinois in 2023.

- Compared to 8,500 who traveled to Illinois in 2019.
- Compared to 6,540 who traveled to New York in 2023.
- Compared to 7,185 who traveled to California in 2023.

"People in states where the procedure remained legal also traveled for abortions, sometimes because the closest clinic was across state lines or the influx of out-of-state patients made appointments scarce."



# REPRODUCTIVE JUSTICE

## MIKE SABACINSKI, CHAIR

We donated financially to abortion funds and reproductive health support and justice organizations:

- Chicago Abortion Fund, the major fund of the Midwest
- Midwest Access Coalition, the major support organization of the Midwest
- Elevated Access, a CU based organization that provides air transportation for abortion & gender- affirming care patients & clinicians
- Illinois Students For Reproductive Justice, a student organization on the UIUC campus



# **SERVICE AUCTION COMMITTEE**

## **JARED AND KATIE LOFRANO, CO-CHAIRS**

The Service Auction Committee is a sub-committee of the Finance Committee. The Service Auction Committee began planning for this year's auction in the late winter. This year, we continued to utilize a hybrid/in-person auction with the Auctria software. This way, those who were less comfortable attending a party in person, or who were otherwise unable to be physically present, could still bid and contribute to this fundraiser. This year we realized that May the 4th was going to be a Saturday, so we held the auction a bit later than usual so that we could have the Star Wars theme of "May the 4th be with UU".

Once again, the congregation showed its creativity and generosity with the many items that were offered in the auction, as well as cash donations and, of course, spirited bidding the night of the auction. The theme offered ample opportunities for people to express their creativity through wonderful costumes. Amazing chef Anthony Brienza went into hyperdrive with his tasty themed dishes and we were also able to enjoy the musical talents of Jonny Beckett and his band. The committee was made up of some wonderful volunteers who helped make the night possible-Jody Hanger, Chris Hannauer, Cindy Loui, Anne Sharpe, Penne Beckett, Barb Childers, Bill Childers, and Anthony Brienza. We also had many great volunteers that helped with set-up and clean-up and of course providing desserts. Thanks to all of you who contributed.

This year's auction was able to raise just over \$27,000 for our church home. The Auction Committee used \$525 to put on this year's in-person event. We look forward to having even more fun next year!



# SHARED OFFERING

## PAT MCCLARD, CHAIR

Shared Offering is a vital part of the church's financial gifts and touches almost every aspect of our mission. Shared offering is part of the operations council and is led by Pat McClard, Working with the various organizations that we donate to through shared offering provides many opportunities for inspiration right here in our community from people who are doing the work of building a beloved community. All of the organizations that we support are voted on by the congregation and chosen because they support the church's mission.

A great part of the shared offering program is that we can target our donations based on an organization's own calendar and needs. In 2024, with the Israel/Hamas conflict only 3 months old, we decided to make the Palestinian Children's Relief Fund the first organization that we served because of the urgent need. Midwest Access Coalition, an organization that helps women who need abortions get to states that still offer them, was also chosen earlier in the year because of the urgent needs in that area prompted by the Roe v. Wade decision. Likewise, we decided to give our offering to Uniting Pride of Champaign in June to coincide with Pride Month.

A big change in process this year was to allow and encourage our youth to submit nominations and the kids came through with a passionate response. Not satisfied with only nominating organizations, they advocated for the right to vote for organizations as well and 2025 will see that advocacy rewarded as we changed the voting rules to allow kids to vote in the process for the first time.

In FY2024, UUCUC donated more than \$25,000 to 11 organizations and our partner churches in India and Transylvania, or more than \$2000 per month. Those organizations and the amounts given are detailed below:

Month	Organization	Amount Donated
July 2023	Books for Prisoners	\$1,894.27
August 2023	First Followers	\$2,542.97
September 2023	Brave Trails	\$2,699.50
October 2023	Survivor Resource Center	\$2,156.61
November 2023	Greater Community AIDS Project	\$1,978.15
December 2023	Partner Churches	\$901.94
January 2024	Palestine Children's Relief Fund	\$2,644.19
February 2024	Immigrant Services of Champaign Urbana	\$2,195.20
March 2024	Midwest Access Coalition	\$3,110.67
April 2024	Green Team Academy	\$1,664.50
May 2024	Courage Connection	1874.93
June 2024	Uniting Pride of Champaign County	\$1,968.18
<b>TOTAL</b>		<b>\$25,631.11</b>



# SAFETY AND SECURITY (SOS)

PAT MCCLARD, CHAIR

The safety and security team (SOS) was created by the BoT in 2023 as a response to the safety audit and recommendations conducted by Good Havens in Fall 2022. In part, the charter for this team states that, "The team will be the primary stewards of safety and security for the congregation, and help to manage policies and procedures that support these efforts." It goes on to say that the purpose of this team is, "... working with appropriate groups within the church, make recommendations on new safety and security policies and procedures, make recommendations on needed updates to existing safety and security policies and procedures, make recommendations for a creation of a standing Threat Assessment & Management team (TAM team)."

As a completely new team, we completed a number of important tasks which enhanced the safety and security of the building and people, some of which include:

- Initiated an inspection by Urbana Fire Department, and reviewed and completed all recommendations received as part of that inspection
- Arranged for 8 members of the congregation to take First Aid/AED training and certification
- 2 members of the team attended a UUA sponsored safety training via Zoom
- Updated evacuation maps and posted in key spots through the church buildings
- Added Emergency Exit signs over 2 doors which previously did not have them
- Updated First Aid kits by removing expired supplies and replacing with new supplies.
- Created a 'travel' first aid kit for REE to take on trips beyond the church grounds
- Created Safety Binders containing important information and contacts in the event of an emergency or other safety related event
- Created trauma bags to address more serious and even life threatening injuries/bleeding
- Created a recurring task list for checking first aid supplies, batteries for emergency equipment and completing necessary inspections of fire suppression infrastructure.
- Reviewed and updated the list of door codes to ensure we do not have unnecessary or unused codes still active.
- Purchased equipment to help with the evacuation of infants by REE staff in the event of an emergency
- Repaired the entry of the doors that exit the west side of the sanctuary so those doors are easier to open.
- Implemented quarterly sessions during a service reminding congregants of emergency exits and evacuation procedures.



# WORSHIP COUNCIL REPORT

## SAM BESHERS, CHAIR

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

Teams or committees aligned with the Worship Council

- Staff Worship Team - The Ministers
- Lay Worship team – the Worship Committee (Sam Beshers, Chair)
- Music Team – Juan Camacho and M.R. Rowland
- Music Committee – Tanja Hodges, chair
- Choir – M. R. Rowland, director
- Pagan Group
- Sunday Morning Mindfulness Team – (Millie Davis and Karen Folk, Co-Chairs)
- Vespers Services – Rev. Sally Fritsche

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

2023/2024 Worship Council Highlights

- Worship Committee -- offered high quality lay-led services and worked with ministers to plan worship goals for the coming year. An emerging theme of our worship is "moving to Action": services that examine our values in relation to urgent real world conditions and challenges. We are also starting to build continuity, continuing the dialog across multiple services on the same similar topics.
- This year we built community while creating two coffeehouses and supported collaboration in two community concerts. The varied faces of The UU Band, The CrUUners, and The UU Horn Band added a diversity of effort to many Sunday services; multiple congregational performers made their debut performances over this year. The Adult Choir, under the direction of M.R. Rowland and using creative collaboration with pianist, Juan Camacho, performed a diverse array of contemporary, novel and often deceptively challenging music, and capped off the year in the May 12 Music Service with four pieces based on the poetry of Sara Teasdale, two of them also featuring Dani Nutting on flute.
- Pagan group: the Pagan group celebrated the wheel of the year in community. We have gathered together for each Sabbath with shared words, chalice lighting, fire, music, and joyous company. From the longest day -- spent frolicking on the lawn, jumping over fire, and watching the sun set at almost 8:30PM -- to Yule's Blue Vespers, which was attended by more than 75 celebrants, we have kindled this spark in our community.





**TASKFORCE  
REPORTS**



# 2023 ANNUAL REPORT GOVERNANCE AND POLICY TASKFORCE

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

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

A number of policies have been determined to be out of date and no longer accurate to where we are as a congregation, so we have been working to determine which ones to recommend be removed and which simply need to be updated to more accurately portray who we are and what we are doing. A number of antiquated policies have been eliminated or updated during this year, making us more streamlined and increasing efficiency and accountability. We have also been looking at gaps in our policies. We created a Policy on Policies which lays out the formatting of policies, rationale for the different parts of the policy and the associated procedures to accompany the policy. This is all laid out in a template to be followed when proposing a policy. With the increase in our social media presence during COVID and continuing into the post-COVID environment it was necessary to update our Communications Policy to include sections on social media usage and safety. Both of these were passed by the Board of Trustees during this 2023-2024 church year.

Respectfully Submitted.

Jenny Hunt, Chair  
Brian McDermott  
Priscilla Kron  
Jody Hanger



# 2024 ANNUAL REPORT STRATEGIC PLAN EVALUATION TASKFORCE

This Taskforce was relatively inactive during 23-24 church year, although ministers and staff and Board of Trustees continued to use the five broad goals of the plan to guide decisions and priorities. In the September 2023 Council on Shared Leadership meeting, lay leaders were informed of the extension of the 2020-2025 Strategic Plan through the 2025-2026 year due to COVID and the ministerial search. They were asked to focus on the five broad goals rather than the now outdated action items and to create new action items for their work relative to one or more of the five goals. 23-24 was a year of welcoming our new lead minister, strengthening the Council model of governance, and successfully raising funds for a ramp and air conditioning the sanctuary, as well as Fellowship Hall AV improvements. All of these related to Goal 5 Our Church Home in the strategic plan.

Submitted by Karen Folk

**Full 2021-2025 Strategic Plan on UUCUC website:**

**<https://uucuc.org/wp-content/uploads/2020/11/2021-2025-Strategic-Plan-final-11.18.20.pdf>**



**GROUP  
REPORTS**



# COVENANT GROUPS & CHALICE CIRCLES

## Caregiver's Chalice Circle

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

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

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

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

Respectfully submitted, Timothy Temple, Coordinator

## Reflective Writing Chalice Circle

This chalice circle provides a space that allows and encourages personal and spiritual growth through sharing our stories by way of the written word. The Reflective Writing Chalice Circle continues to meet the third Thursday of every month, currently via Zoom. Each member is encouraged to bring an original piece of writing to share for each meeting. We also do timed Quick Writes in our meetings. One need not be a "writer" with a Capital W! Some of the works are fiction or poetry, and some are based on our individual experiences and observations. Our discussion following each reading focuses on our shared humanity rather than literary critique (unless requested!). Our Circle has been consistent with about seven members. Monthly attendance usually ranges from five to seven persons. We are a friendly group and welcome folks to come by to see if you're interested in staying.

Respectfully submitted,  
Pat Nolan



# AFFINITY GROUPS

## **Bridge Group**

Do you enjoy playing bridge? Our UUCUC Bridge Group meets on the third Monday of every month from 12:30 to 2:30 in Fellowship Hall. For more information contact Mary Joncich.

## **Feminist Book Club**

The Feminist Book Group meets monthly to discuss books featuring strong women characters or addressing issues of importance to women. We welcome new readers of all ages who identify as women. On average, 8-12 members attend. Twelve books for the upcoming year are chosen at an annual book-choosing gathering in early summer, a favorite event. In choosing books nominated by members, we strive for a balance of fiction and nonfiction, short and long, and culturally diverse selections. Occasionally, movie nights or other social events are held in members' homes.

We meet on the third Tuesday of each month from 7:00 to 8:30 p.m. Meeting format is a brief check-in, book introduction by a volunteer leader, followed by discussion using a rotating chair format which allows each member uninterrupted time for their thoughts and comments, and a check-out. A brief time for socializing follows the discussion. This year we have met via Zoom or with a hybrid meeting at UUCUC using the OWL. Direct inquiries to Karen Folk (foxandfolk@gmail.com) or Priscilla Kron (priscilla.kron@gmail.com) .

## **Gastronomical Society**

The Gastronomical Society, affectionately referred to as "Gastro," counts 50-75 members and enjoys monthly dinners. Members are encouraged to host at their home, a restaurant, a park, or at the church. The host chooses a dinner theme, with members contributing potluck style. In the last several years, Chinese New Year is celebrated in January, featuring take-out tastings from favorite Chinese restaurants. Our abbreviated 2019-2020 themes also included dinner at the Wheelhouse Restaurant in St. Joseph, a gathering at Riggs Beer in recognition of our inaugural chair, Emily Sanders, and her husband, Bill, prior to their departure to Pittsburgh, and a walk-up birthday party. Owing to the pandemic, the society was inactive in 2021-2022. In keeping with mission and vision of the church, the group strives for diversity and for new church member inclusion.

Respectfully submitted,  
Terry England, Chair



# AFFINITY GROUPS

## Mindfulness Meditation Group

Sunday Mindful Meditation Group meets remotely each Sunday at 9:30am for a twenty minute guided meditation, followed by a short time of group reflection. This group has been meeting for over five years and averages 5-10 attendees each Sunday. Members volunteer to select meditations reflecting Mindfulness, and diverse Asian meditation practices. All are welcome. A record of links to meditations used in meetings is accessible for personal use. Co-leaders are Karen Folk and Millie Davis

## Older Men's Discussion Group

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

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

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

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



# AFFINITY GROUPS

## **Parent Support Group**

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

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

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

## **UU Women's Lunch Group**

The UU Women's Lunch Group is a social lunch for women in the church. The group meets every other Thursday at 12:00 in the Children's Chapel. Everyone brings their own lunch, and the time is simply spent chatting and catching up with one another as a way of building community. Contact Jenny Hunt at [jennyh57816@gmail.com](mailto:jennyh57816@gmail.com) or email [uwl@uucuc.org](mailto:uwl@uucuc.org)

## **Wise Older Women WOW**

Wise Older Women (WOW) is a monthly discussion group for those who identify as women and are over 50 years of age. The topics focus on issues related to aging and being older women. The groups honor confidentiality and hold space for each woman to share as much as is wished. There are two groups: the 3rd Wednesday of each month from 1:00-3:00 PM; and the 3rd Thursday of each month (occasionally the 4th) from 10:00 AM-12:00 PM. For additional information, feel free to contact Priscilla Kron ([priscilla.kron@gmail.com](mailto:priscilla.kron@gmail.com)) or Millie Davis ([mildav02@gmail.com](mailto:mildav02@gmail.com)). We'd love to have you join us!



**IN  
MEMORIAM**



# IN MEMORIAM

## Helen Richards

**September 26, 1936 - September 20, 2023**

Helen and her husband Dan joined UUCUC over 50 years ago, and were long time enthusiastic supporters of our church community. They were regulars at the "Fortnighter" social gatherings at church where they enjoyed the many friendships they made there, and Helen was a master bridge player who was a regular in the UUCUC bridge group.

Helen was born and raised in Mississippi where she also attended college. She received her graduate degree from LSU, and became a professor of anatomy and physiology at Parkland College. Dan shares that she was a "woman before her time" and if she'd been born 25 years later she would have been a doctor.

Helen was a consummate hostess and accomplished cook, thoroughly enjoying welcoming friends into their home. Helen and Dan enjoyed supporting and attending musical and theatre events in the CU community as well as UUCUC. She will be missed by many who grew accustomed to running into her at Krannert and other arts venues.

Helen is survived by her husband Dan, two children (David & Katherine) and two step-sons (Ken & Tom). Helen and Dan first met at the Station Theater where she was handling props and he was acting in a play. They were very happily married for 44 years (Dan says, "not long enough").

## Daniel Beshers

**August 13, 1928 - January 4, 2024**

Daniel N. Beshers passed away on January 4, at home and surrounded by family. He was married to Barbara Beshers and was the father (and father in law) to longtime members Sam Beshers and Lynn Wiley, and three other sons

Daniel and Barbara moved to Urbana in 2018 from New York City, where they had both retired. Previously Dan lived in Tenafly, NJ with his family and first wife, Maxine. He was a third generation Unitarian and a member of the Unitarian Church of All Souls in New York City since 1964. He was a professor in the Engineering School at Columbia University for his entire career, studying the properties of metals and magnetism at atomic levels. He enjoyed literature, with a special fondness for Jane Austen, and reading on a wide range of other subjects. Several of his books on philosophy and religion will soon be finding their way into the UUCUC church library, to be read and enjoyed by fellow inquiring minds.

# IN MEMORIAM

## **Robert Lindsay Foote**

**December 2, 1953 - February 20, 2024**

A well-loved newcomer to our UUCUC community. Bob Foote, who recently moved to Champaign with his wife Cheryl Hughes, died Tuesday, February 20th, after a brief hospitalization. Bob & Cheryl recently attended the UUCUC Pathways to Membership class, and Bob attended the Friday morning Older Men's Group (OMG), played trumpet in the Christmas Eve service, and they have both attended the UUCUC games night and popcorn theology movies.

Bob was the brother of Karen Retzer and brother-in-law of Mike Retzer. His parents, Lin & Alice Foote, also attended this church when they relocated to Urbana in 2008. Bob will be terribly missed, and we are all be holding Bob's family in tenderness and care.

*"I consider myself a humanist. For me, humanism is a combination of rationality with creativity, intuition, emotion, and curiosity. Unfortunately, many people think that rationality contradicts these other things, but it doesn't—it complements them. They need each other... To be intellectually and spiritually free, we must let our intuition and creativity soar. To be able to live in the here-and-now and to deal with real-life situations, we must use our rationality to return us to earth... A mathematician may see the proof of a theorem in a dream, but must carefully work out the details in the morning."*

-RLF

# **APPENDIX**

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UUCUC ATTENDANCE AND MEMBERSHIP GROWTH

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BALANCE SHEET

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PROFIT AND LOSS





## UUCUC ATTENDANCE AND MEMBERSHIP GROWTH

	2023-2024	2022-2023
<b>Average Weekly Worship Attendance</b>	160	153
<b>Average Weekly Summer Worship Attendance</b>	115	119
<b>Average Weekly REE Attendance</b>	28	22
<b>Total Voting Members</b>	339	319
<b>Total New Voting Members</b>	20	10

# UU Church of Urbana-Champaign

## Balance Sheet

As of June 30, 2024

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
14000 Airbase Money Out Clearing	-1,782.12
LiveOak Savings Live Oak Savings	10,000.00
PNCMD PNC Minister's Discretionary fund	3,004.29
PNCOC PNC Operating Checking	116,071.98
PNCOS PNC Short-term Set Aside Savings	71,673.04
PNCPR PNC Ongoing Set Aside	0.00
Personnel	10,221.77
Property	15,307.19
Sabbatical	10,856.61
<b>Total PNCPR PNC Ongoing Set Aside</b>	<b>36,385.57</b>
<b>Total Bank Accounts</b>	<b>\$235,352.76</b>
Other Current Assets	
PNC CD	50,000.00
<b>Total Other Current Assets</b>	<b>\$50,000.00</b>
<b>Total Current Assets</b>	<b>\$285,352.76</b>
<b>TOTAL ASSETS</b>	<b>\$285,352.76</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	2,280.00
<b>Total Accounts Payable</b>	<b>\$2,280.00</b>
<b>Total Current Liabilities</b>	<b>\$2,280.00</b>
<b>Total Liabilities</b>	<b>\$2,280.00</b>
Equity	
10000 Opening Balance Equity	13,647.70
13000 Unrestricted Net Assets	227,863.58
Net Income	41,561.48
<b>Total Equity</b>	<b>\$283,072.76</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$285,352.76</b>

# UU Church of Urbana-Champaign

## Profit and Loss

July 2023 - June 2024

	TOTAL
Income	
41100 Pledges	
41192 Pledges 2020-2021	40.00
41193 Pledges 2021-2022	1,000.00
41194 Pledges 2022-2023	24,691.50
41195 Pledges 2023-2024	451,201.58
41196 Pledges 2024-2025	55,774.97
41210 Assoc Minister (deleted)	2,918.00
<b>Total 41100 Pledges</b>	<b>535,626.05</b>
41200 Donations	260.00
41202 Undesignated Donations	9,467.03
41203 Designated for Recipient of Monthly Shared Offering (cash, check, digital)	5,195.82
<b>Total 41200 Donations</b>	<b>14,922.85</b>
41300 Plate Collection	2,119.00
41305 Plate Collections - Church Portion 50/50 Shared Offering (cash, check & digital)	13,970.23
41310 Plate Collections - Recipient Portion 50/50 Shared Offering (cash, check & digital)	12,782.70
41315 Plate Collections - Church Portion Any Special Offering (cash, check & digital) (deleted)	137.50
41320 Plate Collections - Christmas Eve Offering (100%)	1,465.00
<b>Total 41300 Plate Collection</b>	<b>30,474.43</b>
41400 Trust Proceeds	
41405 Proceeds from UUCUC General Endowment	21,627.62
41410 Proceeds from England Endowment	3,190.36
<b>Total 41400 Trust Proceeds</b>	<b>24,817.98</b>
41500 Fundraising	
41510 Service Auction Purchases	25,240.28
41515 Service Auction Donations	1,305.28
41520 CC Processing Fees - Offset	713.02
<b>Total 41500 Fundraising</b>	<b>27,258.58</b>
41600 Facility Use Fees	670.00
41621 Rental Usage Fee	3,705.00
41623 Rental Security Deposit (return to renter)	500.00
41630 Special Services	300.00
<b>Total 41600 Facility Use Fees</b>	<b>5,175.00</b>
41700 Miscellaneous	0.00
41750 Miscellaneous Income	3,042.00
<b>Total 41700 Miscellaneous</b>	<b>3,042.00</b>
41800 Interest	0.00
41810 PNC Savings Interest	786.50
41820 Credit Card Rewards	269.43
41830 CD Interest	1,283.46
<b>Total 41800 Interest</b>	<b>2,339.39</b>



# UU Church of Urbana-Champaign

## Profit and Loss

July 2023 - June 2024

	TOTAL
44000 Non-operating Savings Interest (deleted)	0.00
45000 Designated Income	
45155 McMahon Fund (deleted)	8,100.00
45170 Partner Church	658.00
45210 Social Action (deleted)	10,317.23
45280 Fellowship Hall 2024 Tech Upgrades	12,100.00
45280 Ramp/AC 2024 (deleted)	161,497.77
45300 Minister's Discretionary Fund	3,965.50
<b>Total 45000 Designated Income</b>	<b>196,638.50</b>
<b>Total Income</b>	<b>\$840,294.78</b>
<b>GROSS PROFIT</b>	<b>\$840,294.78</b>
Expenses	
51000 Personnel	
51010 Salaries and Wages	156,471.76
51515 Payroll Taxes and Fringe Benefits	264,369.55
<b>Total 51000 Personnel</b>	<b>420,841.31</b>
53000 Congregation	
53100 Congregational Expenses	
53110 Trustees Contingency	250.26
53115 Consultants and Contractors	3,200.00
53116 Trustee Retreat	399.84
53117 Couns Shared Leadership Retreats	77.72
53131 Minister's Discretionary Fund NTE	4,213.85
53132 UUA Annual Program Fund	30,998.00
<b>Total 53100 Congregational Expenses</b>	<b>39,139.67</b>
53200 Misc Congregational Expenses	
53215 Minister Full Fellowship Celebration (deleted)	2,551.39
53280 Moving Expenses (Any Role) (deleted)	4,595.53
<b>Total 53200 Misc Congregational Expenses</b>	<b>7,146.92</b>
<b>Total 53000 Congregation</b>	<b>46,286.59</b>
53300 Fundraising Expenses	
53301 Stewardship	641.57
53303 Service Auction Expenses	878.39
53304 CC Processing Fees for Auction	1.02
53305 CC Processing Fees - Vanco	3,351.09
<b>Total 53300 Fundraising Expenses</b>	<b>4,872.07</b>
53400 Committee Program Expenses	
53401 All-Congregation Social Engagement	679.97
53402 Pathways to Membership	704.01
53403 Care Core	13.60
<b>Total 53400 Committee Program Expenses</b>	<b>1,397.58</b>

# UU Church of Urbana-Champaign

## Profit and Loss

July 2023 - June 2024

	TOTAL
53500 Social Action Council	
53510 Climate Justice	750.00
53520 LGBTQ+	250.00
53530 Racial Justice	3,782.91
53535 Immigration Justice	2,784.58
53540 Reproductive Justice	3,250.09
53550 Social Action Council Support	2,450.00
<b>Total 53500 Social Action Council</b>	<b>13,267.58</b>
54000 Office	
54100 Office Expenses	
54130 Postage	277.61
54140 Printing	722.40
54150 Office Supplies	819.88
54160 Telephone & Internet Service	3,015.35
54170 Copier Maintenance	2,518.73
54190 IT Subscriptions & Applications	9,946.16
54205 Computer Hardware	1,795.76
54210 Internet Service	89.97
54230 Paid Employee Background Checks	128.00
54240 Furniture	640.89
<b>Total 54100 Office Expenses</b>	<b>19,954.75</b>
<b>Total 54000 Office</b>	<b>19,954.75</b>
55000 Worship	
55100 Worship Expenses	
55120 Music Supplies	1,330.52
55130 Guest Musicians (Sanctuary Services)	1,150.00
55135 England Music NTE	1,200.00
55140 Worship Supplies	168.51
55151 Worship Hybrid/AV (deleted)	345.17
55175 Guest Ministers	350.00
55180 Summer Services (Fellowship Hall)	850.00
<b>Total 55100 Worship Expenses</b>	<b>5,394.20</b>
55200 Sunday Staff Substitutes	
55210 Choir Director Substitutes	300.00
55215 Accompanist Substitutes	50.00
<b>Total 55200 Sunday Staff Substitutes</b>	<b>350.00</b>
<b>Total 55000 Worship</b>	<b>5,744.20</b>

# UU Church of Urbana-Champaign

## Profit and Loss

July 2023 - June 2024

	TOTAL
56000 Religious Education	
56100 RE Expenses	
56110 RE Supplies & Materials	1,117.01
56115 RE Furniture	1,094.38
56130 RE Volunteer Background Checks	1,651.50
56135 Nursery	95.09
56136 Pre-K and Elementary	66.56
56138 High School	778.82
56139 Adult & Young Adult RE	361.71
56140 All Ages/Multi-Generational	474.78
56160 Programs	695.06
56171 OWL Program Materials	1,312.76
56172 OWL Teacher Training incl Travel	300.00
56191 RE Subscriptions & Applications	72.00
56192 RE Volunteer Training	411.86
<b>Total 56100 RE Expenses</b>	<b>8,431.53</b>
<b>Total 56000 Religious Education</b>	<b>8,431.53</b>
57000 Property	
57100 Property Expenses	
57110 Grounds Maintenance	1,100.83
57120 Natural Gas	6,002.78
57130 Electricity	5,166.67
57140 Property & Liability & D&O Insurance	15,190.00
57150 Janitor Supplies	1,809.92
57155 Kitchen Supplies	1,019.46
57170 Property Miscellaneous	10,774.10
57181 Church Building Maintenance	15,963.48
57205 Trash/Recycle	1,276.18
57210 Water/Sewer	2,044.93
57220 Equipment	683.97
57240 Alarm Monitoring	1,210.50
57270 Janitorial Service	2,280.00
57400 Return of Rental Security Deposit	500.00
<b>Total 57100 Property Expenses</b>	<b>65,022.82</b>
<b>Total 57000 Property</b>	<b>65,022.82</b>
57500 Financial Admin Costs	
57510 Accounting Service	23,898.19
57520 Payroll Service	1,882.10
57540 IL Nonprofit Registration Fees	189.53
57545 QuickBooks subscription	480.00
<b>Total 57500 Financial Admin Costs</b>	<b>26,449.82</b>

# UU Church of Urbana-Champaign

## Profit and Loss

July 2023 - June 2024

	TOTAL
58000 Minister	
58020 Minister Hlth Ins	3,075.30
58022 Associate Minister Health Insurance	2,086.52
<b>Total 58020 Minister Hlth Ins</b>	<b>5,161.82</b>
58030 Minister Pension	
58032 Associate Minister Pension	0.00
<b>Total 58030 Minister Pension</b>	<b>0.00</b>
58040 Minister Life & ADD	126.00
58042 Associate Minister Life & ADD	86.18
<b>Total 58040 Minister Life &amp; ADD</b>	<b>212.18</b>
58050 Minister LTD	195.00
58052 Associate Minister LTD	133.38
<b>Total 58050 Minister LTD</b>	<b>328.38</b>
58060 Minister Salary	
58062 Associate Minister Salary	0.00
<b>Total 58060 Minister Salary</b>	<b>0.00</b>
58070 Minister Housing Allowance	
58072 Associate Minister Housing Allow	0.00
<b>Total 58070 Minister Housing Allowance</b>	<b>0.00</b>
58090 Minister Dental	240.00
58092 Associate Minister Dental	240.00
<b>Total 58000 Minister</b>	<b>6,182.38</b>
60000 Staff	
61000 Congregational Staff	
61210 Child Care Coordinator	0.00
61216 Child Care Coordinator FICA Expense	0.00
61220 Child Care Workers	0.00
61226 Childcare Worker FICA expense	0.00
<b>Total 61000 Congregational Staff</b>	<b>0.00</b>
62000 Office Staff	
62100 Office Administrator	
62111 Office Admin Salary	0.00
62112 Office Admin Hlth Ins	0.00
62116 Office Admin FICA expense	0.00
62190 Office Admin Dental	240.00
<b>Total 62100 Office Administrator</b>	<b>240.00</b>
<b>Total 62000 Office Staff</b>	<b>240.00</b>
62200 Office Assistant	
62201 Office Assistant Salary	0.00
62216 Office Assistant FICA expense	0.00
<b>Total 62200 Office Assistant</b>	<b>0.00</b>

# UU Church of Urbana-Champaign

## Profit and Loss July 2023 - June 2024

	TOTAL
63000 Property Staff	
63310 Staff Facilities Manager	
63311 Staff Facilities Manager Salary	0.00
63312 Staff Facilities Manager Health Insurance	0.00
63313 Staff Facilities Manager Life & ADD	66.98
63314 Staff Facilities Manager LTD	88.20
63316 Staff Facilities Manager FICA expense	0.00
63332 Staff Facilities Manager Pension	0.00
63390 Staff Facilities Manager Dental	296.00
<b>Total 63310 Staff Facilities Manager</b>	<b>451.18</b>
<b>Total 63000 Property Staff</b>	<b>451.18</b>
64000 RE Staff	
64100 Director of RE	
64111 DRE Salary	0.00
64112 DRE Hlth Ins	0.00
64113 DRE Life & ADD	67.00
64114 DRE LTD	97.50
64116 DRE FICA expense	0.00
<b>Total 64100 Director of RE</b>	<b>164.50</b>
64200 RE Assistant Salary	
64216 RE Assistant FICA expense	0.00
<b>Total 64200 RE Assistant Salary</b>	<b>0.00</b>
<b>Total 64000 RE Staff</b>	<b>164.50</b>
65000 Worship Staff	
65600 A/V Tech	
65610 A/V Tech Salary	110.16
65616 AV/Tech FICA expense	0.00
<b>Total 65600 A/V Tech</b>	<b>110.16</b>
<b>Total 65000 Worship Staff</b>	<b>110.16</b>
<b>Total 60000 Staff</b>	<b>965.84</b>
69999 FY24 Treasurer's Contingency	4,122.06
70000 Targeted Expenditures	
70150 Tech Upgrades Fellowship Hall 2024	20,217.56
70155 McMahan Fund (deleted)	84.96
70170 Partner Church	2,257.00
70210 Recipient Payment 50/50 Shared Offering	20,466.37
70215 Recipient Payment - Christmas Eve (100%)	1,194.66
<b>Total 70000 Targeted Expenditures</b>	<b>44,220.55</b>

# UU Church of Urbana-Champaign

## Profit and Loss

July 2023 - June 2024

	TOTAL
71000 Capital Expenditures	
71100 Ramp 2024 Materials and Installation	60,376.04
71150 Air Conditioning 2024 Materials and Installation (deleted)	58,600.00
<b>Total 71000 Capital Expenditures</b>	<b>118,976.04</b>
75000 Employee Training & Recognition	
75080 Staff Training - Legally Required	275.14
75090 Staff Recognition	309.17
75095 Lead Minister Professional Expenses	4,931.89
75105 Associate Minister Professional Expenses	2,793.92
75110 Lead REE Professional Expenses	3,174.24
75115 Church Admin Professional Expenses	453.82
<b>Total 75000 Employee Training &amp; Recognition</b>	<b>11,938.18</b>
Unapplied Cash Bill Payment Expense	0.00
Uncategorized Expense	60.00
<b>Total Expenses</b>	<b>\$798,733.30</b>
NET OPERATING INCOME	<b>\$41,561.48</b>
NET INCOME	<b>\$41,561.48</b>



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