



*Fiscal Year 2019-2020 Annual Report*

***Unitarian Universalist Fellowship of Wayne County***

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May 31, 2020

Mission: The UUFWC is an inclusive community for spiritual exploration, dedicated to social and environmental justice. Adopted May, 2011

Vision: We will nurture a community of open hearts and minds, offering all a safe harbor for personal and spiritual growth. We will celebrate diversity, and strive to provide compassion, dignity and justice in the web of life Adopted May, 2012

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## **AGENDA UUFWC ANNUAL MEETING MAY 31, 2020**

**Call meeting to order (David Francis)**

**Approve minutes from last year (David Francis)**

**Choose Readers to approve the minutes for this year's meeting** *chat to raise hands*

**Election of officers (LDT Presents, Board asks for a vote)**

Due to the Stay at Home order issued by the State of Ohio, members of the Congregation will vote by choosing between an online voting form or mail in ballot. Voting closes on Monday June 1st at 5 pm.

**The slate presented by the Leadership Development Team:**

### Board

- James Griffith, Jr.: finishing Cathy Csanyi's term. Term ends 2022
- Merry Gentry: Term ends 2023
- Janice Baxtrom: Term ends 2023

### Leadership Development Team

- Stacy Klemme
- Vera Rowland

**Election of search committee (Board Presents, Board asks for a vote)**

**The slate nominated by the congregation and recommended by the board:**

### Search Team

- Susan Heady
- Mady Noble
- Danni Schantz
- Ruth Sewell
- Dan Stavnezer
- John Waldman
- Mary Wicks

**Expressions of Appreciation to All Committees (Rachel Relle)**

**Expressions of Appreciation to All Staff (David Francis)**

**Stewardship Committee (Danni Schantz)**

**Capital Committee (Peg Redinbaugh)**

**Building Expansion Project Update (Peter Schantz, Gail Woosley)**

**Presentation of Budget for FY2021 (Dave Cullis, Board asks for approval by vote)**

## **MINUTES OF ANNUAL MEETING May 19, 2019**

**Chalice Lighting** – Rev. Elaine Strawn

**Commissioned Lay Minister Ceremony** – Rev. Elaine Strawn, Gail Woosley, Steve Cook, Janice Baxstrom and Jo Harper presented.

Ivie Sorkin and Dia Miller were commissioned as Lay Ministers.

### **Call meeting to order - John Waldman, President, Board of Directors**

Good morning! Thank you for attending the 2019 Annual Meeting of the Unitarian Universalist Fellowship of Wayne County.

**Anne Wilson reported that there were 105 members in attendance, which exceeded the quorum requirement.**

### **Approval of last year's minutes - John Waldman**

The first order of business is to approve the minutes from the 2018 Annual meeting. Are there any revisions or questions? There were no revisions or questions. Approving last year's minutes requires only a consent vote. Please signify your acceptance of the 2018 Annual meeting minutes by raising your voting card. There were no objections. Last year's minutes were approved.

### **Choose 'readers' for this year's minutes - John Waldman**

We are looking for three volunteers to read and review the minutes for this year's annual meeting. We ask that a report of your review be communicated to Bonnie Groop, Board secretary, by July 1, 2019. Gail Woosley, Dia Miller and Tony Beery volunteered. Thank you.

### **Interim Minister Update - John Waldman**

As many of you know from reading the Mail Chimp posting this past Friday, the Board has entered into an employment agreement with an interim minister. I am excited to announce that the Reverend Jennie Barrington will become our interim minister starting August 1. Reverend Jennie has 19+ years of ministry experience and has been an interim minister for the last 12 years serving in 6 different congregations. A more complete bio will be available next

week and will also be included in the June newsletter. Rev. Elaine expressed her appreciation for shared ministry.

### **Building Expansion Project Update - Peter Schantz**

Peter Schantz will now provide an update on the Building Expansion project. Peter shared that the building expansion project is moving forward and that the Board has approved hiring the architectural firm, the Rothchild Doyno Collective. Thank you, Peter.

### **Proposed Bylaw changes - John Waldman**

We have two proposed Bylaw changes to bring before the membership.

#### **The first proposed change is to ARTICLE VII. BOARD OF DIRECTORS AND OFFICERS:**

The language currently reads: No one shall be elected to serve consecutive three year terms on the Board of Directors.

The proposed revision reads: A Director may be elected to serve 2 consecutive three year terms.

After careful consideration, the Board is proposing this change for several reasons. First, occasions may arise where the leadership and expertise of a current director is required to complete a project. In addition, continuity may be needed in situations where the Leadership Development Team, despite its best efforts, has been unable to recruit a sufficient number of new members or where current members lack the experience or are unable to assume the role of president. *If* this bylaw change is approved, the Fellowship will *still* need to elect an individual to serve a second, consecutive three-year term, which means that members will continue to exercise their prerogative—as well they should—on who serves on the Board.

Is there a motion to accept the revised language to Article VII? Dan Stavnezer moved to accept the revision. Helen Meyers seconded the motion. Any discussion? There was no discussion. Seeing none, all in favor of revising Article VII to read “two consecutive 3 year terms”, by raising your voting card. All opposed, same sign. The motion passed with few objections.

#### **The second proposed change is to ARTICLE IX. STANDING COMMITTEES**

The language currently reads: No one shall be chair of a standing committee for more than three consecutive years.

The proposed revision reads: No one shall be chair of a standing committee for more than four consecutive years.

The Board is proposing this extension of the committee chair term to four years to provide the Fellowship with continuity and stability of mission, especially during times of transition. *If* this bylaw change is approved, it will provide committees with greater flexibility, when needed, yet ensure that committees are reinigorated regularly with new chair appointments.

Is there a motion to accept the revised language to Article IX? Dave Drumm moved that we accept the revision. Gail Woosley seconded the motion. Any discussion? There was no discussion.

Seeing none, all in favor of revising the language of Article IX changing three consecutive years to four consecutive years, by raising your voting card. All opposed, same sign. The motion passed with few objections.

### **Election of officers - Marti Livingstone presented, John Waldman asked for the vote**

Each year, the membership is asked to elect Board of Director members and Leadership Development Team members. Marti Livingstone will present the slate of nominees for each group.

#### **Board:**

For three year terms: Cathy Csanyi, Leslie Mayfield, and David Francis.

Is there a motion to accept the slate of names to serve as Directors? Peter Schantz moved that we accept the slate of candidates for the board. Dia Miller seconded the motion. Any discussion? There was no discussion.

Seeing none, all in favor of electing the candidates for Director signify by raising your voting card. All opposed, same sign. The motion to accept the candidates was approved with no objections. Congratulations!

#### **Leadership Development Team:**

For three year terms: Deb Barnes, Kristin Keating, and Martin Lubell. For 1 year terms: Sue Kandel and Justine Sherwood.

Is there a motion? Dia Miller moved that we accept the slate of candidates for LDT. Scot Armstrong seconded the motion. Any discussion? There was no discussion.

Seeing none, all in favor of electing the candidates for Leadership Development Team signify by raising your voting card. All opposed, same sign. The motion to accept the candidates was approved with no objections. Congratulations! Thank you, Marti.

### **Expressions of Appreciation - John Waldman**

There are many reasons why the UFWC functions well – Elaine’s leadership, the tireless work of the staff. Additionally, the successful functioning of our organization is the direct result of all the work performed by 15 committees. Oftentimes, committee work happens behind the scenes; however, the results of the work are what we experience here today and every day. We owe these committees our gratitude and thanks for the work they do.

Will all the committee chairs please stand. Will all committee members please stand. Because of the work of these individuals, the UFWC continues to be the vibrant community we know and love. Please join me with a round of applause in recognition and appreciation of their work!

I would also like to recognize Drew Frantz, who has been serving as intern minister for more than two years. Drew is away today, attending his graduation from the Meadville Lombard Theological School, where he is receiving his Master of Divinity degree. We appreciate Drew’s insights, his caring manner, and his service to the UFWC. I hope that he has gained as much from us as we have gained from him. Drew’s last day as our intern is June 30th.

### **Presentation and Approval of Budget - Nate Chandler**

Now Nate Chandler, chair of the Finance Committee will present the proposed budget for 2019-2020. Nate discussed that although we did not meet the \$280,000 request, the Finance Committee was able to reconcile the budget by considering the income from upcoming fund raising events, along with the \$243,842 in pledges. The projection is that we will be approximately \$1772.47 short. (\$260,282 total revenue - \$262,054 expenses). Thank you, Nate.

Is there a motion to accept the 2019-2020 budget? Gail Woosley moved that we approve the budget. David Paul seconded the motion. Any discussion? Congregants reviewed printed copies of the budget. Fred Michel noted that there appeared to be an error in the accounting code 51260 – Housing allowance, also listed as 51260 - Membership Coordinator. Anne Wilson will correct the accounting error. Per Anne, the coding error does not affect the budget numbers/totals.

All in favor of approving the 2019-2020 budget, please signify by raising your voting card. All opposed, same sign. The 2019-2020 budget is approved.

### **Minister Emerita Designation - Kelly Chandler**

Now Board member Kelly Chandler will present a resolution to the membership. Kelly?

UUA policy states that “The title Minister Emerita is granted to honor long and meritorious service to a congregation where the minister has given devoted and competent ministerial leadership. Only that congregation can bestow this title, and it requires a vote of the congregation to confer Minister Emerita status upon the minister.”

There is no one more deserving of this title than Elaine. The spark to honor Elaine with this designation came from a congregant and, with their unanimous support, the Board of Directors today brings the following resolution to the congregation for a vote:

Whereas, the Reverend Doctor V. Elaine Strawn has been the minister of the Unitarian Universalist Fellowship of Wayne County, serving with humility, love, dedication, and distinction, since 1996;

Whereas, Rev. Strawn has exhibited wise and collaborative leadership that has enabled our fellowship to thrive in the past and prepared us to do so in the future;

Whereas, Rev. Strawn has announced her intent to retire, effective July 31, 2019, after 23 years of service to the congregation and wider community;

The Board of Directors and the Congregation of the Unitarian Universalist Fellowship of Wayne County hereby acknowledge their gratitude for Rev. Strawn's exemplary service by bestowing upon her the title Minister Emerita, with all the rights, responsibilities, and privileges associated with the title, on this day, May 19, 2019.

Is there a motion to place the resolution to grant the title Minister Emerita to the Rev. Dr. Elaine Strawn before the membership for a vote? Dan Stavnezer moved that we accept the resolution. Janice Baxstrom seconded the motion.

Is there any discussion? There was no discussion. Hearing none, all in favor of accepting the resolution please raise your voting card. All opposed, using the same sign. The resolution was unanimously approved.

Elaine, will you please come to the dais?

It is traditional for the congregation to show its appreciation to the Minister Emerita with a gift. On behalf of the congregation, the Board of Directors wishing to further show and express the community's appreciation for Elaine's service, decrees, commencing on August 1, 2019, that this meeting space of the UUFWC will be named **Strawn Hall**, further memorializing Elaine's service to all that gather here.

## **Adjournment**

This concludes the annual meeting for 2019. Thank you for attending. Thank you for your continuing support of the UUFWC. Don't forget the youth lunch fundraiser in the library. Enjoy the rest of your day!

Minutes taken and reported by Bonnie Groop, Board Secretary

## **BOARD OF DIRECTOR'S REPORT**

Board Officers and Members: David Francis, President; Rachel Relle, Vice President; Bonnie Groop, Secretary; Inez Bird; Kelly Chandler; Lesley Mayfield; James Griffith Jr.; John Waldman, Past President.

The 2019-2020 fiscal year we welcomed our interim Minister, Rev. Jennie Barrington. At our early Autumn retreat the board of directors committed to focus on the work of the interim period while keeping the momentum of the Capital Campaign and expansion moving forward. We were inspired by messages from our youth that emphasized the importance of a positive mind set. Paraphrasing from my notes, when we are more fortunate than others, it is better to build a longer table than a taller fence. And, that in our work, we do not strive for perfect, but we continue to try.

The work of the interim period as defined by the UUA and explicitly defined in our contract consists of developmental tasks. These tasks include a review of our History with an emphasis on both claiming and honoring our past and assessing whether there are underlying conflicts that remain to be addressed. Developmental tasks include assessing how well the congregation recognizes its unique identity and its strengths, needs, and challenges; to what extent we have navigated the shifts in leadership that may accompany times of transition and how well we understand the role of Staff and Lay Leaders. The work of the interim period also includes assessing the congregation's relationship with the District and UUA, and to what extent we make appropriate use of these entities as resources. Finally, the interim period serves as an assessment of the vision and stewardship of the congregation. These developmental tasks are undertaken with the goal of laying a solid foundation of communication as we transition to a new, settled minister. As part of the interim period we also identify gaps in policy with the goal of putting in writing some of the ways of operating that fall under the "that's the way we've always done it" category but may be mysterious to a new settled minister.

Below I highlight main activities under categories of transition, policy, personnel and expansion.

### **Transition**

- Completed the official recognition of Rev. Dr. Elaine Strawn's Minister Emerita status (led by John Waldman)

- Formed the Ministerial Transition Committee (Committee on Ministries: Betty Schuler, Denise Bostdorff, Gene Barnes, Helen Meyers and Phil Grimm)
- Signed a Transitions coaching agreement with the UUA
- Hosted our Transitions coach, Rev. Joan Van Becelaere
- Accepted nominations for the search team for a settled minister

#### Personnel

- Hired a new Director of Youth Ministries

#### Policy

- Wrote and Approved a policy for use of The Minister's Discretionary Fund ("Emergency Fund").
- Initiated a Safe Congregation Review (led by Lesley Mayfield) which included a walk through to assess physical infrastructure and safety procedures.
- Formed an ad hoc committee to advise the board and congregation on pandemic re-opening policy (Adam Keating, Nick Relle, Alex Sewell, Chris Stormer, Larry Madden, Lesley Mayfield).

#### Expansion

- Building update meetings with the congregation October 27th, December 8th, and February 2nd
- Finalized an agreement and signed a contract for architectural services with Rothschild Doyno Collaborative.
- Finalized an agreement and signed a contract for engineering and surveying services with Shaffer, Johnston, Lichtenwalter and Associates, Inc.
- Finalized and signed a contract for Construction Management at Risk services with Campbell Construction Inc.

Respectfully submitted by David Francis on behalf of the board of directors.

## **INTERIM MINISTER'S REPORT**

As I write we are about ten months into this two-year interim ministry. Please know what a real pleasure and honor it is to minister for and with you, within and on behalf of our Fellowship, which has been called, "An Oasis of Progressive Thought in a Sea of Conservatism." You invited me here, and you have engaged with me readily, openly, and personally. I and my ministry have been greatly enriched by your caring ways, and UUFWC's culture. That culture is one in which you are deeply committed to sustaining and developing UUFWC. When I and others have needed hands, minds, and hearts in order to make a certain undertaking happen, you have stepped up and pitched in. This has been heartening and inspiring for me to experience! And it makes the work of "doing church," not a chore, but a companionable

pleasure. And I have experienced how deeply you care about one another, and about the welfare of others. Since last spring when I interviewed for this position, I have been reading, listening to, and learning about UUFWC's history. Your congregation may have only started forty-eight years ago. But its history is one about which you can feel great pride. That culture of being caretakers, of one another and of the Fellowship, is moving to me. And that culture is what has led to the development of UUFWC's programs, staff, governance structure, facilities, and, quite remarkably, growth in membership numbers. In this interim time, we are looking, together, and UUFWC's past, present, and future. One main thing I am here to do is to help you have a successful search for a new settled minister, who would begin serving you in August of 2021. But in this interim time, we are also examining, together, what UUFWC's strengths, weak areas, and even patterns and personality have been, and currently are. From that self-examination, UUFWC will be in the best possible position to engage with a new settled minister, and to move forward into a future in which it will continue to flourish and grow as its fullest best self.

And so an interim period is to work toward several things. In general, it is a time for us to examine and attend to any issues or goals that are lingering from the previous ministries. These include what are called "The Five Developmental Tasks of Interim Ministry." The UUA describes these as:

"In addition to the normal responsibilities of congregational ministry, including worship and pastoral care, Intentional Interim Ministers possess specific skills in assisting a congregation in:

- claiming and honoring its past and engaging and honoring its griefs and conflicts;
- recognizing its unique identity and its strengths, needs, and challenges;
- clarifying the appropriate leadership roles of minister(s), church staff, and lay leaders and navigating the shifts in leadership that may accompany times of transition;
- making appropriate use of District, UUA, and other outside resources; and
- proudly coming into possession of a renewed vision and strong stewardship, prepared for new growth and new professional leadership, ready to embrace the future with anticipation and zest."

Those "Five Developmental Tasks" are central to the work the board, staff, and I have been doing together. Please know that they all have been attending to that work with seriousness and earnestness. We will know we have been successful when the congregation is more self-aware of its strengths and weaknesses; more clear in its mission, purpose, and vision; and more accomplished in the things it achieves regardless of who is serving as its minister.

Our early months together were primarily spent getting to know one another and UUFWC's history, how things work here, and establishing relationships and trust. You were wonderful in helping me with those things. I could not have asked for more in how helpfully you oriented me

to the Fellowship and this area of Ohio. Thank you for that. You will read in more detail in the other Annual Reports of committees and staff and the board about the many activities we have accomplished together so far. And please read the Worship Associates report I included in this packet; it dovetails with this report. I have met regularly, or checked in with, all the main groups, including: the Board, Racial Justice, Social Action, Leadership Development, Finance, Pastoral Care, Worship Associates, Membership, and Religious Education. I have worked extensively with the Stewardship team and the Building Expansion Team, and they inspire me. I also keep in regular contact with our excellent staff. I am proud of you for the good process you used in creating a slate for your Search Committee. We plan to vote them in by June 1st, and they are ready to get to work.

As equally as I have enjoyed ministering with you, it has been an honor and pleasure to follow the ministry of Rev. Elaine, a stellar ministry of 23 years. Rev. Elaine exudes caring, responsibility, hard work, and authenticity. I know that you miss her! Even so, UUFWC's momentum has not slowed with her retirement. You have experienced that there are some different choices I have made in my ministry here. And you have adapted to those changes well and kindly. Please know that in my choices for my work time, I am beginning to establish what will be normative and customary for ministers who come after me. And so I have designated a day of the week as time off, and time for study leave and vacation. And I have spent less time one-on-one with individuals or in social time, and more time on responsibilities to the whole congregation. As I mentioned above, UUFWC's history is one of remarkable growth. That growth has resulted in UUFWC now being a "program type" rather than a "pastoral type" congregation, the former being over 150 members, the latter, under 150. In order for UUFWC to continue to flourish and grow, a new minister may spend more time on preparation of worship that is more formal, and with more of an orientation to visitors and new members. And a new minister is likely to work with you to train teams and expand programs in areas such as pastoral care; Small Group Ministry a/k/a Covenant Groups; Religious Education for children, youth, and adults, and intergenerational activities; social justice forums, guest speakers, and panels; and outreach efforts to the wider community. The board and I have begun talking about these areas in which UUFWC could develop and expand. A long-range plan for the UUFWC's several ministries, with a timeline, goals, and steps to achieve those goals, would help for it to not shrink back to less members and fewer programs.

Lastly, I would give anything not to have to mention the global pandemic we have been in the midst of since late February. But it is unavoidably all around us, and it has changed how we "do church" in ways that are jarring and disappointing. I miss seeing you all in person on Sundays, and all through the week, at the Fellowship and all around town. I empathize with the special events and occasions that have become lost opportunities due to being cancelled or postponed. We are all extending our concern to everyone who has lost work or income, and who is concerned about possible illness for themselves and loved-ones. Yet even with such disappointments and uncertainties, beautiful and caring new things have become possible in new ways. Your board, staff, and committees are communicating and continuing their world on-line. Your excellent staff did not miss a beat in supporting me in creating on-line worship, complete with google slides, videos, and uploaded recorded music. I look forward to continuing to work with the leadership of the Fellowship on ways that more things can be provided

on-line, including orienting and welcoming new members, singing and making music together, expanding Religious Education offerings for all ages, doing social action and outreach, fundraising and socializing, and, perhaps most importantly, providing pastoral care for you and your loved-ones. You know better than most congregations I've served that when the time is upon us to "do church" differently, that does not have to mean that we lose our momentum, nor the caring ethos and ethical values at UUFWC's core. So please keep speaking up and engaging with each other and with me. All of your thoughts, feelings, and ideas will be needed as we adapt to such a changed and uncertain world. One thing is clear to me: that sea of conservatism out there needs our progressive thought now more than ever.

In faith, your interim minister, Rev. Jennie

## **ADMINISTRATOR'S REPORT**

### ***Routine tasks continue. Each month, I:***

- Prepare the treasurer's reports and record the deposit. Dee Moore continues as the bookkeeper. She prepares the checks and payroll.
- Prepare or review all weekly and monthly congregational communications.
- Attend weekly staff meetings, monthly meetings with Finance, Building Expansion, and the Board.
- Manage scheduling and rentals
- Coordinate with Facilities manager about facility maintenance and repairs

### ***A lot has changed in one short year.***

- Rev. Elaine Strawn retired at the end of July 2019 and we named the sanctuary 'Strawn Hall' in her honor. She preached her last sermon on July 28 to a packed house. Many thanks to everyone that contributed to the lovely retirement party for her on July 31, 2019, especially Susan Heady, Sue Gross and Karen Skubik. The line to give her a hug never grew short enough for her to leave the lobby.
- Rev. Jennie Barrington started in August as the interim minister for the next 2 years.
- Art Chenevey stepped down from the Facilities manager position. I was thrilled to discover that Jessica Eikleberry, the new youth ministries coordinator, is also an engineer and has experience managing a manufacturing plant. Jessica accepted the role of Facilities Manager.
- It seemed like a normal year. Campaign pledge checks came in, the Building Expansion team continued their work. We had a successful Madrigal Feast. Gail Woosley made a 'Strawn Hall' sign as part of the Madrigal decorations. We liked it enough, we left it up afterwards.
- And then the COVID 19 pandemic hit.

- We learned how to do church online. The first online service was March 15, 2020. We quickly learned how to worship together while we are apart. While the building is empty, we are using a classroom as a recording studio. For now, the quality of the video and sound is improved by using the smaller space.
- We closed the building. We try to have no more than 1 person at a time in the building. The staff comes in weekly to get the mail, check the answering machine, make sure the physical space is fine. Wednesday is my day to come into the office. The rest of the time, I work from home.
- Besides Sunday Services, all meetings and groups have moved their interactions to zoom.
- Thanks to Jessica, the project to concrete over the grass track parking lot is now finished.
- Construction on at least half of the expansion project will start in September 2020. They plan to have the new space under roof before the weather turns and then focus on finishing and remodeling the inside.
- The Search team will be voted on at the Annual meeting. Their job will be to find the next settled minister.

### **Challenges**

- It is likely that until there are no new cases in Wayne County for a time, we will not return to our crowded Sunday mornings. And at the point that we re-start in person church, we will have the chairs 6 feet apart from each other and many of the congregation will remain online. We will have to purchase the equipment and learn how to livestream the service in Strawn Hall. The wifi in the building may need to be improved.
- Early estimates of our Operating budget indicate that we could finish FY 1920 [by June 30] short as much as \$11,000. Lucky for us that we have a 'Rainy Day' fund that can cover a deficit. This is a worst case estimate, and I think it is unlikely that the deficit will be this large.
- Next year, there will be a lot of juggling of space. Where do we store equipment while the renovations proceed?

We have been blessed with a dedicated congregation. People continue to be engaged and caring. The expansion of the RE wing should proceed without having to take a loan out. In a year, we will have a newly expanded building to welcome a new settled minister!

*Submitted, Anne Wilson*

## **EXPANSION COMMITTEE**

The UFWC building expansion project has progressed on several fronts during FY 19-20. What began as a conceptual sketch at the start of the year has been developed into a nearly

completed project design, scope, schedule, and budget that will allow the congregation to break ground in the fall of 2020.

We began the year by entering into a design services agreement with Rothschild Doyno Collaborative in Pittsburgh PA. RDC has completed the conceptual, schematic and design development phases of design and has begun working on final construction documents in preparation for bidding the work in mid summer.

The Expansion Committee also issued a request for proposals (RFP) to seven construction management firms. We received 5 responses and met with three firms for final interviews and a site visit. The Committee selected Campbell Construction of Wooster as our construction management partner. Campbell has been actively involved in the development of the design, offering constructability reviews, information on project phasing options and schedules, and construction cost estimates.

The current cost estimate from Campbell indicates that the fellowship should be able to begin at least a first phase of the project by the end of the summer of 2020. This would include the RE wing expansion, alterations/renovations to the existing building, and expansion of the entry and access to the sanctuary space. The construction schedule for the project allows for occupancy of new and renovated spaces prior to the arrival of the new settled minister in August of 2021.

Submitted, Peter Schantz, chair

## **FACILITIES COMMITTEE**

### **Facilities / Building**

This year, super Administrator Anne Wilson began the process of handing over facility upkeep & maintenance issues to new staff member Jessica Eikleberry including:

- Developing a routine maintenance schedule
- Arranging for maintenance agreements for the dishwasher and the HVAC units.
- Coordinating the project to replace the grasstrack parking lot with concrete.
- Working with Ruth Sewell on outdoor projects including finishing around the new parking area that replaced old grass track
- Picking up supplies as needed
- Being point person for maintenance issues as they arise
- Work with Committees & Board to communicate costs and stay within budget

Jessica has already learned to change a toilet seal and is looking forward to learning more! 😊

Submitted by Jessica Eikleberry

## **Facilities / Grounds**

As of the second week in May, we have no prospect for a dress-down Sunday, due to the corona virus shutdown. We'll plan for one once we are able to meet in the building again.

We had trees cut down on the rental property last summer. They were dying. That tree company gifted us with many loads of mulch. Bear with us, someday our workday will come, and we will spread it.

Over last summer, we met periodically to work on beds and projects. We remulched the path leading to the building. Even though it gets sparse usage, it is a welcoming addition to the entry. We cleaned up the bed between the building and the east parking lot, temporarily overcoming the bamboo. Merry Gentry braved poison ivy repeatedly to help establish an attractive bed to the south of the drive. Tim Breiner always comes with his truck on short notice. Jay Klemme and Gene Barnes check in to get dirty, too.

We are meeting this month to pot 70 seedling trees that we obtained from the Medina Extension Service. We are developing a plan to sell them at reasonable prices. We hope to cover our expenses, and have money to pay for more landscape projects. This project idea grew out of a meeting of the Humanist group on climate change, and what we can do to alleviate it. Plant trees!

The members of the outdoor facilities committee are: Karen Armstrong, Justine Sherwood, Joe Pajak-Stenger, Ruth Sewell, Tim Breiner, Jay Klemme Ivie Sorkin, Merry Gentry, David Paul, and Gene Barnes.

Submitted, Ruth Sewell, chair, May 2020

## **FINANCE COMMITTEE**

Committee Members: Dave Cullis (Chair), Sarah Miles (Treasurer), Karen Armstrong , (Deputy Treasurer), Anne Wilson (Administrator), and Rachel Relle (Board Liaison), Jay Klemme, George Rusiska, Nate Chandler, Lowell Steinbrenner, Dave Drumm

The Finance Committee meets regularly to monitor the current year's budget, with particular attention to monthly income and expenditures. We develop the budget for the upcoming year.

This year:

- In May 2019, we used \$63,000 from the UU Common Endowment Fund in Boston to pay down the mortgage. By June 2020, we will owe less than \$34,000. Our hope is to have little to no loan at the point that we have to borrow for the construction.
- We are continuing to collect Capital Campaign pledges. In September 2019, we opened a savings account at Apple Creek bank for these funds. It pays better interest than the checking account and is safer than being in the market. This year, we have

collected \$272,000 since July 2019. We have collected over \$700,000 since the campaign began.

- We were happy to accept a bequest from the estate of Joyce Fast in April 2020. We are working on a suitable tribute to her memory.
- The pandemic will have us rethinking the budget for the final 2 months of this year, and watching the finances closely next year.

The committee believes that our ongoing expenses are adequately provided for and that, through our capital campaign, we are in a good position to proceed with construction of a facility addition without incurring substantial debt.

Submitted David Cullis, chair

## **LAY PASTORAL CARE TEAM**

Covid-19 has changed the way pastoral care operates. We are staying in touch with the people we serve by telephone primarily and sometimes online. One exception to this involves staying with an individual 1 day a week because he cannot be left alone because of his disabilities. This removes some of the burden of his care from the family.

To the extent that we are permitted, we will be meeting personally, as a group and with those we care for.

We did not spend all the money in our budget, and are requesting the same amount next year.

Steve Berg, chair

## **LEADERSHIP DEVELOPMENT TEAM (LDT)**

The 2019-20 Leadership Development Team membership members were:

Justine Sherwood, Chair; Deb Barnes, Steve Berg, Jo Harper, Sue Kandel, Kristin Keating and Martin Lubell

Justine and Sue will be retiring at the end of the current church year at the annual meeting May 2020.

This year's activities and planning:

### **1) Nominating Responsibilities of LDT**

- September 2019, LDT began the process of creating a list of candidates to fill vacancies on the Board of Directors and the LDT for the 2020-2021 church year.

Process:

- Sept...LDT members each compile a list of qualities s/he thinks are needed to serve responsibly on each of these positions. Justine asked BOD for input on the

qualities they would like to see in candidates. Qualities were shared at LDT's September meeting and the task of thinking about people to nominate began.

- October...Based on these qualities, each LDT member compiled a list of three to four people who s/he thought would be valuable additions to the BOD (must be members) and the LDT. At our Oct meeting, the group shared and discussed each name submitted and prioritized lists to begin the search.

**[Note:** In late October, Cathy Csanyi, a member of the BOD needed to resign her seat, requiring we approach our top candidate, James Griffith, Jr., to ask if he would step in and fill her vacancies. He agreed on November 13, 2019]

- November through January...The search for candidates for both the LDT and BOD continued through finalization on Feb 2. The slate of candidates below were submitted to the Board on Feb. 3, 2020:

Board: James Griffith, Jr. (to finish Cathy's tenure, he'll need to be voted on in May), Merry Gentry, Janice Baxtrom

LDT: Stacy Klemme, Vera Rowland

## 2) Leadership Development Responsibilities

November through January ... Planned and executed: LDT Sunday Service on January 26, 2020: "What UUFWC Leadership Looks Like"

January and February ...Planned for "Committee Fair" to have been presented in April....

- 3) **No monies were spent this year.** The LDT is not on the UUFWC budget. \$250.00 was the amount we submitted to be included on next year's budget.

Respectfully submitted, May 10, 2020, Justine Sherwood, Chair

## LIBRARY

During the past year:

### ADULT LIBRARY

- Developed the collection in relevant subject areas (racism, spiritual practice, etc.) to support ministry, church organization, and UU study groups and concerns
- Acquired and processed new books and audiovisual materials
- Reorganized meditation manuals and PARABOLA magazines to provide easy access and provoke reader interest
- Discarded pamphlet file and replaced it with a picture file featuring UU women and history

- Prepared a monthly newsletter article featuring new materials for children and adults
- Processed four periodicals (*Yes! Magazine*, *Parabola*, *Quest*, *UU World*) on a monthly or quarterly basis
- Completed a shelf reading of most materials
- Replaced lost or damaged items
- Culled and disposed of (Goodwill, Books in Stock, etc.) unneeded, worn, and dated materials
- Ordered library supplies
- Updated and posted monthly the list entitled UFWC LIBRARY MATERIALS REVIEWED IN THE NEWSLETTER DURING THE PAST YEAR
- Notified individuals regarding materials needing to be returned
- Prepared CD discs for recording of Sunday services
- Maintained two bulletin boards in the great room

#### CHILDREN'S RELIGIOUS EDUCATION LIBRARY

- Weeded unneeded, worn, and dated materials from the collection
- Transported discarded materials to Goodwill, Books in Stock, etc.
- Catalogued and processed (cards, pockets, spine labels, book plates, etc.) children's RE books
- Ordered library supplies

Goal for the next year:

- Generate catalog cards for both the adult and children's libraries

Submitted, Kay Bowen

#### **MEMBERSHIP**

Membership Coordinator—ex-officio committee member—is Karen Skubik. Members as of 4/30/20: Jay Klemme (Chair), Bert Bishop (Co-chair), Bill Carter (Secretary), Cherrill Wertz, Laura Moore, Martin Lubell. Sue Kandel were part of us through much of this interval. MikelAnne North, as coordinator of greeters, is an adjunct member.

#### **The Committee hosted:**

UU Inquiries: August 18, November 24. Canceled March 22 per Covid-19.

Greeter Training: August 25; Visitor Greeter session January 19

Steps to the Meeting House: July 7

Religious Journeys (Sharing Our Religious Backgrounds; Sharing Our Stories), led by Sue Kandel on Tuesday evenings: June 18, August 13, September 10

Celebrations of New Members during Sunday services: Shifted from designated Sunday for multiple new folks to “every so often” during the year

Party for New Members at the home of Karen Skubik and Casey Hoy: September 21

Social Events:

- “Farewell” Open House for Rev V. Elaine Strawn July 31
- Bowling at Triway Lanes, October 6
- Wine, Cheese, and Conversation, February 29

**The committee also:**

Held monthly meetings

Submitted a budget for the 2019-2020 fiscal year

Recruited and coordinated scheduling of Sunday morning greeters

Continued work with UUFWC Board and interim minister on the implementation of a bylaw concerning voting by very new members. This arose out of a concern for the criteria or lack thereof regarding friends given the vote at congregational meetings.

Contemplated how to persevere in era of Covid 19:

- Transition to “Virtual Wine and Cheese” event—first one is scheduled for 6/13/20
- Following leadership of Justine Sherwood, Leadership Development Team, MC collaborated to contact individuals with whom we perceived need for communication and/or who were not participating in Zoom Sunday services (last open UUFWC service was on March 8)

Objectives under discussion—some as ongoing objectives, some now as “back burner” until can be safely pursued in context of Covid-19 epoch:

- Intent to re-initiate Circle Suppers
- Explore possible continuation of “Sharing Religious Background”
- Interaction with Religious Exploration Committee in support role re adult RE
- Continued exploration, under leadership of UUFWC Youth Group and in conjunction with Social Action Committee, of a full assessment of UUFWC members’ participation in social action/social justice activities within the local Wooster community and in the broader regional/national setting
- Formalizing an archival process for Membership Committee minutes, templates for recurring activities within a centralized records repository for UUFWC activities and governance

Submitted monthly newsletter articles featuring biographical sketches of new members and upcoming events.

Submitted, Jay Klemme, chair

## MUSIC COMMITTEE

The music committee supported the following:

- Choir performances two times a month
- Orchestra performances once a month
- Many ensembles/special music coordinated by Sharon Delgadillo throughout the year
- Choir and folk orchestra concert (Solstice Service)
- Collaboration with and encouragement of congregational musicians and singers
- Monthly Circle Sing which attracts non-choir singers
- Multi-Generational services featuring youth performers
- Continued maintenance of the pianos
- The continuance of a Ukulele Club open to the entire congregation (Ages 5-100+)
- Purchase of music for choir/orchestra
- Organization/implementation of Coffee-House in the Fall
- Providing musical and logistical support for the Madrigal
- Supporting Cocoa House
- Encouraging musical support for community activities upon request
- Providing music for memorial services upon request
- Exploring opportunities for music ministries outside of our congregation (e.g. performances at other churches)
- Renewed our choir covenant at the beginning of the choir year and periodically throughout the year
- Participated in Committee Council meetings
- Submitting/maintaining a budget for the expenses related to the above activities
- Continuing education for the music director
- Maintaining music programming via Zoom meetings, video and recordings during the COVID-19 Pandemic
- Maintaining social connections for UUFWC musicians during the COVID-19 pandemic

These activities support our mission to create and sustain a quality music program that nourishes, celebrates, challenges and soothes our spirits.

Members include: Sharon Delgadillo, Sue Kandel, Kat Gibbons, Jim Bird, Mady Noble, Bill Carter, Bonnie Groop , Barb Moore and Judy Smith

Respectfully submitted, UUFWC Music Committee

## RELIGIOUS EDUCATION COMMITTEE

### Lifespan Religious Education ---Annual Report 2019-2020

#### Children's Religious Education Report by Chelsea Churpek, Director of Religious Education

- There are 80 children registered with the UUA including 20 youth.
- Over the summer of 2019, Chelsea, along with several volunteers, led the curriculum Simple Gifts in which we learned about a different topic each Sunday and completed a small "gift" or service project. This curriculum was a lot of fun and we were able to complete projects for groups such as the Immigrant Worker Project, Wooster City Schools Literacy program, and One Eighty.
- During the regular church year, the Elementary RE program focused on our UU Principles and notable UUs with the Picture Book UU curriculum in the Earth Spirits room and Toolbox of Faith curriculum in EEE. The Blessed Bees learned about our tradition and our Principles with a PreK curriculum-The Rainbow Connection.
- Thank you to the program's many volunteers without whom the program would not be possible: Linda Michel, Joe Churpek, Amanda Good, Emma Blake, Erica Keller, Adam Keating, Lesley Mayfield, , Emily Pajak-Stenger, Josh Frank, Jo Harper, Faith Griffiths, Laura Burch, Ruthie Sewell, Mady Noble, Dae Evans, Lauren Fry, Leah Humphrey, David Francis, John Waldman, Denise Bostdorff,, Sarah Miles, Steve Berg, Kat Gibbons, Dan Stavnezer, Kristen Willie, Jon Sprunger, Substitutes: Marianne Hutchens and Tyler Keating, and nursery staff members Santana Gilbert and Deloris Veney. THANK YOU!
- Chelsea attended a UU Identity Renaissance Module in the fall and hosted our Chapter's LREDA meeting at the UUFWC in August.
- A Traveling Chalice visited many homes this year! The Traveling Chalice spent one week or so with each family it visited and came in a special box with a guest book, children's book on the story of our Flaming Chalice, and two chalices to choose from. Folks were invited to use provided chalice lightings or come up with their own.
- Elementary OWL class was held for K-1 and 4-6th grades during the winter.
- Like all other areas of the UUFWC, RE experienced many cancellations or changes due to COVID19. An all ages game night scheduled for April was cancelled and RE Sunday was held virtually.
- RE offerings shifted to online in March 2020. Online RE "Cocoa Hour" was offered one morning each week with 10-14 children in attendance.
- In February Chelsea shared with staff and the board that she would be stepping down as DRE following the end of this year's contract in June. The RE Committee began a search process for a new DRE in May which was ongoing at the time of this report. Chelsea has loved being the DRE and it has been such a joy to work with the children and youth and learn from all of the brilliant adult RE volunteers!

## **Youth Community Report by Jessica Eikleberry, Youth Ministry Coordinator**

### **Youth Community**

- The Youth Community participated in several Volunteer activities including: Holiday Bell Ringing for the Salvation Army and collecting donations and volunteering at the Wayne County Dog Shelter and Humane Society in the Fall.
- This year's social events included Fall picnic, Pumpkin Carving, Cookie Decorating, potlucks, movies, and Cocoa House lock-in.
- The Youth put on a very successful Cocoa House in late February with the theme of MAGIC! Over \$2000 was raised to fund the Coming of Age Trip. Since the trip was cancelled due to the pandemic, the Youth will donate \$500.00 to the UFWC to make up for COVID shortfalls and \$500.00 to a local charity (TBD) helping with COVID response.
- A big thank you to our Adult Volunteers Peg Redinbaugh, Sarah Miles, Dan Stavnezer and the many many other parents, members, & volunteers who helped make this year's Youth Community activities a success!

### **Coming of Age:**

- 8 Youth presented Credo's at the 4/26 "To This I Give My Heart" Service. Congratulations to Emmy Chandler, Zella Blake, Ethan Keating, Zach Keating, Hailee North, Ben Schantz, Ben Stavnezer, & Maya Tzonev. Thank you to these amazing teens who worked so hard to develop, articulate, and share their core beliefs with our community!
- Much gratitude to Adult Volunteers Dan O'Rourke, Alex Lowry, and Rosanna Ralston as well as Rev. Jennie for helping to facilitate some great conversations this year!

### **Bridging:**

- Congratulations to our Graduating Seniors: Maya Foltz (who will be attending The University of Akron next year), Tyler Keating (who is headed to Illinois Tech), and Faith Griffiths (who will be at Brown University in Providence, Rhode Island). Best wishes to all!!

### **Lifespan Religious Education Committee Report:**

Committee Members: Jo Harper—Chair, Vera Waldman, John Waldman, Rosie Mullet

The RE Committee has shifted its focus to Adult Religious Education, as our staff members are directing religious education for children and youth. This year, the committee identified the need for programming of this type, discussed ways that we fit within existing offerings, and resolved to continue meeting in the form of Lifespan RE. The committee discussed ways to support the congregation during the ministerial transition by offering four small group meetings over the summer and fall for folks to ask questions and share any concerns or grief over the change. These meetings were led by Commission Lay Ministers.

Another group titled Beloved Communities, met one time in the winter with a goal of two future sessions. These were postponed due to COVID19. A second class, Baseball as a Road to God, to be led by Joe Churpek coinciding with baseball season was also postponed.

Rev. Jennie is set to offer a sermon writing class online in May.

Upon Chelsea's resignation in February, the RE Committee took up the task of hiring a new DRE. The position was posted in late April and the closing date is mid-May. The search committee also includes Judy Smith, Hailee North, and Bryce Nelson.

## **SOCIAL ACTION COMMITTEE**

Unfortunately do we not have numbers of hours and volunteers for each activity, as we haven't been together to collect the data.

1. We held our Head Start Gifts at holiday time and every student received at least one gift.
2. Our Adopt a Highway program was held 3 times during the warmer months.
3. We again assisted with the Alternate Gift Market.
4. Cakes for Kids was continued this year.
5. We worked with other churches in our area to help fund a new van for the Immigration Project in Canton. Once we are back to "normal" we will start working on other immigration issues.
6. We rang bells at Buehler's for the Salvation Army. Some students even played instruments while ringing the bells.
7. We collected items for the Wayne College Food Pantry for their students.
8. We collected for our monthly Open Plate donations, but that ended when the fellowship started holding on-line services.

Submitted, Inez Bird, chair

## **STEWARDSHIP COMMITTEE**

Members: Scot Armstrong, Gene Barnes, Rev. Jennie Barrington, Tony Beery, Bonnie Groop, Danni Schantz (chair), Mary Wicks

Annual Review:

Each year the Stewardship team identifies a new area to focus on for improvement. This year, we decided to reconsider the annual pledge drive calendar. Normally, the pledge drive begins mid-February and extends at least through March. Often times it actually takes us until mid-April to wrap the last pledges. This year we decided to focus our efforts and shorten the

pledge drive so that the congregation would not tire of our messaging. As such, we reached out to our sustainers during a quiet phase of the campaign. Our goal was to secure as many sustainer pledges as possible before we kicked-off the public phase of the campaign. Having secured the sustainer pledges, we then focused on “making up the difference” in the public campaign, which lasted 3 weeks.

Also, it is important to note that we felt as though the annual pledge drive last year was not as successful as it could have been given the capital campaign fundraising efforts. We made an extra effort to try and meet our goal to prove that we could continue to support the congregations’ needs given the expansion project.

Success:

- Our annual pledge theme this year was “Becoming” given the anticipated expansion project and the fact that our congregation is always growing and changing. Our logo included a butterfly image, and our thank you gifts were packets of Butterfly Bush seeds.
- Following Stewardship Sunday’s public kick-off, we served butterfly cookies (made by the youth) and punch to celebrate the funds that had already been raised by sustainer pledges. We also handed out pledge forms to attendees of both services and asked them to complete their pledge before leaving.
- The pledge goal was \$255,000 and we raised \$240,500 (94%).
- As of Stewardship Sunday we had raised over \$130,000 via sustainer pledges, representing 51% of our \$255,000 pledge goal.
- There were fewer overall pledgers this year, 125 pledge units. But 42 of the 125 pledgers increased their pledge this year (33%).
- We maintained the number of sustainers this year at 56%.
- We will continue to communicate the importance of stewardship throughout the year with ongoing communications to reinforce the support of our fellowship.

- Respectfully submitted, Danni Schantz

Fiscal Year	# Pledgers	% Sustainers	% Participation	% of Goal
2020-2021	125	56%	72%	94%
2019-2020	140	56%	84%	87%
2018-2019	133	53%	79%	94%

## **WORSHIP ASSOCIATES**

I am pleased to summarize for you the worship we have created and enjoyed together in my time with you. I work extensively with our staff [Anne, Chelsea, Karen, Sharon, and Jess], our Commissioned Lay Ministers [originally Gail Woosley, Ivie Sorkin, and Steve Cook, but in February, Steve stepped back from the team], and our Worship Associates: Janice Baxstrom [chair for the first half of the church year], Inez Bird [chair for the second half of the church year], Stacy Klemme, and Vivian Ashcraft. [Toward the end of last year, Helen Meyers was on the team, but she stepped back because she has retired. Vivian is not assisting with services now that they are live streamed. Ivie and Gail preach, serve as worship associates, and provide the team with support.]

We have also worked with several guest musicians and readers. Sharon has been marvelous about providing music, and leading the choir and folk orchestra. And we always enjoy Sue Kandel's artistry on the piano. Anne does the order of service, with announcements, and puts the services on the website. Several services have been created by special teams, focusing on Pagan holidays, Racial Justice, Leadership Development, or All Souls Day. Chelsea and I have led an All Ages worship service almost every month. These have been very enjoyable for me. Chelsea has been responsible for the Time for All Ages each week, and has done so beautifully. Working with all of these soulful people has been a pleasure. Some services have been more complex than others. But all of these people and I hold a high standard for worship that is relevant and engaging to you, and that "speaks the truth in love," as best we can for a certain Sunday and season.

Most of the year our Sunday services were at 9:30 a.m. and 11:00 a.m., excepting breaks for winter holidays and the summer. Once we changed to on-line worship, we have offered one live-streamed service at 10:00 a.m., which Anne records so members can listen to it later. We have been using monthly themes provided by the UU group, "Touchstones." For next year, we may switch to a group called, "Soul Matters" instead, as it offers more for discussion materials for youth, adults, and intergenerational activities. Sometimes, though, we have not utilized the monthly theme. In an interim period, some services need to be specifically focused on the interim work or the search process. I am also pleased to report that, as I write, I have just taught a sermon-writing class on-line! I will be happy to teach this again in the coming year.

### **JULY**

I arrived in Wooster in late July to serve as your interim minister. I had already talked with staff, especially Chelsea and Sharon, and with Janice Baxstrom, to plan for worship for the year ahead, and to schedule the Worship Associates planning retreat for August. Rev. Elaine invited me to attend and take part in her final service for you, on July 28<sup>th</sup>. It was an honor to be with you that day. Rev. Elaine and I "passed the baton," and we wished her all the best in her retirement.

### **AUGUST**

The 4<sup>th</sup>: "Creation, Re-creation, and Change" [Gail Woosley, CLM]

The 11<sup>th</sup>: “Creating Joy in Our Lives” [Ivie Sorkin, CLM]  
The 18<sup>th</sup>: “Organically Grown” [Rev. Jennie]  
The 25<sup>th</sup>: “Water Communion Sunday” [Rev. Jennie] [All Ages service]

## **SEPTEMBER**

The 1<sup>st</sup>: “Blessing of the Animals” [Rev. Jennie] [All Ages service]  
The 8<sup>th</sup>: “A Celebration of UU Religious Education” [Rev. Jennie]  
The 15<sup>th</sup>: “Living in Covenant – More than just a Promise” [Steve Cook, CLM]  
The 22<sup>nd</sup>: “The Salem Witch Trials” [Rev. Jennie]  
The 29<sup>th</sup>: “How One Person Can Make All the Difference” [Rev. Jennie]

## **OCTOBER**

The 6<sup>th</sup>: “The Next Ten Words” [Denise Bostdorff and the Racial Justice Team]  
The 13<sup>th</sup>: “Democracy is Really about People Power” [Rev. Jennie]  
The 20<sup>th</sup>: “Democracy” [All Ages service led by Chelsea Churpek & Deleasa Randall-Griffiths]  
The 27<sup>th</sup>: “Samhain: the Eternal Dance between Life and Death” [UU Pagan Group]  
Our Architects visited us after the service. They and our Expansion committee presented the congregation with an update on plans to expand our building.

## **NOVEMBER**

The 3<sup>rd</sup>: “All Souls Day Remembrance” [Ruth Sewell]  
The 10<sup>th</sup>: “With a Vision Comes a Mission” [Ivie Sorkin, CLM]  
The 17<sup>th</sup>: “The Prodigal Son” [Rev. Jennie]  
The 24<sup>th</sup>: “UU Ethnic Bread Communion” [All Ages service led by Chelsea and Rev. Jennie]

## **DECEMBER**

The 1<sup>st</sup>: “We are Made of Star Stuff (the thought of Carl Sagan)” [Rev. Jennie]  
The 8<sup>th</sup>: “Reflections on Winter” [Rev. Jennie] After the service, our Architects and the Expansion committee presented an update on plans to expand our building.  
The 13<sup>th</sup>: [6 p.m.] “Blue Christmas” [Rev. Jennie, Sharon Delgadillo, and Steve Cook]  
The 15<sup>th</sup>: “Would you like to hold the baby?” [All Ages pageant, led by Chelsea Churpek]  
The 22<sup>nd</sup>: “Winter Solstice” [Sharon Delgadillo and the Pagan group]  
The 24<sup>th</sup>: [7 p.m.] “Tidings of Comfort and Joy (Christmas Eve)” [Rev. Jennie and Sharon]  
The 29<sup>th</sup>: “Nourishing Words and Pancakes” [Gail Woosley, CLM]

## **JANUARY**

The 5<sup>th</sup>: “They Called it a Miracle” [Rev. Jennie]  
The 12<sup>th</sup>: “Leadership: Who do we Look To?” [Gail Woosley, CLM]  
The 19<sup>th</sup>: “Martin Luther King and Voters’ Rights” [All Ages service; Chelsea and Rev. Jennie]  
The 26<sup>th</sup>: “Authority and Leadership” [Leadership Development team and Rev. Jennie]

## **FEBRUARY**

The 2<sup>nd</sup>: “Common Ground between Science and Religion” [Rev. Jennie] After the service, our Architects and the Expansion team presented an update on plans to expand our building.  
The 9<sup>th</sup>: “Glimmers of Hope” [Rev. Jennie]

The 16<sup>th</sup>: “The Sounds of Progressive Influence in a Sea of Conservatism” [Rev. Jennie and the Stewardship team] We Launched the Pledge Drive today!

The 23<sup>rd</sup>: “Re-imagining the American Dream” [Janice Baxstrom read a sermon by the Rev. Dr. Marilyn Sewell]

### **MARCH**

The 1<sup>st</sup>: “On Restitution and Forgiveness” [Rev. Jennie]

The 8<sup>th</sup>: “Moving Right Along” [Guest presenter, the Rev. Joan Van Becelaere] After the service, Rev. Joan presented an overview of what we’ll need to do and expect in the search for a new settled minister.

### **MARCH, CONTINUED:**

This was when the coronavirus hit our area. Staff and I, and the CLMs and the board, came together to adapt and plan worship services while people cannot be together in the building. Since March 15<sup>th</sup>, we have had one online service at 10:00 a.m. We will continue to do so for the foreseeable future. The service on the 15<sup>th</sup> was recorded the evening before. The services after that have been live streamed, from hosts’ various rooms, with recorded music.

The 15<sup>th</sup>: “Won’t You be my Neighbor?” [Rev. Jennie and Chelsea Churpek]

The 22<sup>nd</sup>: “The Joy of Forgiveness” [Ivie Sorkin, CLM]

The 29<sup>th</sup>: “A Celebration of UUFWC” [Rev. Jennie] This service was followed by the History Timeline Exercise, with wonderful input from members and friends.

### **APRIL**

The 5<sup>th</sup>: “Some UU Views of God” [Rev. Jennie]

The 12<sup>th</sup>: “Easter Sunday” [Rev. Jennie]

The 19<sup>th</sup>: “Returning to our Unitarian Roots” [Gail Woosley, CLM]

The 26<sup>th</sup>: “To This I Give My Heart” [Jess Eikleberry and the Coming Of Age Class. This was their presentation of their credos, as the culmination of their spiritual exploration this year.]

### **MAY**

The 3<sup>rd</sup>: “The Day the War Came Home” Commemoration of the 50<sup>th</sup> Anniversary of the Shooting at Kent State [Rev. Jennie preaching; Tim Breiner, Guest Reader; Special Music, Sharon Delgadillo; Research assistance, Denise Bostdorff]

May 10<sup>th</sup>: “Mother’s Day and Mary Oliver” [Rev. Jennie]

Our plans for worship services for the rest of the church year include:

May 17<sup>th</sup>: “R.E. Sunday” [Chelsea Churpek and Jess Eikleberry]

May 24<sup>th</sup>: “The Season of Spring as a Time of Renewal” [Gail Woosley, CLM]

May 31<sup>st</sup>: “Walt Whitman’s 201<sup>st</sup> Birthday” [Rev. Jennie] Followed by the Annual Meeting.

In June, my services will be about people getting through a time of hardship. In July, I will take vacation time, and our CLMs will preach. In August, I will be back in the pulpit, just virtually. For our services next year, I ask you to please be open and flexible. Everyone I named at the top of this report, and many volunteers also, are already planning for how we will continue to adapt in

this time when we cannot be all together in person. It is likely that worship services will become a hybrid, of some people together in our building, plus live streaming for those who cannot come to the building. We have begun to envision how services such as the Blessing of the Animals and Water Communion could be done via Zoom. I am having a hard time imagining a virtual Christmas Eve, my favorite evening of the year. But I have confidence and faith in this team, and in all of you. I ask you to please participate and contribute when you are asked to do so, in whatever ways you can. We are very sad that Chelsea is stepping down as DRE. But we are in process of hiring a new D.R.E., and we will continue to provide Times for All Ages that are engaging and insightful, as well as All Ages worship services regularly.

As UUFWC is in search for a settled minister, several Sundays next year will be specifically related to aspects of the search process. That process should culminate with two Sundays next spring when a Candidate minister preaches for you, and then you vote to call that new minister. I am here to talk with you about the search process, and about all the special Sundays of the year, for each Sunday is special in its own way. I ask you to try to share in my confidence and faith that our holidays and holy days; our joys, concerns, milestones, and remembrances; and our annual rituals and commemorations will still be honored, just differently than in the past. Perhaps this can be a source of confidence and faith for you: when I began serving you, I did not have a clue about power point presentations nor google slides! But with extraordinary assistance and patience from our staff, I now almost know what I'm doing. So since a Luddite like me can learn so many new things, then many more new and creative ways for us to worship together are possible. So please stay "tuned in" as much as you are able to, and encourage others to do the same. For me, all of the adapting and adjusting to virtual worship services is worth it knowing that all of you are out there, as committed to beaming our Fellowship's core values and ethos as I am.

In faith, your interim minister, Rev. Jennie

**PROPOSED BUDGET FOR FY 20-21**

UU Fellowship of Wayne County		Budget			
<b>Revenues</b>		<b>FY20-21</b>			
41100 Pledges	\$240,500.00			Comments:	
41130 Open Plate Income	\$7,500.00				
41150 Rental Income	\$500.00			1. Construction should start in Sept 2020. Utilities and Insurance are scaled up for increased sq footage for half the year.	
41170 Fund Raising Projects	\$1,000.00				
41171 Madrigal [no Madrigal]				2. Music Prof expenses: reduced request because it is unlikely their meeting will be in person	
41172 Garage Sale [in June 2021]	\$2,700.00			3. Added Zoom lisense	
Total Revenue	\$252,200.00			4. Jennie's contract is renewed. The rest of staff gets 2% raises	
<b>Expenditures - Operating Expenses</b>					
51100 Facilities				5. Original budget had \$245,000 in pledges. Recent [last week] pledge drops -- this is really: \$240,500	
51110 Kitchen/Janitorial Supplies	\$1,150.00			6. If we remain online, our budget would likely drop	
51111 Grounds Maintenance	\$6,060.00			We could eliminate most or all of the yellow highlighted items	
51115 General Building Maintenance	\$1,812.50			We expect the green highlighted items would drop.	
51120 Insurance	\$2,762.50				
51125 Tax Assessment	\$192.00				
51171 Electricity	\$4,312.50				
51172 Gas	\$2,100.00				
51173 Telephone/Internet Expense	\$2,076.00				
51174 Garbage	\$440.00				
51175 Security	\$879.00			51300 Religious Education	
51176 Water	\$2,088.00			51330 Religious Education- Youth Group	\$730.00
Subtotal for 51100 Facilities		\$23,872.50		51300 Religious Education-Children	\$2,340.00
51150 Mortgage payments	\$5,877.60			51301 Religious Education - Adult	\$1,000.00
51200 Staff Salaries				51400 Social Action	\$1,574.00
51210 Minister Salary	\$55,356.00			51460 Intrafellowship events	\$1,100.00
51215 Administrator	\$27,023.19			51500 Membership Expenses	\$1,200.00
51220 DRE Salary	\$18,084.63			51550 Library Expenses -Budgeted	\$100.00
51225 RE Youth Ministrs Coord	\$7,560.41			51600 Pastoral Care Expenses	\$350.00
51226 Nursery Care Givers	\$1,323.00			51650 Stewardship Expenses	\$600.00
51230 Custodian - contract service	\$9,100.00			51700 Worship Expenses	\$1,950.00
51235 Facilities Manager	\$2,471.05			51740 Music Expenses	
51240 Choir/ Music Director Salary	\$8,241.92			51741 Music Prof expenses	\$1,500.00
51241 Choir Accompanist Salary	\$1,575.33			51750 Music. Choral Expenses	\$600.00
51260 Membership Coordinator	\$6,924.02			51755 Music. Piano Expense	\$240.00
Bookkeeper	\$2,272.23			51760 Music. Substitute Pianist	\$500.00
Subtotal for 51200 Staff Salaries		\$139,931.78		Subtotal for 51740 Music Expenses	\$2,840.00
51250 Staff Benefits				51800 Office Expenses	
51255 Workers Comp	\$540.00			51810 Computer Supplies/Fees	\$1,000.00
51260 Housing Allowance	\$14,544.00			51820 Copies Expense	\$500.00
51261 Minister- In Lieu of FICA	\$5,347.35			51833 Dues UUA and CER	\$12,685.00
51270 Health Insurance-UU Contributi	\$9,439.97			51839 Licenses and Fees	\$1,310.00
51275 Dental/Life/LT Disab Insurance	\$2,071.92			51840 Office Supplies	\$650.00
51281 Minister Pension	\$6,990.00			51840 Postage/Mailing Expense	\$300.00
51282 DRE pension	\$1,808.46			51845 Publicity Expense	\$625.00
51283 Admin Pension	\$2,702.32			51850 Bank Fees	\$375.00
51291 Minister Expenses	\$6,990.00			Subtotal for 51800 Office Expenses	\$17,345.00
51292 DRE Expenses	\$600.00			51900 X Team Expense	\$1,500.00
51245 Membership Coord. Expenses	\$200.00			51950 Fundraising Expenses	\$500.00
51298 Employers FICA Contribution	\$3,581.56				
51299 Employers Medicare Contributn	\$837.62			Totals for Operating Expenses	\$258,464.09
Subtotal for 51250 Staff Benefits		\$55,653.20		Transfer to Leadership Fund	\$1,000.00
				<b>Net</b>	<b>-\$7,264.09</b>