

The Unitarian Universalist Fellowship of Midland

Annual Meeting



October 31, 2021

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Agenda
2021 Virtual Annual Business Meeting
of the Unitarian Universalist Fellowship of Midland
October 31, 2021 - 12:30 p.m.

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|--|---------------------------------|
| I. Call to Order | Beth Sperry, President |
| II. Chalice Lighting | Rev. Eric Severson |
| III. Covenant | Sasha King, President-Elect |
| IV. Confirmation of Quorum | Shannon Sonoras, Secretary |
| V. Ministry Team Reports | |
| a. Minister's Report | Rev. Eric Severson |
| b. Social Justice Report | Denise Reiling |
| c. Committee on Ministry | Christina VanPoucker |
| VI. Governance Committee Reports | |
| a. President's Report | Beth Sperry, President |
| b. Treasurer's Report | Tim Wagner, Treasurer |
| c. Stewardship Committee | Alisha Toyzan, Chair |
| d. Endowment Committee | Jim Falender, Chair |
| VII. Report of the Nominating Committee and Election of Officers | Jon Van Regenmorter |
| a. President-Elect – Tom Bailey | |
| b. Secretary (2 year term) – Chris Nakamura | |
| c. Board Member-at-Large (2 year term) – Lisa Janetski | |
| d. Nominating Committee (2 year term) – Janelle Dombek | |
| VIII. VOTE ON NOMINEES | |
| IX. 2022 Budget Proposal | Tim Wagner, Treasurer |
| X. VOTE ON PROPOSED BUDGET | |
| XI. Presentation of the Unsung Hero Award | Chris Nakamura, Member-At-Large |
| XII. Comments and Suggestions from the Membership | |
| XIII. Adjourn | |

2020 Annual Meeting Minutes

- I. Call to Order 12:30 p.m. Shannon Sonoras, President
- II. Chalice Lighting: Eric Walker Wickstrom Rev. Eric Severson
- III. Covenant: (our congregational covenant) Beth Sperry, President-Elect
- IV. Confirmation of Quorum Marsha McDonald, Secretary
 - a. 42 people here so far, quorum was 33 (52 total in attendance)
- V. Ministry Team Reports
 - a. Minister's Report Rev. Eric Severson
 - i. Report was written early October so is a little dated. See report in Annual Meeting packet. Thank you to all.
 - b. Committee on Ministry Christina VanPoucker
 - i. See report in Annual Meeting packet.
- VI. Intro of Parliamentarian Sara Clavez
- VII. Governance Committee Reports
 - a. President's Report Shannon Sonoras, President
 - i. See report in Annual Meeting packet.
 - b. Finance Committee Vicki Rothhaar, Treasurer
 - i. We're projecting a surplus at the end of the year thanks to the generosity of everyone.
 - ii. 34% of 2020 pledges were paid by end of February 2020.
 - iii. Auction made \$17,000 against all expectations.
 - c. Stewardship Committee Sara Clavez, Chair
 - i. \$176,740 pledged to date, only \$788 short of goal
 - ii. She's confident we will exceed our goal.
 - iii. Grateful for those who increased pledges when other members have had to decrease because of financial circumstances.
 - iv. Thank you to those who did conversations regarding pledges.

- d. Building & Grounds Committee Patricia Calahan, Chair
 - i. New Building & Grounds Chair, Patricia Calahan, shared via video recording.
 - ii. Next year she'd like to create a five-year plan for improvements
 - iii. Thanked previous chair, Luis Mulford, for his valuable service.
 - iv. See report from Luis Mulford in Annual Meeting packet.
- e. Endowment Committee Jim Falender, Chair
 - i. Endowment committee was begun by Millie Irons, a very active Republican member who was also pro-choice, an ERA supporter, and an environmentalist.
 - ii. Jim offered examples of how the Endowment Fund has been put to use over the years and invited all to consider donating.
- VIII. Report of the Nominating Committee and Election of Officers Donna King
 - a. Slate:
 - i. President-Elect – Sasha King
 - ii. Treasurer – Tim Wagner
 - iii. Secretary (1-year term) – Shannon Sonoras
 - iv. Board Member-at-Large – Marsha McDonald
 - v. Nominating Committee (1-year term) – Jon Van Regenmorter
 - vi. Nominating Committee (2-year term) – Doug Barth
 - b. Wendy explained voting procedure for the online poll, and we did a practice poll to work out the bugs.
 - c. Beth Sperry moved, Marsha McDonald seconded to accept the slate as presented. 51 yes, 1 no, 1 abstention.
- IX. By-Laws Amendments Shannon Sonoras, President
 - a. Although there are changes that need to be made to the Bylaws, in order to keep our first virtual Annual Meeting as simple as possible, we will postpone making the changes until 2021.
 - i. Article III, Section 1, Eligibility: Reword the section to remove the reference to “members affirmed” which is superfluous since UUA dues are no longer based on membership, and
 - ii. Article X. COMMITTEES AND MINISTRY TEAMS: Include reference to Committee on Ministry.
- X. 2021 Budget Proposal Vicki Rothhaar, Treasurer
 - a. Budget was difficult this year since we didn't know what would happen with the economy or what unexpected expenses we'd have, but we found a way to keep from increasing it.

- i. Important to us to give Rev. Eric a raise; he's a newly settled minister, it's been quite an intense first year and we wanted to make sure he knew that all he's done and continues to do is appreciated. Other staff members had raises last year. Andrew took a leave of absence which helped with staff budgeting.
 - ii. Many expenses went down since we're not using the building, but we had to upgrade internet service significantly.
 - b. We filed for the Federal Paycheck Protection Plan loan in April 2020, because we were so afraid for staff salaries; it seems likely that the loan will be forgiven.
 - c. Shannon asked for a motion to accept the proposed 2021 Budget, Chris Nakamura moved to accept, Beth Sperry seconded. 52 yes, budget accepted unanimously.
- XI. Presentation of the Unsung Hero Award Chris Nakamura, Member at Large
 - a. Chris Nakamura presented the award(s) with a lovely speech. The Worship and the Pastoral Care Ministry Teams received the 2020 Unsung Hero Award and names of their members can be found in the Annual Meeting packet. Special thanks went to Wendy Altmeier for her continued contributions to all our virtual services and to our minister Eric Severson for his substantial involvement in both of these ministry teams that have proved so significant during this tumultuous year. A living tribute of these ministry teams' contributions will be selected for the grounds at UUFOM and each member will receive a small surprise.
- XII. Comments and Suggestions from the Membership: none
- XIII. Adjourn. Connie Ofori-Dankwa moved to adjourn, Sarah Nuss-Warren seconded. 52 yes, passed unanimously. Adjourned at 1:30.

Nominees to the Board of Directors and Nominating Committee

President-Elect (Two-Year Term) – Tom Bailey

Secretary (Two-Year Term) – Chris Nakamura

Member-At-Large (Two-Year Term) – Lisa Janetski

Nominating Committee (One-Year Term) – Janelle Dombek

Minister's Annual Report 2021

Rev. Eric Severson, Minister

The past year has been a hard one. Adapting and coping with the COVID-19 pandemic has been exhausting for everyone, and it has been difficult to stay connected, especially with our elders and our families with young children. The pandemic has taken some of the wind out of our sails.

And yet, here we are, just over the threshold of holding multi-platform worship and religious education on Sundays, and pledge commitments remain strong. The COVID-19 Task Force and board of directors continue to watch for indicators that it will be safe to resume all activities in our building. Thank you to members of the board for taking steps to safeguard our most vulnerable.

From the beginning of my time with you, I have said that we are, by nature and degrees, relational and resilient, that it is in our nature to care for one another. We proved this again this year by individual actions and by the ongoing work of our ministry teams.

Thank you to members of our **Pastoral Care Team*** for their love. Thank you to our **Worship Team*** and many volunteers for continuing to adapt to changing conditions. Thank you to our **Engagement Team*** for all of their attempts to keep us connected. Thank you to our **Religious Education Team*** and our **Social Justice* (aka LOVE) Team** leaders for their perseverance.

I am grateful to our professional staff members*, who helped us endure another year of the pandemic (while at the same time trying to do so themselves).

We held my ordination and installation online a year ago, but we have yet to celebrate those in person. I still am excited and hopeful for the coming year. In contrast to the past year of disorientation, disconnection, and isolation, I ask everyone to dedicate themselves, this year, to “finding our way” together. Let’s pull together to reorient, reacquaint, and reconnect with every aspect of congregational life. I have asked every committee, ministry team, and the board to make this happen, and I ask you, too.

While it has been another challenging year for the fellowship, I remain grateful for your dedication, generosity, love, and care for one another and our spiritual home.

Blessings, Eric Severson

- Pastoral Care Team: Gisela Bailey, Judith Hill, Mary Johnson, Donna King, Speed Malecki, Linda Rector, Amy Rogers, and Beth Sperry
- Worship Team: Shana Barth, Cathy French, Monica and Scott Hughes, Susan Mayer, Sarah Nuss-Warren, Connie Ofori-Dankwa, and Amy Rogers (and additional volunteers Doug Barth, Patricia Calahan, Simon Cook, Jim Crissman, Sara Clavez, Janelle Dombek, Charlie Enright, Jacob Guettler, Maxine Guettler, Sandy Hay, Judith Hill, Mary Johnson, Donna King, Kevin King, Marsha McDonald, Scott McDonald, Chris Nakamura, Suzann Petersen, Denise Reiling, Vicki Rothhaar, Dan Sealey, Shannon Sonoras, Beth Sperry, Christina VanPoucker, Jon Van Regenmorter, Tim Wagner, and Julia Willison, as well as members of various covenant groups,

the Engagement Team, the Three Jewels Sangha, and the Ancient Shores Covenant of Unitarian Universalist Pagans)

- Engagement Team: Sara Clavez, Kathy Kinkema, Estella Thomas, Amy Rogers (former), Joanne Rummel, and Christina VanPoucker (former)
- Staff members: Office Administrator Wendy Altmeier, Online RE Coordinator Shana Barth (former), new Religious Educator Chris Csont, Sexton Sandy Hay, Choir Director Andrew Schulz, Nursery Provider Jan Shea, and Staff Pianist Melanie Willison
- Religious Education Team: Shana Barth, Amanda Clifton, Carol Cooper, Elspeth Hetrick, Amanda Van Regenmorter
- Social Justice (LOVE) Team: Jim Crissman, Jacob Guettler, Scott McDonald, Vicki Reidelberger, and Denise Reiling

President's Report 2020

Beth Sperry, President, Board of Directors

Well, Friends, we're not where we hoped to be at the end of October 2021; unmasked, singing together, and hugging freely. But we're still here, still together in the work of making the world a kinder, more equitable place. Being part of a UU community requires us to look out for each other, as we take care of our own needs. The people in this Fellowship have done just that. We masked up. Those who were able got vaccinated. We stayed connected to each other as best we could, virtually and in person. We kept coming to Sunday service on Zoom, and welcomed new people from all over the country to our services.

The ministries continued to minister. The Worship Team created miracles every Sunday. We will never be able to thank them, and the Tech Team, enough for the love and hard work they put in over the past year, as we worked toward making our multi-platform services a reality. Sunday services are still works in progress; but it's glorious, for those of us who are able, to be back in the sanctuary.

The Endowment Committee managed our money brilliantly, and contributed to several big projects. The Finance Committee continued to be impeccable stewards of our finances. They helped keep us afloat by securing a PPP loan so we could pay our staff (the loan was forgiven). With the help of dedicated volunteers, our Building and Grounds Committee, and Finance Committee made magic happen. We received a \$20,000 grant from the Grace A. Dow Foundation, which enabled us to finish our roof work. We bought three, much needed, new furnaces at an astonishingly low price (thank you Brubaker Plumbing and Heating). Our grounds were lovingly cared for, and we have a fabulous new playground for our young (and old) people to enjoy. The new, safer playground is also a gift to our community; offering the kids from Charter Square a fun place to play. Another gift to our wider community is the Little Free Library, created by Judith Hill. We held our second Zoom auction and raised lots of money. Shana Barth and our RE Team provided opportunities for our young people to stay connected to each other, and to our faith. Our COVID-19 Task Force offered knowledgeable advice to the Board as we made, often day to day, decisions about how to serve our community safely. The Engagement Team sprang into action to provide greeters for our in person services. Sandy Hay kept the music flowing with our virtual choir, and now we're singing together again with Andrew Schulz.

Our staff went so far beyond the scope of their duties that sometimes we lost sight of them, but we do see you and are deeply grateful.

The fact that we couldn't open our doors for service until September gave us the opportunity to find new ways of connecting. By late spring, with vaccines readily available and the number of local cases declining, the longing to be together in person was profound. Rev. Eric and the Board were honored to host listening sessions this past summer, and are grateful for those who came and offered so much. The dialogues were honest, respectful, and moving. We brainstormed ideas for outside, summer activities, some of which came to fruition. We drummed (thank you Engagement). We made stepping

stones. We toured bountiful UU gardens. I personally loved the Sunday picnics, and hope to bring them back next summer. It was a joy just to hang out with friends of all ages on our grounds.

Throughout all of the turbulence and heartache of the past year, Rev. Eric brought joy, clarity, love, and hope to all of us.

Something is working. Our Side With Love signal seems to be strong. New people are coming in our doors. Young families are bringing their kids. We welcomed Chris Csont as our new Religious Educator, and look forward to getting to know Chris and his family. We expect an exciting year for our young people.

Where do we go from here? We keep coming back, and coming back. Back to our Fellowship. We recommit ourselves to our children. We pay our pledges and offer our time and talent. We look forward to playing Euchre and baking pasties. All of us are changed by the experience we have shared since the pandemic hit, each person in a different way. We all need down time and healing, but we keep coming back saying “What can I do?” “Who needs a little love?” “I need a little love.” “Let’s celebrate us.” “What more can I learn?” “How can we do the work we are covenanted to do?”

Thank you for the patience and grace you have offered to Rev. Eric and the Board.

Many blessings to you all.

In deepest gratitude,

Beth Sperry
Board President

Lifespan Religious Education 2021

Chris Csont, Religious Educator

Members: Chris Csont (Religious Educator), Amanda Arcuri, Carol Cooper, Amanda Van Regenmorter , Elspeth Hetrick, Lisa Janetski

Nursery staff: Jan Shea

The Lifespan Religious Education Ministry Team is led by the Religious Educator working with a team of volunteers. The team meets together once a month and collaborates to create Sunday morning religious education classes for children, organize groups for youth and families, coordinate “Our Whole Lives” sexuality education, multi-generational and adult education classes, and coordinate religious education efforts with other groups and teams. We base our programming on our team’s vision:

We envision a lifespan program that celebrates our Unitarian Universalist identity, expands our spiritual, experiential, and intellectual religious understanding, and builds a sense of community. It is our mission each year to create a religious education program that engages all students in positive, meaningful religious exploration with a focus on ethical, spiritual, intellectual, and interconnected Unitarian Universalist faith development.

Virtual Religious Education January 2021 - May 2021

With the pandemic still keeping us from meeting in person, but our previous DRE, Heather Cleland-Host stepping down, we continued with virtual religious education led by Shana Barth. Meeting every other week, families were invited to join together on their screen to learn about mindfulness using a curriculum titled *Sitting Together: A Family-Centered Curriculum on Mindfulness, Meditation and Buddhist Teachings*. A total of 6 families regularly participated in our every-other-week meetings including one family that was new to our fellowship. Together, we learned about monkey mind and puppy mind, how to be mindful by paying attention to each of our senses and noticing our breathing. We made meditation bottles, pinwheels, and drawings. We reported about our “emotional weather,” explored the web of life, did Tree Yoga, and learned about the Buddhist concepts of inter-being and Metta Meditation. Taking a little time to BREATHE IN and BREATHE OUT gave our families an opportunity to learn and be mindful together during our time apart.

Summer 2021

Over the summer, the RE team worked to keep things running without a DRE in place including planning for returning safely to in-person activities. RE families got together at the Longview Spray Park for our first in-person gathering in July. We splashed, played games, talked, ran, and ate snacks of course. We were all surprised by how much everyone had grown since the last time we had seen each other.

Committee on Ministry

Members: Christina VanPoucker (Chair), Chris Nakamura, Cathy French, Jacob Guettler, and Vicki Reidelberger

The mission of the CoM is to promote the wellbeing of the congregation's total ministry.

The Unitarian Universalist Fellowship of Midland's (UUFoM) Board of Directors charges the Committee on Ministry to monitor, assess and provide feedback about the ministry of UUFoM to the Minister, the Board of Directors, and the Unitarian Universalist Association. They will do this through both active and passive involvement with the congregation of the UUFoM.

The CoM is currently working on completing the Preliminary Fellowship Evaluation Form and creating a procedures document for the group. The first report on the congregation was sent to the board in July.

Stewardship

Members: Alisha Toyzan (Chair), Maxine Guettler, Marlene Hickman, Craig Murchison, Chris Nakamura, Fred Thomas

Despite the lingering pandemic, we met regularly (and virtually) to launch and support the 2022 pledge campaign. The team followed a similar model to the 2021 campaign with some additions - such as the thank you celebration gifts to those who had turned in their pledge forms. As of mid-October we are closing in on our pledge target and hope to meet it ahead of the annual meeting.

We also spent time crafting a process document that can be shared with future Stewardship committees to help streamline the building of the committee and the fundraising. Because it's shared in the cloud, it can operate as a living document that changes as the needs of the committee change.

Choir

Sandy Hay stepped in to lead the choir for the season due to Andrew Schulz stepping away to deal with the aftermath of the flood to his properties and other pressing family matters.

Sandy, inspired by his participation in a virtual choir, found a way to have the choir members record themselves singing their parts, submit their recordings, and have the final product mixed into a final product to present for services. All of the meetings were held virtually due to COVID.

Music at first was purchased based on the availability of recordings. After a few months, J.J. Treadway was able to offer his incredible talents to record practice tracks for each voice as well as a fully mixed track and send those recordings to the members to aid in practicing and recording their individual parts.

Principally, Sarah Nuss-Warren, and to a lesser extent, Kevin King, were the members who took on the task of editing and mixing the final recordings to be used for the services. The recordings often had video or still images that were part of the final product.

Recordings:

1. Listen to My Song
2. The Time for Turning
3. Christmas Canon of Peace
4. We Wish You A Merry Christmas
5. Imagine
6. I Have a Dream
7. Wade In The Living Water
8. Justice Choir
9. You Raise Me Up
10. Fire of Commitment
11. The Road Not Taken

Choir Members:

Shana Barth	Mary Johnson	Sarah Nuss-Warren	Shannon Sonoras
Doug Barth	Donna King	Suzann Petersen	Beth Sperry
Sara Clavez	Kevin King	Linda Rector	Tim Wagner
Janelle Dombek	Carolyn Mahaffey	Karen Roth	Donna Wedge
Sandy Hay	Marsha McDonald	Vicki Rothhaar	Roy Wedge
Marlene Hickman	Cathy Mitzel	Ellen Severson	
Judith Hill	Chris Nakamura	Eric Severson	

Health & Safety Team

Members: Sandy Hay (Chair), John Kinkema, Tim Wagner, Roy Wedge, Eric Severson

The UUFoM Board chartered a Health & Safety committee May, 2020 with the following charge:

- Develop an emergency operations plan and procedures in case of natural disasters, threats of violence, or health-related or other crises.
- Identify and eliminate physical hazards in the building and on the grounds.
- Develop safety checklists, identifying responsible parties and defining procedures for appropriate remedies.
- Identify, adopt, and adapt existing plans, procedures, and policies.
- Incorporate into plans and procedures the concerns of marginalized persons or groups.
- Recommend policies to the board, such as for preventing or managing destructive behavior, staff or volunteer misconduct, weapon use, and so on.

Vision, Mission, and Approach

Vision Statement

The congregation of the UUFoM maintains a healthy and safe indoor and outdoor environment for its members, friends, and guests to use. We are prepared for crises and will act promptly to mitigate harm from physical hazards, natural disasters, threats of violence and health or other crises.

Health & Safety Team Mission

The UUFoM Health & Safety Team will address concerns promptly by providing information to recognize hazards, training to prevent and react to events, and materials to reduce or eliminate harm.

Health & Safety Team Approach

The team will talk about health and safety to raise awareness and develop the best approach. Then the team will document and act on the following for each hazard.

- a. how to prepare - training, education
- b. how to respond - what to do when the event happens, how to use training and materials
- c. how to return to a safe state - instructions to fix, clean up and notify

The members of this team will be responsible for changing the things that stand out, in our vision, a definite risk to our community. As we move forward we will endeavor to set realistic goals and priorities that will have the most impact on decreasing risks to our beloved community members.

The team has spent several months since its inception completing a Self-Inspection checklist provided by our insurance company, Church Mutual Insurance. Items on the checklist include Risk Management, building and grounds, playground equipment, fire protection and prevention, electrical and grounding, kitchen, public areas, stairway conditions, access to exits and markings, machinery and equipment, security and first aid care. In this process, areas needing attention have been documented and plans put into place for improvement.

Engagement Team

Members: Kathy Kinkema (Chair), Sara Clavez (Leadership Development), Joanne Rummel, Estella Thomas

The purpose of the Engagement Team is to develop a membership engagement path via hospitality groups, social activities, ministry team involvement, and leadership development. The aim is to strengthen the member connection to the Fellowship community.

The team has met virtually via zoom each month throughout this past year. Meetings are the third Thursday at 7:15 PM.

Our accomplishments for this year have included:

- developing a five part zoom series titled “Exploring Unitarian Universalism” containing segments on:
 - Theology and Worship, Where Do We Come From?
 - Unitarian Universalist Roots
 - How We Grow in Faith: Philosophy of Religious Education
 - Social Justice Philosophy and Practice
 - How Are Decisions Made? Governance and Policy.

The workshops were offered in January and February with the plan to offer them again during 2021.

- reaching out to members who had not been attending zoom services on a regular basis via snail mail, email, or phone calls
- creating and presenting the August 15 service, “Moving Forward Step by Step”.
- assembling thank you gift bags for the Stewardship Committee
- recruiting fall greeters from the hospitality teams
- creating a story book project as a way to stay connected during the pandemic. This proved to be a humbling experience because it was not successful, for a variety of reasons. We felt it did demonstrate how much extra energy people were expending during the pandemic and ultimately realized it was too ambitious of a project.

Ancient Shores Covenant of Unitarian Universalist Pagans (CUUPS)

Members: Christina VanPoucker (Leader), Monica Hughes, Scott Hughes, Shana Barth, Amanda Clifton, Heather Self

Our mission is to provide opportunities for the exploration and development of Earth-Based and Pagan spirituality. We honor the gifts brought by all who participate of every age and background, placing no one path before any other.

CUUPS meets every third Sunday of the month via Zoom. Currently we are not having full sabbat rituals but we are posting meditations or having sabbat meditations via Zoom. A monthly newsletter is set out at the beginning of each month and a Discord server has been set up for sharing resources.

Three Jewels Sangha

Members: Facilitated by Beth Sperry and Marsha McDonald. We have always had a mix of UU FoM and non-UU FoM members.

During the cold months this past year we met exclusively by Zoom. Once the weather permitted, we started meeting outside at members' homes, while continuing to provide Zoom access. The Midland members are all vaccinated, so we expect to be able to meet inside, masked if requested, as the days get colder. We will, of course, continue to use Zoom for those who can't attend in person. Our members are consistent and dedicated to the Sangha, but we always have room for more.

We meet every Wednesday at 5:00 for check-in and conversation, from 5:30-6:30 for meditation and study.

The purpose of our group is to provide a welcoming space for congregants and others interested in meditation and/or Buddhism to meditate, study, and share life experiences. We place our emphasis on how the teachings we study apply to our lives. Our discussions are lively. Our Sangha has no official leaders or teachers; nobody holds themselves as an authority and we honor all who come as Buddhas with inherent worth and dignity, each with something valuable to contribute. We share the responsibility of leading sessions. We adhere to no one Buddhist path, and study the writings of teachers of all lineages. Our purpose is to question; always question. Our purpose is to use the wisdom we gain from Buddhist teachings and practice to live our lives with loving kindness, compassion, joy and equanimity, and to be present with all of life's experiences.

Our wish is to grow the Sangha. We welcome everyone. You are welcome if you just want to taste meditation and find out what the Buddhist path is all about. You are welcome if you already have a spiritual path. You are welcome if you already have a meditation practice. You are welcome if you live near or far. All are welcome. We have much to gain by your presence.

LOVE (Living Our Values Everyday)

The LOVE Team (Living Our Values Everyday) is comprised of four sections, each representing an area of social justice: Environmental Justice; Racial Justice; LGBTQ+ Justice; and Housing and Food Security Justice. The LOVE Team has completed its third year of operation.

The Team is currently comprised of the following members: Jacob Guettler (LGBTQ+); Vicki Reidelberger and Scott McDonald (Housing and Food Security); Jim Crissman (Environmental); and Denise Reiling (Racial Justice).

In the upcoming year, the Team will meet the first Sunday of every month, at 6:00 PM. Reverend Eric will meet with the Team quarterly. For the foreseeable future, the Team will continue to meet via Zoom. COVID concerns continue to be one reason for this format, but the convenience of Zoom appears to suit Team members, as well.

The Team has five significant updates to report:

The first update is that we are changing the name from the LOVE Team to the Social Justice Team. We believe that there are good reasons for this proposed change.

- We have received feedback from multiple sources that the name, LOVE (Living Our Values Everyday), does not sufficiently make clear the charge of the team. This lack of clarity has been partly responsible for confusion and role conflict with other teams and committees.
- Other UU fellowships in Michigan and across the nation that have committees that are openly and directly pursuing social justice issues have “social justice” in their title. Changing our name will provide consistency within the larger UU organization.
- When making initial contact with community organizations to introduce our group as the “LOVE” Team has been awkward. It has required explanation. It has felt unprofessional.
- LOVE in our name minimizes the importance of the pursuit of social justice. Social justice does not require love to be part of the equation. It’s a faulty assumption that targets of social injustices want to be loved by us: they want equal justice.
- From the perspective of a marginalized population, stating that we are “Living Our Values Everyday” centers “us” first, not the marginalized population for whom we are attempting to work as allies to bring forward social justice. Given the privilege that most members of this fellowship enjoy, social justice is not about us.
- We are either a social justice fellowship or we are not. If we are, then we should state that clearly rather than cloak our work in obscure language.

The second update is that we plan to invite members of other related committees and teams to function in an advisory capacity within the Social Justice Team, perhaps meeting with the Team quarterly. Having this bridge should facilitate communication between and among groups, thereby promoting more efficient use of time and sharing knowledge of community needs and resources. One example would be the Pastoral Care Team, given the amount of overlap that can occur. Another example would be to coordinate with Religious Education, with the goal of creating social justice programming cooperatively that would be inclusive of all ages. Across the world, youth are powerful

agents of social change and a driving force in the pursuit of social justice. Why are we not inviting them into the efforts within our fellowship, where age-appropriate?

The third update is that team members have increased efforts to engage with other social justice groups outside of our UU fellowship. For example, the Michigan Unitarian Universalist Social Justice Network. Others include the Ziibiwing Center for Anishinabe Culture and Lifeways, the Bridge Center, and Phoenix Farms.

The fourth update is a renewed commitment to approach social justice work from the position of intersectionality. In other words, more than ever, we are blurring the lines between the four social justice areas within which we are working. This is to acknowledge that one cannot be extricated from another. Each of the four sections will continue to have its own leader because that's a productive management strategy, but we will work in conjunction with each other more than we previously have.

The fifth update is that rather than remain a four-member team, we are evolving into an eight-member team. There are at least four reasons for this expansion.

- First, as social justice efforts increase, the workload also increases.
- Second, social justice work can be isolating and intimidating. Having a companion, so to speak, would be welcome.
- Third, having each section represented by two individuals will allow a staggered rotation process to evolve that would allow for a (suggested) two-year term limit. This is advantageous because it will allow more fellowship members to participate in social justice work, and it will help reduce burnout,
- Fourth, social justice work requires direct community engagement, but not every person is equally comfortable with that face-to-face work. Requiring every team member to be engaged at that level disallows full participation, and potentially limits creativity and valuable insights and contributions.

RACIAL JUSTICE (Submitted by Denise Reiling)

The purpose of the Racial Justice section of the LOVE Committee is to promote racial justice through a program of education, personal reflection, and engagement within the UU fellowship and the community. The intent is to promote racial justice at the level of the individual, the fellowship, and the community.

Activities for this year included the following:

- Organized the order of service and delivered the message for the service on January 31, 2021: Reimagine.
- Meetings of the Racial Justice Study Group continued (first began in April 2019). Because of the COVID closure, we continued meeting every week via Zoom for the first part of 2021. To provide restorative time, our group went on hiatus at the end of May. Group meetings via Zoom will begin again in November 2021.

- Conducted two fellowship-wide book discussions, each with very good participation (one necessitated four different Zoom groups; the other required two).
- Developed a relationship with a representative of the Ziibiwing Center of Anishinabe Culture and Lifeways to discuss the provision of an educational program regarding the history and legacy of Michigan “Indian” residential schools.
- Consulted with the Ziibiwing Center to craft culturally-sensitive language for our land-acknowledgment statement.
- Continued to moderate the Racial Justice Facebook page.

Moving forward, goals for 2021-2022 will be follows:

- Commence meetings of the Racial Justice Study Group in November. For the immediate future, we will continue to meet via Zoom, most likely every other week.
- Continue with the fellowship-wide book discussion program.
- Plans are underway for a Zoom educational presentation by the Ziibiwing Center on the history and legacy of residential “Indian” schools in Michigan. This event would be preceded by a field trip to the center.
- Now that COVID restrictions are lessening, I would like to develop opportunities for fellowship members to engage in field trips to relevant historical sites and cultural events, inclusive of children and youth, where age-appropriate.

FOOD & HOUSING JUSTICE (Submitted by Vicki Reidelberger & Scott McDonald)

The Food & Housing section has been highly engaged in social networking and researching local needs and resources. For example:

- Creating a list/awareness of community resources so when there is a need we can refer/partner when appropriate.
- Vicki Reidelberger has invested a great deal of time creating a relationship with the Phoenix Farm, Midland. She has volunteered in their large community garden several times, encouraged other UU member to do so, and promoted this effort via Facebook. Vicki facilitated an introduction between the owner of the garden and Reverend Eric (Eric and Ellen also volunteered some time). Her goals are to engage our youth in the garden next summer. Vicki is also considering creating a relationship with a Saginaw-based community garden.
- There are plans to connect with Senior Services of Midland to see how we might support their efforts.
- Discussions are underway to consider where our efforts might best be directed. For example, is Shelterhouse a more suitable option than Home-to-Stay? Is Ruth Ellis the best option for clothing donations, or is there a similar service for those who identify as LBGTQ+ that is more local? Perceptions is another organization being researched.

LGBTQ+ JUSTICE (Submitted by Jacob Guettler)

Year 2020-2021 Activities

- We held a Transgender Day of Remembrance Service, including slides remembering the victims of violence against the Transgender community and renewing our commitment to the first principle “to affirm and promote the inherent worth and dignity of every person”.
- We cancelled the winter clothing and blanket collection for the Ruth Ellis Center due to COVID-19 restrictions imposed by their facility on the collection items.
- UU FoM was present at the 2021 Great Lakes Loons LGBTQ Pride Night and we received a number of people at our table including a notable interest from grade-school aged youth.
- Although the Great Lakes Bay Pride Festival did not occur this year due to COVID-19, they held a virtual pride. We promoted this in the newsletter and encouraged people to participate.

Goals for 2021-2022

- We will once again hold a Transgender Day of Remembrance Service on November 21st
- Unfortunately, the Ruth Ellis Center is still not collecting items due to COVID-19 so we will not be holding a winter clothing/blanket collection this year. However, I am going to reach out to both Family & Children Services and Shelterhouse (Amy MacDonald), to see what actions we might be able to take to support them in a similar manner.
- I have performed research on how UU FoM can renew its commitment as a Welcoming Congregation. My goal is to discuss this process in more detail with the other members of the LOVE (Social Justice) Team and hopefully bring it to the board soon as able.

ENVIRONMENTAL JUSTICE (Submitted by Jim Crissman)

During the 2020-2021 fiscal year, the environmental justice section sponsored two Adopt-a-Street Eastman Street clean-up events.

We will continue to work to improve the environment in our community by participating in the Midland City Adopt-a-Street program. The Fellowship has adopted the west side (the east side is county land) of Eastman Rd from the fairgrounds entrance north to Monroe Rd. We have a twice/year (spring/fall) obligation to clean it up and there is a small road sign that gives us credit for this effort. Our next cleanup will be in April of 2022. We require no Fellowship funds to accomplish this goal.

Significant progress on global warming is a national and international political challenge that remains unaddressed in any significant way. Our impact would be through our congressman, John Moolenaar, who is entirely unresponsive on this issue. All members of the Fellowship are encouraged to contact him to try to change his mind on the threat of global warming, and in the future to vote for candidates who take the issue seriously.

Pastoral Care

Members: Eric Severson, Gisela Bailey and Mary Johnson (Co-chairs), Linda Rector, Beth Sperry, Amy Rogers, Donna King, Robert Malecki, Judith Hill. We always welcome new members.

Working closely with our minister, the Pastoral Care Team provides assistance to Fellowship members who are dealing with a difficult situation in their lives. Team members make visits to hospitals and Nursing homes and help with rides, shopping and meals in coordination with members of the Fellowship. For this purpose we keep and update a volunteer list. We facilitate Birthday Sunday celebrations on the first Sunday of the month, keep a written record of joys and sorrows, assist with memorial receptions and provide a plaque for the memorial tree if requested.

What we cannot provide is counseling or long-term interventions. However, we maintain a list of resources and can refer to appropriate service providers.

Activities

This year continues to provide us with many challenges , though we are grateful for the COVID vaccinations and the opening of our Fellowship for Sunday services in September of this year. We tried to stay in touch with members who are living alone. Our meetings on the third Friday of each month continued mostly via Zoom until the summer months when nice weather allowed us to meet outside in person.

- We have provided rides, food and moving assistance but no personal visits due to COVID.
- Our long-standing member and friend, Jon Lipowitz, passed away the end of September 2020. His ashes were placed in the Fellowship's memorial garden on a very cold and windy day, followed later by a Zoom memorial service.
- The mother/mother in law of Greg and Susanne Lopez passed away in November 2020.
- Also in November 2020, Dotti Mull, a longstanding member of the fellowship, died in Saginaw where she was staying in an assisted living facility.
- We welcomed Judith Hill to our team in October 2020.

Plans for the coming year:

A Pastoral Care team refresher/ training session for old and new members is still on the table. Amy will update the resources list.

We always welcome new members, and we thank our fellowship members who are always willing to lend a helping hand.

Worship

Members: Sarah Nuss-Warren (Chair), Shana Barth, Monica Hughes, Scott Hughes, Susan Mayer, Connie Ofori-Dankwa, Amy Rogers, and Melanie Willison. Additional members are highly encouraged to join.

Our responsibilities are to assist the minister with Sunday services when he is preaching and to fill the pulpit when Rev. Eric is not preaching.

The biggest achievement this year has been the development of a multi-platform worship service that allows people to attend virtually or in person, depending on their needs. We are still recruiting a small army of people to run the virtual portion of the service every week, and we would welcome additional volunteers with open arms. (In fact, we really need more volunteers.) The multi-platform service continues to evolve, and we hope to see it become simpler to implement while retaining all the critical elements for virtual and in-person attendees and allowing for reasonably managed risk regarding COVID for those attending in person.

Another highlight was the transfer of some of the technology responsibilities to a newly formed Tech Committee. While the Worship Team continues to interface with the Tech Committee through a liaison, the responsibility for sound, video setup, and hardware for Zoom capabilities has been transferred to the Tech Committee.

Our virtual capabilities opened up some special opportunities this year. We were able to recruit speakers living in New Mexico, Chicago, and Germany, and we welcomed visitors from France in addition to our friends in Minnesota and Texas. We hope that our multi-platform format will allow us to continue to connect with those far away, even as many of us return to in-person services on Sundays. The possibility exists for inviting exceptional guest speakers we could not have invited before.

Our meetings have been semi-permanently moved to Zoom to allow members who live out of town to serve on our team and avoid Sunday conflicts. Our regular meetings are on the 3rd Thursday of the month from 7:00 to 8:30 pm. The Zoom link is:

<https://zoom.us/j/93123884563?pwd=YkNOd0NQMVBkYk5vTDV3Q0x4MTdsUT09>

Meeting ID: 931 2388 4563

Passcode: 060410

We would love it if you would join us!

COVID-19 Task Force

Members: Becky Carlson, Maxine Guettler, Kathy Kinkema, Rev. Eric Severson

Since its inception in March 2020, the task force has monitored public health conditions and made policy recommendations to the UU FoM board of directors, with the goal of protecting the most vulnerable among us. Large-group programming was moved online via the Zoom platform, and small groups were encouraged to meet by Zoom and/or in person offsite and continuing established safety measures, such as being vaccinated, masking, washing hands, and social distancing.

In 2021, as variants of the coronavirus emerged, and as we came to better understand its transmission, our recommendations evolved. We began by following the recommendations of the CDC, WHO, UUA, and state and local health officials, tracking statistics via covidactnow.org. Between nationwide surges in cases -- with nearly three-quarters of adult congregants having reported being vaccinated -- we began to look at possibilities for resuming some large-group in-person fellowship activities. We shifted to the CDC's guidance for schools, which focused on mixed-age populations. We encouraged the formation of a tech team to make "multiplatform" -- simultaneous in-person and online -- programming available. This began in September with Sunday morning worship and children's religious education classes.

As we enter the fall and winter, COVID statistics remain high, but vaccines are becoming more widely available, hopefully for more children in the coming months. We appreciate everyone's patience as we navigate this time together.

Building & Grounds Committee

Members: Patricia Calahan (Chair), Janelle Dombek, Sandy Hay, John Kinkema, Kathy Kinkema, Cricket Krengel, Marsha McDonald, Linda Rector, Vicki Reidelberger, Vicki Rothhaar, Dan Sealey, Beth Sperry, Tim Wagner, Roy Wedge

1. Final two sections of the roof were finished. The one above the tallest part of the church and the flat one in the middle.
2. Three furnaces were put in to replace the three that were between 20 and 30 years old.
3. Memorial Garden was updated with a new stone border and new mulch.
4. New playground with climbing equipment, including the snail, and 5 swings.
5. Spring and Fall workdays.
6. New dishwasher that does not leak has been purchased.
7. Unsung Hero Plaque.
8. Mulch in some areas that had lots of weeds, we hope to plan later.

Treasurer Annual Report

Treasurer: Tim Wagner

Present Status (end of august)

Financially, UU FoM is doing well. As of the end of August, we have an Excess of Income over Expenses by almost \$34,000, meaning we've taken in more income (pledges, auction) than we've spent thus far into the year. This is primarily because we've spent \$29,318 less than our budget due to the COVID shutdown. Now that we're opening for in-person services and RE classes, our spending should increase somewhat and we project to be down about \$16,700 on fundraisers, Sunday offerings, and rental income.

So far, we have received \$131,650 (75%) of our \$175,680 pledge budget with just over half the pledges received. As well as things look at this time, the stewardship campaign will determine the overall financial health going into 2022 but we may end 2021 with a modest surplus. Please pledge generously for 2022 so that we have the ability to accomplish the goals we've set with our new budget.

UU FoM's expenses are comprised of Staff (79.2%), Facilities (5.5%), Operations (11.2%), and membership dues (4.1%). To pay these expenses in a typical year, 85% of our income comes from pledges, with another 13% from fundraising, ad-hoc donations, and Sunday offerings making up most of the rest. Thus far in this year 91% of our income has come from pledges as we are not able to do in-person fund-raisers.

As good as things sound, we've really had another unusual year! We started 2021 with a budget surplus of \$50,809.51 after adjusting allocations to our operating financial reserves to cover up to three months budgetary expenditures in the event of an unexpected crisis (as reported in April 16, 2021 Candle Flame – "UU FoM Financial Surplus"). How did we get to that point? 2020 was a difficult year, with the pandemic and our local flood causing job losses, housing challenges, and a virtual transformation of our lives and beloved church community. All of our in-person activity was cancelled. In an effort to protect the employment of our staff, like many other churches and businesses, our Finance Committee applied for and received a Paycheck Protection Program (PPP) Loan from the federal government. It was feared that pledges and other income would dry up if the economy and stock market dropped as predicted.

However, in spite of such calamity and uncertainty, our congregation stepped up and fully funded our 2020 pledge campaign. In addition, since the church was closed, we substantially underspent our budget. Then, on December 31st, our PPP Loan was fully forgiven. As a result, we ended the year with a surplus instead of the deficit we had feared.

We have many needs for this money. However, our Procedures for Managing Financial Pillars (5 Pillars document) states that any surplus in the Operating Budget at the end of a year must first be used to fully fund the next year's Operating and Operating Reserve Funds, and then may be used to replenish the Major Maintenance & Replacement Fund (MMRF) and the Opportunity Fund (in that

order). Because our building and infrastructure are aging and in need of costly repairs, the Finance Committee recommended and the Board approved allocation of \$40,000 to the MMRF and \$10,809.51 to the Opportunity Fund. The amount to MMRF was effectively later reduced to \$21,000 during the 2022 budget process (more below).

As we began 2021, we continued to deal with Covid-19 related budget uncertainties but had a large budget for reopening expenses and doing capital projects. In addition, during early 2021, we became aware of, applied for, and received a \$20,000 grant from the Herbert H and Grace A Dow Foundation for assistance with replacing the roof of the Fellowship (thanks Janelle!). Because of the unanticipated receipt of this grant and financial hardship on the Midland community from the pandemic, Finance and Building and Grounds decided to return \$19,000 from the 2020 surplus and apply it toward the 2022 budget model in an effort to enable the Stewardship Drive to keep its annual request at current year levels.

Major Maintenance and Replacement Fund (MMRF) Costs

Building and Grounds accomplished an astounding list of large projects this year including the final two sections of our roof (\$35,000), replacement of all three furnaces (\$10,000), staining of the building with some wood repair (\$15,000), replacement of the dish sanitizer in the kitchen (\$3500), purchase of window inserts for the basement (\$1800), and complete replacement of the playground to modern safety standards (\$20,000). These were paid for with MMRF dollars as well as the \$20,000 Dow Foundation grant, \$3652 collected in the 2020 capital drive for the roof, \$17,400 supplied by the Fellowship's Endowment Committee toward furnace and roof replacement and another \$2000 toward the playground, and private donations of \$8052 received from members to keep the playground project on track. (For more details see the September 17, 2021 Candle Flame – Finance Update.)

Procedures for Managing Financial Pillars

UUFoM relies on five important “Financial Pillars” for its long-term financial viability. The 2014 document forming this structure was updated in 2021 with several substantial changes. The document was renamed to “Procedures for Managing Financial Pillars”, ownership was assigned to the Finance Committee, and the Endowment Fund was eliminated from the scope in lieu of the Endowment Committee Procedures administered by that group. Our investment funds are being separated to allow the Board Treasurer to manage budgetary monies (investment accounts as well as checking) completely separate from Endowment monies. Thus, the Finance Committee and Board Treasurer manage four pillars and the Endowment Committee manages the fifth. Also, the Opportunity Fund was formally placed under the stewardship of the Minister and other changes were made for procedural consistency including naming of a Project Manager to watch over spending on large capital projects.

The balance of each pillar is displayed in the Current Assets section of the monthly UUFoM Financial Statement, which is distributed by the Treasurer to UUFoM staff, board members and ministry team leaders, and available to others upon request. Reallocation of available monies, including any budget

surplus, occurs at the beginning of each year. Here is a brief description of each financial pillar and its current balance as of Aug 31, 2020:

- Operating Budget (\$26,564) is meant to pay the day-to-day bills, including staff compensation and operating expenses. It should contain enough to cover at least one month of the current year's budgeted expenses and is primarily funded by your annual pledges.
- Operating Reserve (\$60,424) contains two months of the current year's budgeted expenses, to ensure that if UUFOM's cash flow is disrupted for a short time, employees continue to be paid on time and other time-sensitive payments are not at risk.
- Major Maintenance & Replacement Fund (\$35,431) is reserved for major building and infrastructure projects beyond the scope of a single year's budget and is funded with at least \$500 in each year's budget.
- Opportunity Fund (\$14,389) is established to enable Rev. Eric to supplement budget areas where unexpected needs arise and to take advantage of unbudgeted opportunities that will benefit the congregation and our Fellowship. It is funded annually from any surplus remaining after the Operating Reserve and MMRF have been fully funded for the year.
- Endowment Fund (\$451,589) is separately managed from the other four funds by the Endowment Committee which collects, manages, and pays these monies.

Financial Review

An overdue review of UUFoM's finances occurred in November and December 2020 resulting in a January 19, 2021 report to the board. The review covered the calendar years of 2018 and 2019. No incidents of non-conformance were found but 10 recommendations were recorded. Completion of action items from these recommendations is ongoing and is overseen by a board subcommittee. Interesting outcomes include establishing a document retention policy for financial records (future) and an update to the Treasurer Procedures to recognize a new strategy for related roles. The Treasurer function is now separated into the Board Treasurer, Payables Clerk, and Deposit Clerk positions. The Deposit Clerk is a stand-alone role with the Board Treasurer and Payables Clerk roles rotating on a three-year cycle.

Endowment Committee

Members: Thomas Bailey (Co-chair), Jim Falender (Co-chair), Karen Roth, Roy Wedge (Secretary and Zoom leader), Judy Donahue, Speed Malecki.

The UUFoM Endowment Fund was established in 1993 when Millie Irons specified in her will a gift with the express purpose of using the fund income for enhancing the mission of the Fellowship and making it possible to carry out special projects above and beyond those handled by our yearly pledges. The Endowment Fund has grown significantly since it was established due to both large and small additional contributions and the gains achieved by the fund.

We want to express appreciation for contributors who added to the capital base of the fund in the past year. Since last year's report, some contributing families have accepted recognition by name (Berger, King, Falender), some wanted to remain anonymous, and some were considered anonymous because they did not specify.

In the past year, The Endowment Fund investment income and capital gains have paid \$17,400 toward the Fellowship and furnace and roof projects. And, it is in the process of paying \$2000 toward the playground.

In addition to supporting the above projects, The Endowment Fund income and gains have allowed us to disburse funds for the parking lot, carpeting, modification of our entry doors (to make us more accessible to handicapped people), the piano, lobby tables, chairs, playground equipment, hymnals, a grant to Midland Area Homes in memory of Ted Ilgenfritz (a Fellowship member who was a founder), sending Fellowship leaders and teachers to denominational UU activities and training, a projector, and a project to have a more aesthetically pleasing way of displaying materials people see as they enter our building.

The Endowment Committee encourages members and friends to give unrestricted gifts to the Endowment Fund so that income from the fund will continue to allow worthwhile enhancement to the Fellowship in perpetuity. These gifts may be given as instructions in wills or estate plans, though contributions at any time are welcomed. Contributions to the Endowment Fund should be treated as over and above pledge contributions. The Endowment Fund Committee does not encourage gifts to the fund if they will adversely affect pledge status. Contributions to the endowment fund are tax deductible for those that itemize their deductions on Schedule A or that take advantage of the new \$300 extra deduction for charitable contributions recently added by Congress. If you have questions pertaining to the tax advantages of various means of Endowment Fund contributions, feel free to contact Tom Bailey. A copy of the Endowment Committee Operating Guidelines may be obtained from Jim Falender. He also can make available meeting minutes and a spread sheet with a summary of transactions.

Endowment Fund contributions have helped ensure the continued well-being of the UUFoM for 28 years. Please consider a contribution either now or in the future.

2022 Proposed Budget

Acct		2020 Budget	2021 Budget	Actual 5/31/21	Proj FY 2021	2022 Budget	Change 2022-2021	% Chg 2022-2021
	INCOME SUMMARY	213,276	209,162	126,750	195,335	210,004	842	0.4%
	Pledges	177,636	177,528	113,716	177,528	178,370	842	0.5%
310	Fund Raisers	22,000	22,000	11,442	13,000	22,000	0	0.0%
320	Donations	1,500	1,500	0	1,500	1,500	0	0.0%
325	Sunday Offering	7,000	5,000	545	1,308	5,000	0	0.0%
326	Less Outside Charity Support	0	0		0	0	0	0.0%
330	Rent	2,000	800	150	150	800	0	0.0%
340	Interest	1,500	500	6	14	500	0	0.0%
350	Miscellaneous Income	1,640	1,834	891	1,834	1,834	0	0.0%
	TOTAL INCOME	213,276	209,162	126,750	195,335	210,004	842	0.5%
	TOTAL EXPENDITURES	213,276	209,162	69,219	167,372	210,004	842	0.4%
	NET OPERATING INCOME	0	0	57,531	27,963	0		

	ADMINISTRATION	10,570	10,932	4,054	9,297	12,131	1,199	11.0%
602	Office Supplies	1,200	1,500	687	1,649	1,500	0	0.0%
602.5	Credit card fees			34	82	0		
603	Postage	200	400	55	132	200	-200	-50.0%
604	Telephone, Internet, Web, zoom	2,000	3,960	1,170	2,808	4,849	889	22.4%
605	Accountant	2,520	2,580	860	2,520	3,000	420	14.0%
608	Workmen's Comp - Church Mutual	0	642	635	635	642	0	0.0%
609	Board Discretionary	250	250	0	0	250	0	0.0%
610	Office Equipment- Copier	4,400	1,600	613	1,471	1,690	90	5.3%
601.9	Less Donations to Administration	0	0	0	0	0	0	0.0%
	SOCIAL JUSTICE (L.O.V.E)	500	500	540	1,296	500	0	0.0%
611	Committee Activities	500	500	540	1,296	500	0	0.0%
619.9	Less Donations Dir to Soc Justice	0	0	0	0	0	0	0.0%
	MUSIC	9,919	8,143	2,260	5,590	14,807	6,664	81.8%
621	Director: Salary	4,500	2,000	0	0	5,000	3,000	150.0%
622	Payroll Taxes	344	153		0	344	191	124.8%
622.5	Pension			0	0	150	150	0.0%
623	Accompanist: Salary	4,250	5,100	2,100	5,100	8,100	3,000	58.8%
624	Payroll Taxes	325	390	160	390	620	230	58.8%
624.5	Pension			0	0	243	243	0.0%
625	Supplies	100	100	0	100	50	-50	-50.0%
626	Professional Development	0	0	0	0	100	100	0.0%
627	Accompanist Music/Hymnals	400	400	0	0	200	-200	-50.0%
629.91	Less Donations Dir to Music	0	0	0	0	0	0	0.0%
	BUILDING AND GROUNDS MAINT.	44,517	42,447	13,186	34,914	22,808	-19,638	-46.3%
630	Sexton: Salary	9,048	9,048	2900	6,960	10,500	1,452	16.0%
630.1	Payroll Taxes	692	692	222	532	803	111	16.0%
630.5	Pension	271	271	0	0	315	44	16.0%
631	Cleaning	5,200	5,000	0	3,000	5,200	200	4.0%
631.1	Carpet Cleaning		0	0	500	0	0	0.0%
632	Insurance - Church Mutual	2,805	2,235	2,646	2,646	2,800	565	20.2%
633	Grounds Care (lawn and garden)	3,400	3,000	276	3,000	2,700	-300	-10.0%
634	Repairs	3,000	3,000	0	3,000	3,000	0	0.0%

Acct		2020 Budget	2021 Budget	Actual 5/31/21	Proj FY 2021	2022 Budget	Change 2022-2021	% Chg 2022-2021
634.2	Equipment and Improvement repairs	0	500	0	500	500	0	0.0%
634.3	Maintenance Agreements		600	148	355	1,190	590	
635	Snow Removal	3,100	2,700	1,275	1,500	2,000	-700	-25.9%
636	Supplies	3,500	1,500	828	1,987	1,500	0	0.0%
637	Gas and Electricity	6,000	4,500	1,741	3,500	4,300	-200	-4.4%
638	Water and Sewer	900	1,300	348	708	850	-450	-34.6%
640	Elevator Inspection	600	2,100	302	725	150	-1,950	-92.9%
640.1	Maintenance Fund	6,000	6,000	2,500	6,000	6,000	0	0.0%
640.91	Less Donations Dir to Building & Grounds			0	0	-19,000	-19,000	0.0%
	COMMUNICATIONS	2,250	500	26	200	500	0	0.0%
643	Publicity	250	500	26	200	500	0	0.0%
649.91	Less Donations Dir to Communications	0	0	0	0	0	0	0.0%
	DENOMINATIONAL	7,661	8,342	7,992	7,992	9,091	749	9.0%
652	General Assembly	400	400	0	0	400	0	0.0%
654	UUA Annual Dues	6,811	7,492	7,492	7,492	8,241	749	10.0%
656	Leadership Development and Conference	1,650	1,650	500	500	1,650	0	0.0%
659.9	Endowment Fund Support	-1,200	-1,200	0	0	-1,200	0	0.0%
659.91	Less Donations Dir to Denominational			0	0	0	0	0.0%
	MEMBER ENGAGEMENT	830	830	0	0	830	0	0.0%
661	Ceremonies (membership pins, cake, boutonnieres)	100	100	0	0	100	0	0.0%
662	Literature	250	250	0	0	250	0	0.0%
663	Outreach	30	30	0	0	30	0	0.0%
664	Greeter Supplies	50	50	0	0	50	0	0.0%
666	Engagement New Member Dinner	200	200	0	0	200	0	0.0%
667	Engagement Leadership Development supplies	200	200	0	0	200	0	0.0%
669.91	Less Donations Dir to Membership	0	0	0	0	0	0	0.0%
	WORSHIP	2,600	1,775	-550	650	5,211	3,436	193.6%
671	Visiting Minister fee and travel	850	425	0	0	2,744	2,319	545.6%
672	Lay Speaker Fee & Travel	800	400	200	1,400	600	200	50.0%
675	Supplies (chalice oil, candles, etc)	100	100	0	0	100	0	0.0%
675.5	Kitchen Supplies (creamer, paper goods)	200	200	0	0	200	0	0.0%
676	Worship Supplies(Soul Matters subscription)	50	50	0	0	400	350	700.0%
677	Sabbatical Support	600	600	250	250	600	0	0.0%
	Licenses(ASCAP/BMI/One license)		0	0	0	567	567	
	Sound Technician wages		0	0	0	0	0	
	Sound Technician payroll taxes		0	0	0	0	0	
679.91	Less Donations Dir to worship	0	0	-1,000	-1,000	0	0	0.0%

Acct		2020 Budget	2021 Budget	Actual 5/31/21	Proj FY 2021	2022 Budget	Change 2022-2021	% Chg 2022-2021
	PASTORAL CARE	350	600	-314	600	600	0	0.0%
682	Team Education	100	100	0	100	100	0	0.0%
683	Congregational Outreach	250	500	186	1,000	500	0	0.0%
689.91	Less Donations Dir to Pastoral	0	0	-500	-500	0	0	0.0%
	MINISTER	79,348	82,386	31,641	79,471	86,245	3,859	4.7%
691	Salary	39,042	40,994	15,767	39,042	42,019	1,025	2.5%
692	Payroll Taxes	4,318	4,534	1,743	4,318	4,760	227	5.0%
693	Housing	17,400	18,270	7,027	17,400	19,184	914	5.0%
694	Minister Insurance	11,603	11,603	5,142	11,603	12,183	580	5.0%
697	Professional Expenses	5,285	5,285	1,226	5,285	6,120	835	15.8%
699	Retirement Simple IRA	1,700	1,700	736	1,823	1,979	279	16.4%
	CLERICAL	20,858	20,858	8,148	20,292	24,971	4,114	19.7%
701	Office Professional: Salary	18,850	18,850	7,569	18,850	22,500	3,650	19.4%
702	Payroll Taxes	1,442	1,442	579	1,442	1,721	279	19.4%
	Pension	566	566	0	0	675	110	19.4%
	AUUA dues					75	75	
709.91	Less Donations Dir to Clerical	0	0	0	0	0	0	0.0%
	CHILDREN'S RE	2,000	2,000	0	950	2,000	0	0.0%
712	Supplies	600	600	0	50	600	0	0.0%
712.5	Summer Camp	200	200	0	200	200	0	0.0%
713	Curriculum	700	700	0	700	700	0	0.0%
713.5	OWL	500	500	0	0	500	0	0.0%
714	Administration	0	0	0	0	0	0	0.0%
716.91	Less Donations Dir to RE	0	0	0	0	0	0	0.0%
	NURSERY CARE	3,191	2,453	0	854	3,991	1,538	62.7%
717	Nursery Care	2,500	2,000	0	700	2,500	500	25.0%
717.5	Other Nursery Expenses	500	300	0	100	300	0	0.0%
718	Nursery - Payroll Taxes	191	153	0	54	191	38	25.0%
719	Child Care	0	0	0	0	1,000	1,000	0.0%
720.91	Less Donations Dir to Nursery	0	0	0	0	0	0	0.0%
	DIRECTOR OF RELIGIOUS ED.	25,082	24,297	2,236	5,267	24,851	553	2.3%
721	DRE: Salary	19,209	18,500	2,000	4,800	19,000	500	2.7%
722	Payroll Taxes	1,470	1,415	153	367	1,454	38	2.7%
723	Professional Expenses	1,000	1,000	83	100	1,000	0	0.0%
724	Health Insurance	2,827	2,827	0	0	2,827	0	0.0%
	Pension	576	555	0	0	570	15	2.7%
724.91	Less Donations Dir to DRE	0	0	0	0	0	0	0.0%
	OTHER EXPENSES (INCOME)	3,600	3,100	0	0	1,300	-1,800	-58.1%
726	CUUPS	100	100	0	0	100	0	0.0%
	Three Jewels Sanga		0		0	100	100	0.0%
735	Aesthetics	300	300	0	0	300	0	0.0%
740	Adult Religious Education	500	0	0	0	100	100	0.0%
743	Stewardship	500	500	0	0	500	0	0.0%
746	New Minister Ins / ordination	2,000	2,000	0	0	0	-2,000	-100.0%
747	Covenant groups	200	200	0	0	200	0	0.0%
749.91	Less Donations Dir to Other	0	0	0	0	0	0	0.0%
	TOTAL EXPENDITURES	213,276	209,162	69,219	167,372	209,836	674	0.3%
	FIN RESERVES INCREASE (DECREASE) (3 MONTHS BUDGET CHANGE)					168	674	
	TOTAL FUNDING REQUIREMENT					210,004		