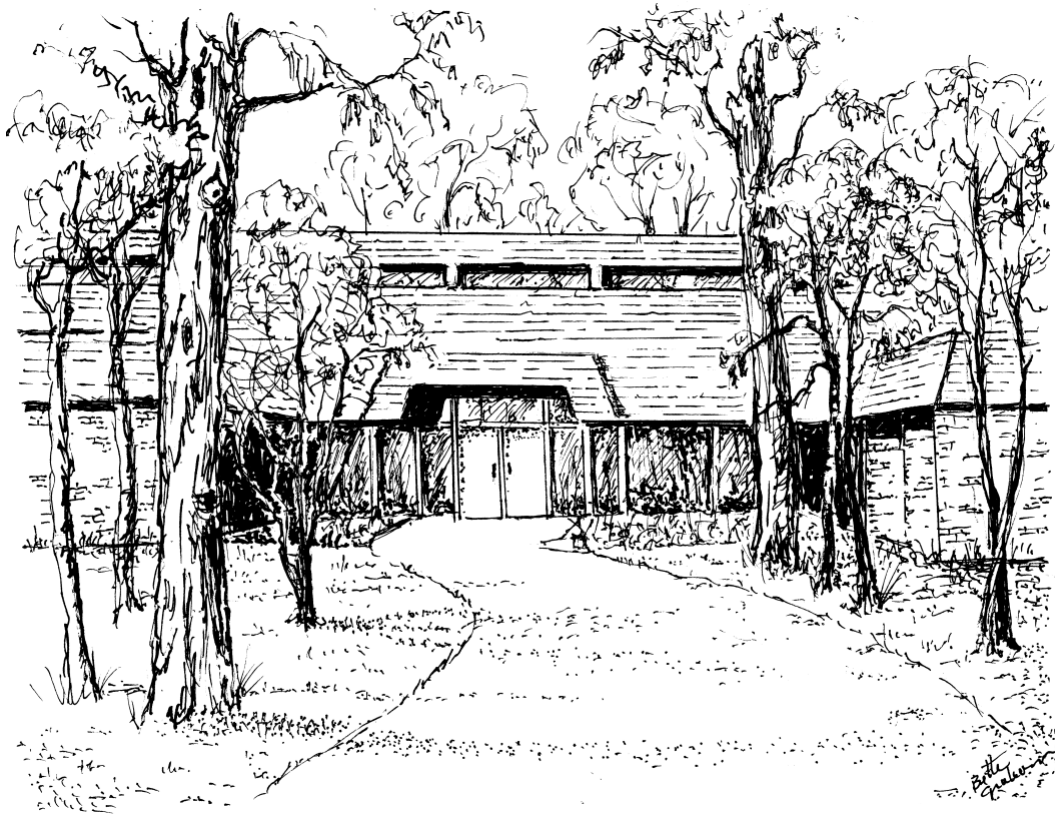


Annual Report

2019 – 2020



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**Unitarian Universalist Church
Muncie, Indiana**

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UUCM Mission

Exploring faith. Practicing inclusivity. Living justice.

UUCM Vision

We, the Unitarian Universalist Church of Muncie, are a church family, relating to one another with love, kindness, fellowship, humility, joy and generosity.

We encourage open, lifelong religious exploration, drawing upon reason, spirituality, and curiosity.

We strengthen one another, offering acceptance, nourishment, and mutual support.

We welcome people of all identities, regardless of age, class, culture, race, ableness, gender identity, or sexual orientation.

We seek deeper, stronger, more transformative relationships that foster growth and healing for ourselves, our church, and our communities.

We promote social justice, serving as a force for good and for lasting societal change.

We serve as stewards of our church, this country, and the world.

Wheel of Life
May 2019 – May 2020

Deaths

Joan Countryman
Kimm Porter
Elsa Reichle
Steve Robert

New Members

Carter Hollems
Megan Miller
Matt Miller
Alexandria Kline
Julee Rosser
Leslie Duvall
Marilyn Zacharias

These members and friends of the Unitarian Universalist Church of Muncie
have pledged financial support for the 2020-21 fiscal year.

It is a privilege to give.

Joan Andrews
Charles & Lynn Austin
John & Nan Barber
Teresa & Max Barnhart
Maggie & John Bartlett
Mohammad & Nancy Behforouz
Susan Bossung
Kelsey & Clark Brasel
William & Cynthia Britton
Ronald C. & Peggy Sigrist Burton
Jamie & Eli Butterbaugh
Hal Caldwell
David & Susan Calvin
Seth & Elizabeth Carrier-Ladd
Gunther Cartwright
Matt Cechini
Steve Chalk
Rachael Coers
Carolyn & Phil Cooley
Marian Cooley
Lisa Cox
Bruce & Judy Craig
Jessie Creselious & Gary Jeffers
Ted Cunliffe
Jane Duckworth
Leslie Duvall
Ric & Lisa Dwenger
Zach Enos & Aryn Sweeney
Sue Errington
Ben & Denise Ewing
Jean Filson
Shari Flanders

Diane & Gene Frankland
Bill & Katie Fredrick
Elsbeth Fritz
Julie & Robert Fritz
Beth Gonser
Julia Gouveia
Connie Gregory
Linda Gregory
Adrienne & Josh Gruver
Sue & Robert Guillaud
Naim & Shalla Gupta
Lynn Hale
Holly & Brad Hanauer
Kent & Melanie Hanser
Linda Hanson
Julia Corbett Hemeyer
Barbara Hesselgrave
Diane Hill
Jennifer & Tim Hollems
Hunter Ignatoski
Mary Johnson
Marj Joyner
Flo Lapin
Cheryl & David LeBlanc
Tom & Judy Lowe
Susan Magrath
Cynthia & Dave Marini
Nadine Tringali & Michael Mayfield
Wathena Mayfield
Jerry & Linda McKean
Jane & Wayne Meyer
Jan & Ron Moore

Jay & Karen Moorman
Linda & Bill Morton
Brandon Mundell
Bruce Perkins
Cindy Peters
Margaret & Matthew Reeder
Kirk & Mary Johnson Robey
Janet Roepke
Judith Roepke
Bruce & Christine Rothschild
Jean Rutherford
Janay & Chris Sander
Steve Schuler & Tania Said
Sharon Seager
Peggy Shaffer
Kirsten Smith
Luellen Smucker
Lynn & Bea Sousa
Paul Stout
Jennifer Parks-Strack & Ben Strack
Caroline & Michael Sullivan
John & Susan Taylor
Eleanor Trawick & Markie Olivier
Cindy & Jeff Turner
Jim Vincent
Annemarie Voss & Bill Miller
Lisa Weeks
Katie & Dyke Williams
James & Pam Wingate
Andrea & Michael Wolfe
Emily Wornell & Michael Seregow
Marilyn Zacharias

Minister

To say that this was a challenging year in the life of the church would be an understatement. I returned from sabbatical in June of 2019 to a petition circulating calling for a special congregational meeting to vote on removing me as minister. It seemed clear that it was time for my ministry here to end, and so in consultation with the Board of Trustees, I offered to resign effective August 1st, 2020, and they accepted my resignation. The petition was then revised to call a special congregational meeting to remove me after three months, and that special congregational meeting was held on August 4th, 2019 – the motion failed.

While the remainder of my tenure was resolved in terms of timing, negotiating the parameters of my role in the life of the church with the board was more of a struggle than anyone hoped. The board ultimately decided to strictly limit my participation in the church community to worship & rites of passage, pastoral care, and administration, and then subsequently to strictly limit my wife Elizabeth's participation in the life of the church to functions required as part of her job as Coordinator of Youth Programming. As all of this played out over the course of the fall and early winter, the work and community life of the church continued, of course, with Sunday morning services and Religious Education classes being held, the Stewardship Campaign conducted with excellence, and much more. We still all "did church," even as church leadership was navigating some difficult waters.

Given the impending birth of my fourth child in May and my reserve of vacation time, we had planned for my last Sunday to be April 26th, 2020, and my final day in the office to be April 30th. Then the pandemic hit, and while we stuck to that timeline, everything changed. The Board made the difficult and appropriate decision to close the church building on a Saturday evening, and we adapted on our first impromptu service on Zoom the next morning. The Board also made a commitment to pay every staff member their full salary or wages through the end of the fiscal year, regardless of whether we had work to do, a decision in line with our values that I supported and applauded. The building was closed, but the church was not.

Many church members came together to help us switch over to virtual services offered via Zoom on ongoing basis, and collectively we began to reimagine what church looked like in the age of social distancing. Much thanks and appreciation to all who helped in all sorts of ways, and special appreciation to Ben Strack for the tremendous amount of time and expertise he contributed to help making our virtual Sunday services offerings excellent from day one, and every Sunday thereafter. The church continues to adapt to the new reality we find ourselves living in – still in the early stages of that adaption, it was time for me to begin my parental leave. The virtual farewell service on Sunday, April 26th, was lovely, and we did our best to say goodbye virtually, via Zoom and otherwise, in my final weeks.

August 1, 2020, my last day official day as your minister, will mark my seventh completed year serving the Unitarian Universalist Church of Muncie. While our time together wasn't perfect, there were many wonderful things that happened, many relationships built and connections made, much infrastructure created, many tasks completed. Among other things we did together, we:

- Finished implementing and integrating the teal hymnal into our Sunday morning services

- Increased the frequency of our Story for All Ages to every Sunday, offering greater inclusivity to our children and youth
- Began the now annual Youth Sunday service led by our Youth Group
- Resumed offering Our Whole Lives (O.W.L.), age-appropriate sexuality education training, to our children and youth
- Integrated the use of themes into our Sunday service, Religious Education, and small group ministry programs
- Increased our Dedicated Offerings from one Sunday to two Sundays per month
- Began our Every. Single. Sunday food offering, and created the church food pantry
- Created our current Mission & Vision statements together as a church family, approved unanimously (with two abstentions)
- Began our now annual Music Appreciation Sunday service
- Applied for and received a grant to install solar panels on our roof (and replaced the roof while we were at it!)
- Updated the format and presentation of the weekly eBlast from a generic email to the more professional MailChimp version we use today
- Hired an accountant to enable non-CPA's to serve in our role as Board Treasurer
- Transitioned and upgraded the church office technology from a collection of disparate tools to Google G-Suite for Non-Profits
- Added the lantern ritual in the Sunday service to help our children know they carried our love with them to our classes, and to help better integrate the Religious Education program with the rest of the church
- Re-instituted our Coming of Age program honoring the transition into early adulthood of our youth, along with the Coming of Age Sunday Service where they shared their credos with the congregation
- After realizing we were falling down in terms of our Pastoral Care offering, we significantly upgraded our confidential Pastoral Care tracking system and re-launched the Pastoral Associates
- Fundraised for and hired a ministerial intern for the 2017-2018 church calendar year
- Applied for and was recognized as a Freethinker Friendly Congregation
- Fundraised for and purchased a new grand piano to replace the aging grand piano in our sanctuary
- Completed a full redesign and content update for our website, www.uuchurchmuncie.org
- Boldly experimented with adding a second service, in recognition that we have long-term struggled with the Pastoral-to-Program church-size transition (note: while this experiment did not succeed, to me it seemed more a matter of "maybe not the right time" instead of "not the right idea," and I would encourage you to consider it as an option down the road)
- Implemented small group ministry in the form of Connection Groups

While that is a long list, it is also not an exhaustive one. There are many more things I could add, and many more things I'm sure you all could add as well. While we have certainly experienced many challenges together, we have also accomplished a great deal.

I would be remiss if I didn't lift up one final time something that I'm sure you all already know – we have a wonderful staff, who are deserving of a tremendous amount of gratitude and appreciation. Without Christie, Nadine, Jim, and Elizabeth, the church would not run anywhere near as smoothly as it does, and we wouldn't be able to offer such high quality worship and programming. It has been an honor to serve alongside all of you these past seven years.

Finally, church family, I have learned a great deal from our time together, and grown as a minister and a person – my fondest hope is at some point during our time together, that maybe you learned something and grew as well. I wish nothing but the best for you all as you continue on the next steps in your journey, spreading and living the good word of Unitarian Universalism in Muncie, Delaware County, and beyond.

Respectfully submitted one final time with peace, love and blessings,

Rev. Seth Carrier-Ladd

Director of Religious Education (DRE)

Our goals this year were to:

- 1) Offer Our Whole Lives Sexuality Education (OWL) 7-9 grade program
- 2) Offer Our Whole Lives Sexuality Education (OWL) 4-6 grade program
- 3) Offer Our Whole Lives Sexuality Education (OWL) K-2 grade program
- 4) Train an OWL facilitator for the 7-9/10-12 grade program
- 5) Train an OWL facilitator for the K-1/4-6 grade program

Religious Education Committee for Children & Youth

R.E. Committee members for the FY 2018-2019 were Elsbeth Fritz (REC Chair & Preschool liaison), Adrienne Gruver (K-2nd grade liaison), Susan Taylor (3rd-5th grade liaison), Amy Shaw (6th-8th grade liaison), and Nicole Kaplan (9th-12th grade liaison).

RE Summer Camp, “Around the World in UU Principles”

Summer Camp 2019 began on June 23 and ran for nine consecutive Sundays, ending on August 18. Nicole Kaplan developed the curriculum for K-5th grade, and Maggie Bartlett adapted the curriculum for the preschool class. Nicole taught the K-5th grade class and Maggie taught the preschool class.

Religious Education Programming for Children & Youth

- **Nursery** (infant through 2 years) - Our nursery staff was Haley Mayfield (Interim Childcare Coordinator), Taegan Carpenter, Nooria Khan, and Caraline Andros (Childcare Coordinator).. Our paid childcare substitutes were Iris Chalk and Eloise McKean. Our Nursery volunteer was Janet Roepke.
- **Preschool through 5th grade** used the curriculum *Soul Matters* which uses stories, songs, games, and hands on activities to explore our monthly themes. Our preschool teachers were Elsbeth Fritz and Shonet Martin. Our K-2nd grade team teachers were Adrienne Gruver, Melanie Hanser, Tracy Whelan, and Steve Robert. Our 3rd-5th grade team teachers were Jamie Butterbaugh, Aryn Sweeney, Susan Taylor, and Andrea Wolfe.
- **6th-8th grade** used the curriculum, *Popcorn Theology*. By using visual medium to explore relevant issues, this curriculum seeks to:
 - Examine how the choices we make affect our lives and the lives of others
 - Explore how concepts such as truth and meaning are related to perspective and points of view
 - Understand ways in which the right of conscience calls us to do what is right despite possible negative consequences
 - Consider ways in which our faith can help us understand our questions, seek answers, and deal with the trials of life
 - Learn about other faith traditions and their responses to important theological and ethical issues.
 Our team teachers were John Bartlett, Zach Enos, Jerry McKean, and Amy Shaw.
- **9th-12th grade** used Tapestry of Faiths curriculum *Building Bridges*, a world religions program to deepen youth's understanding of the dynamic, fascinating, and varied world in which they live. It seeks to broaden their knowledge of humanity and embolden their spiritual search. Our team teachers were Elizabeth Carrier-Ladd, Kent Hanser, Eleanor Johnson, Joe Kaplan, Nicole Kaplan, and Ben Strack. Guest presenters were Meg Miller and Margaret Reeder.

Due to low attendance in both the MS and HS classes, we combined the classes effective on Sunday, January 26. We continued with the HS topic of World Religion – Faith & Spirituality.

COVID19 - Effective March 15, all activities held online via Zoom

Due to the pandemic and the closing of the church building on Sunday, March 15, we began offering online Sunday RE Chapels effective March 15. The following week, we began offering “Story Time” on Mondays, Wednesdays and Fridays at 11:30 and Youth Group meetings twice a week. Elizabeth, our Coordinator of Youth Programming, also offered movie nights. Our OWL 7-9 facilitators, Denise & Ben Ewing, also offered movie nights and times to get together just to socialize. On Sunday April 26, we began offering online RE Classes. RE Committee meetings continued to be held monthly. At this time, our plan is to offer an online Summer RE Program beginning on Sunday, June 28.

Our Whole Lives Sexuality Education Programming

We offered the Our Whole Lives (OWL) Sexuality Education programs for K-2, 4-6, and 7-9 grades.

- OWL 7-9 - Denise and Ben Ewing facilitated the OWL 7-9 program. Following an Informational Meeting and mandatory Orientation, the program with a total of ten participants and 25 workshops began in October. Due to the pandemic, the church building closed on March 15, and all further workshops were suspended until such time as we can gather again in our church building.
- OWL K-2 and 4-6 – Elizabeth Carrier-Ladd and Nicole Kaplan prepared to facilitate both the OWL K-2 and 4-6 programs. Informational Meetings and mandatory Orientations were held for each

program. The OWL 4-6 program consisting of ten workshops for ten participants, began in October and ended in December. The OWL K-2 program consisting of eight workshops, began in February, but due to the pandemic, was canceled in March. We plan to offer this program in the Fall of 2020-21.

- Certified OWL Facilitators - Nicole Kaplan volunteered to become an OWL facilitator for the 7-9/10-12 grade program and attended an OWL facilitator training in September. Due to the pandemic, training of an OWL K-1/4-6 grade facilitator has been postponed.

Social Action Projects

In August, the youth decorated animal shaped cookies to sell after the service as a fundraiser for their Heifer International Gift. In December, the youth created cards for the Caring Committee and catnip toys for the Animal Rescue Fund.

Calendar of Special RE Events

RE Summer Program *Around the World in UU Principles* – June 23-August 18

Heifer International Sunday – August 25

Game Day! – September 1

Teacher Orientation – September 5

RE Kick Off – September 8

Volunteer Dedication Ceremony – September 15

OWL Informational Meeting – September 22

“Heifer International Vote” Sunday – September 29

OWL 7-9 grade Parent Orientations – September 29 & October 5

OWL 4-6 grade Parent Orientation – October 1

OWL 4-6 grade Opening Session – October 15

OWL 7-9 Opening Session – October 20

Halloween Parade – October 27

Youth Sunday – November 17

Harvest Feast, youth readers – Saturday, November 23

Making Saffron Buns for Santa Lucia Ceremony – December 14

Santa Lucia Ceremony – December 15

OWL 7-9 Overnight – January 3-4

K-3rd grade Age of Reading Ceremony – January 19

OWL K-2 Informational Meeting – February 11

OWL K-2 Parent/Child Orientation – February 18

OWL 7-9 Overnight – February 22-23

OWL K-2 Workshops began – February 25

As of March 15, the church building was closed due to the COVID19 pandemic

RE Teacher Appreciation Luncheon – April 26, Postponed until the Fall of 20-21

HS Bridging Ceremony – April 26, during Sunday Zoom Service

Online Summer Program begins! – June 28

Association Involvement

I am a member of the Heartland LREDA Chapter. I will be attending the Heartland LREDA Chapter Retreat in June which will be held via Zoom meetings.

Gratitude

- Many thanks to **Denise & Ben Ewing** for facilitating the *Our Whole Lives (OWL) Sexuality Education* 7-9 grade program for our youth this year. They contributed countless hours of their time preparing for the informational meetings, two orientations, special opening and closing sessions, and 25 workshops. Due to the pandemic, the church building closed on March 15, and all further workshops were suspended until such time as we can gather again in our church building. Denise and Ben continued to reach out to the OWL 7-9 youth via Zoom for social contact, even though OWL classes cannot resume until the church building is reopened.
- Many thanks to **Elizabeth Carrier-Ladd** and **Nicole Kaplan** for facilitating the *Our Whole Lives (OWL) Sexuality Education* K-2 and 4-6 grade programs this year. They contributed countless hours of their time preparing for the informational meetings, orientations, and workshop sessions. The K-2 program was canceled following the first two sessions due to the pandemic. We plan to offer the OWL K-2 program in the Fall of 2020-21.
- Many thanks to **Nicole Kaplan** for accepting the role as a certified OWL 7-9/10-12 facilitator! She attended a facilitator training in September.
- Many thanks to **Nicole Kaplan** for accepting the position of lead teacher for our 2020 Summer Program.
- **Elsa** and **Marvin Reichle** brought the beautiful Santa Lucia Ceremony to our congregation in 1973. Many thanks to the Reichle family for sharing this tradition with us! Also many thanks to **Liz Lowe**, for continuing the tradition of making saffron buns for the ceremony.
- Every year, **Linda Morton** creates beautiful handcrafted chalices to present to our high school graduates during our Bridging Ceremony in the Spring. This year, due to the pandemic, the chalices will be mailed to each family at a later date. Thank you, Linda, for your gift of love and support to our high school youth!
- Many thanks to **Rev. Elizabeth Carrier-Ladd**, our dedicated Coordinator of Youth Programming, for being a guiding light for our middle and high school youth; to our RE Chair, **Elsbeth Fritz**, and RE Committee members **Adrienne Gruver**, **Susan Taylor**, **Amy Shaw**, and **Nicole Kaplan** who have been truly supportive and generous with their time and efforts. Finally, many thanks to our RE teachers for their dedication to our program! Thank you!

Respectfully submitted,

Nadine Tringali

Community Minister

Summary: The world changed, and then the world changed, and then the world changed. This is the predominant feeling I have about this past year, both in my professional and personal life. In July of the church year, our congregation was still reeling after Rev. Seth's resignation under pressure following a couple of long and contentious years. In October, I fell and broke my femur, and began a long, difficult and painful recovery followed by the realization that recovery would be far from complete, and that five minutes of inattention had changed my life forever. Then everyone's world changed as a strange new virus in China exploded into a world-wide threat that is still wreaking havoc and revealing previously-unimaginable depths of chaos at the highest levels of government.

My notes throughout the year for this church year are far from complete, understandably. This translates into a less-than complete report.

As with the previous couple of years, a higher proportion of my time has continued to shift to ministry at UUCM and somewhat less to community ministry. I'm enjoying this shift because I very much enjoy ministering with and to our congregation.

Pastoral Community Ministry: My activities in this area have remained basically the same, aside from covid-19 response related aspects. I provided on-going and occasional spiritual mentoring and provided spiritual counseling and care as requested by people in the community. I received no requests for weddings or other rites of passage from people in the community this year.

In response to the covid-9 crisis, I've been a member of a telechaplains' response team sponsored by the Association for Clinical Pastoral Education. My Muncie *StarPress* columns have shifted toward pastoral reflections as people make their way through the pandemic. My *StarPress* columns are a significant aspect of my community ministry.

Community Ministry—Writing: I've continued to center my *Unigram* columns on our monthly themes, tending to focus on personal reflection and reflection on church life rather than social commentary. On the other hand, my *StarPress* monthly columns focus more on bringing a UU perspective to personal and social issues of the day in the nation and Muncie/Delaware County, and helps to balance the predominantly conservative and reactionary slant of the culture here. I regard both of these columns as significant aspects of my ministry. I've also begun writing occasional posts for the church Facebook group.

I've also begun what I intend will be an on-going series of Facebook posts for our public Facebook page as another aspect of my community ministry.

My Ministry Within Our Congregation:

I play a key role in working with our Pastoral Associates group. We've continued development and training. I also provide training and resources and provide necessary pastoral care to our PAs themselves.

We are currently (May-June, 2010) working on a congregational contact list that will help ensure every member and friend of the congregation will be contacted regularly if they wish to be.

I respond directly to pastoral care requests as well. I've found this year I've been doing both more follow-up and more proactive pastoral care contacts. During Rev. Seth's absence and prior to the arrival of our interim minister, I have also been doing more pastoral care in general.

I've also preached several times and worked with the Worship Associates as we transitioned to being a virtual church.

Beginning in May when Rev. Seth went on leave, I assumed several new responsibilities that will carry forward until our new interim minister arrives: leading staff meetings and preparing the staff meeting agenda, editing *Unigram* submissions and writing the theme specific section for the Unigram.

Within the Larger UU Community:

My on-going health issues and later covid-19 restrictions have limited what I've been able to do more broadly. I have, however, joined the Clergy Letter Project, an interfaith campaign to make the voice of progressive clergy more widely heard nationally. I continue to look for feasible opportunities in this area.

Accountability and Continuing Education:

I've been able to take advantage of several educational events sponsored by the UUA either regionally or nationally, due to their being moved online.

I've increased my facility with using Google docs, although I have a long way to go!

I've also been meeting with both the Board and the Worship Associates to help ensure a good flow of communication during Rev. Seth's absence.

To Sum Up: Things are different than I would ever have anticipated they would be when it came time to write this annual report. And they will continue to change. And we, and I, will continue to adapt and to minister. Thank you all for yet another year of UUCM!

Respectfully submitted,

Rev. Dr. Julia Corbett-Hemeyer

Director of Music

First, a general note about the COVID-19 pandemic and how it relates to our regular worship: For obvious reasons, churches are electing to continue offering services in a remote format. While we all look forward to the day when we are back together in community, it is important to know that making music in public will be different for quite some time (at least until there is a reliable vaccine). Research provided by the American Choral Directors Association (ACDA) and the National Association of Teachers of Singing (NATS) identify singers as 'super spreaders' of germs, in the way that the voice aerosolizes and projects droplets of saliva. This means that singing in any guise (a soloist projecting toward an audience, congregational singing, or choral singing) is not safe inside any room.

Choir

Regularly, the choir sings at approximately one service per month. We rehearse Tuesdays, 7:30-9:00 pm, ending the evening with hearty refreshments. We offer a diverse repertoire from Renaissance madrigals to standard classics, to popular, folk and musical theatre selections.

I resumed choir directing responsibilities upon Marcel Ramalho's resignation in December 2018, and I have enjoyed it immensely. Reverend Carrier-Ladd and I had discussed the possibility of searching for a new choir director to take over for the upcoming year but, with the transitions at hand, it seemed best to wait before instituting further change. The choir was looking forward to Music Appreciation Sunday on March 15, when we were to premiere a piece by Eleanor Trawick, commissioned by Bill Miller and Annemarie Voss. Unfortunately, this was the Sunday that the church went to remote meeting format.

For the remainder of the choir season, we enjoyed weekly fellowship via Zoom. In light of the COVID-19 explanation, above, we cannot yet say how long our hiatus will last. We are looking into the possibility of doing some virtual choir activity though.

Until going to Zoom services, Michael Rigney continued to offer fine expertise as the choir pianist and as a regular sub on Sunday mornings when I was away. We will continue to employ him, as need dictates, as long as he remains in town.

Sunday Services

On typical Sundays, I endeavor to introduce hymn tunes from our rich hymnal, in addition to the classical and jazz numbers I present each week. Additionally, we continue to enjoy a wide variety of guest musicians, both from our talented congregation members and from the community. Our youth deserve particular praise for their participation, not only in the Youth Sunday service, but in various Sundays through the year. This year's Music Appreciation Service was to focus on music inspired by literature; I look forward to presenting this once we are reconnected.

Zoom services gave us an opportunity to utilize the electronic features of our Yamaha DX7. I was able to digitally record all the service music on my own, then meet with Ric Dwenger for final work on tracks for Sunday morning. This allowed me to get my best versions of the pieces while being sensitive to Ric's schedule. Ben Strack, then, took these recording tracks to insert during the Sunday morning service. *Many thanks to Ric and Ben for the extra time and work they have given to make the Sunday services run*

so smoothly. I also want to thank the singers that helped out with leading hymns (until we realized it was unsafe!): Elizabeth Carrier-Ladd, Ben Strack, and Eleanor Trawick.

The UUA is providing many resources for recorded music to download, which I look forward to exploring now that my Ball State school year is ended.

Respectfully submitted,

Dr. James Helton

Coordinator of Youth Programming

It is bittersweet to write my final annual report after seven years serving the most incredible young people as we created a youth program together. Part of youth ministry is constantly saying goodbye as youth grow up, bridge and move on. And still, it is hard to leave behind this program and these particular youth who have made my time in Muncie so special. It is fitting that my time here was seven years as this years bridging youth were just entering middle school when I began. They were in our first Coming of Age class. They were the youth who I have been most impacted by as I have journeyed beside them for so much of these formative years.

We continued our new tradition of holding Youth Sunday in the fall and kicking off planning with a lock-in. These shifts in our program have both continued to be truly successful. Every year I reflect that Youth Sunday has surpassed my expectations with its depth and meaning. Every year I am blown away by how incredibly these youth create and lead worship for our congregation. But this year was truly astounding. I felt like a gift to be able to witness the process and final product of this years Youth Sunday. It was remarkable how little guidance they need and how rich their thoughts and ideas. I will cherish the memory of that service for a long time.

One of my primary goals in preparation for my departure was to help deepen the connection between our youth program and the regional youth programs. To that end, our church hosted the Heartland Area Youth Council Planning Conference in late summer. The Heartland Area Youth Council is made up of youth and some adults from all over Indiana, Michigan, Ohio and Kentucky who plan and lead youth conferences throughout the year. They are democratically elected leaders from amongst their peers. They were wonderful guests and we were good hosts, which led to us being asked to host one of the years regional conferences.

In October, we hosted CONtagious. This annual conference kicks off the district youth program for the year. As the host congregation, we helped by providing overnight chaperone support so that the adults who had traveled to be here could get some sleep. Our other main responsibility was organizing and cooking the meals for the event, which Nicole Kaplan led incredibly well. Her meals were super well planned and executed. She came in well under budget and we made money on the weekend. Most

importantly, we built relationships with the larger UU youth ministry in our area that will help our youth to stay connected to Unitarian Universalism and our program to stay strong.

Another highlight of my year was teaching OWL with Nicole Kaplan. We taught the entire 4th-6th grade program in the fall and were only able to begin the Kindergarten-2nd grade program before meeting in person became unsafe this spring. Helping young folks learn and discuss their bodies and sexuality in this healthy and comprehensive way is truly special.

As the church building closed this spring, shifting the entire program online was no small task. Even tech savvy teenagers struggle with the limitations of meeting virtually. We have experimented with different times and formats for our Zoom youth group. We had a virtual youth party on the evening we would have been locked into the church. I delivered care packages to try to extend some of the love and warmth that they feel in person that just doesn't come across as well over zoom. We created a virtual bridging ceremony to honor the huge milestone in six of our youths' lives. And we hosted our annual end of the year party online, complete with the beloved Gummy Bear Ritual that we started many years ago. It is not the same and we have shared grief over the loss we feel, especially for those of us who are moving on this year. And I believe we have all done a good job adapting to what was necessary.

I believe strongly in this program and its ability to change lives. I know that this church values its youth as leaders, not just of the future but of right now. I am proud to have left my mark on this program and I have faith that it will remain strong in the future.

Respectfully submitted,

Rev. Elizabeth Carrier-Ladd

President

I would venture to say that the 2019-2020 year has been one of the most difficult and traumatic years in recent church history. On June 3rd, 2019 settled minister Rev Seth Carrier-Ladd tendered his resignation. This was followed by a meeting and vote on August 4th as to whether Rev. Seth and family should leave in 3 months or to be allowed to serve out the year. The congregation voted with a 2/3 majority to have Rev. Seth stay the year, a decision that exacerbated the divide in the congregation over Rev. Seth's ministry. The board realized the seriousness of the situation, but was advised by the MidAmerica Region to delay healing/reconciliation activities until the interim came during August of 2020. Controversy then emerged over Rev. Seth's post negotiation role in congregational activities, and the issues of trust and mistrust among the congregation continued. The COVID 19 virus then struck and between the Wednesday, March 11th board meeting and the Sunday March 15th church service, it was decided for the welfare of our congregants that the church building must be closed with all services and meetings to be held virtually.

Until March, the year operated with a traditional board schedule. The board retreat was on August 17th. Janay Sander attended the retreat to help build and enhance the interpersonal skills of the board members as they faced the difficult year ahead. There was a fall congregational meeting on October 20th. There were monthly board meetings although several months had two or three additional meetings. Rev. Seth and I met for a weekly meeting and once a month we were joined by the past president Mary Johnson Robey and president elect Emily Wornell. There were two town hall chats. The November 3rd chat dealt with the role of Rev. Seth at UUCM as he was winding down his time with our congregation. The purpose of the January 26th chat was to ask the congregation what it wanted from an interim minister and should this person be affiliated with the UUA. This meeting resulted in asking past presidents their views on the UUA and their experiences in general at the time they served, a document that might be useful for future search committees. A third chat was planned for March 15th, the Sunday that UUCM went virtual and was cancelled.

After the building closure in mid-March, all meetings became virtual. There was a virtual 2020-2021 budget review session May 31st. The congregational spring meeting will be a June 14th using zoom. All board and committee meetings have been virtual. I have attended a weekly meeting for leadership with the MidAmerica region and have gained good ideas and information about how a church can run during this time of a pandemic. I attended a webinar for holding a virtual congregational meeting and one for interactive activities to keep members of our church community in contact with each other.

Most board meetings included discussions of reconciliation/healing for the congregation. There was also discussion throughout the year about the hiring of an interim minister at UUCM for 2020-2021. Board activities of import:

- Sept. 15th a board sponsored soup lunch and ice cream social
- A former congregant wrote us that he had a repaired bell from the downtown church and would like to return it to UUCM. This exciting news and hopefully we will see it next year.
- It was decided to hire security for the bazaar probably for the first time in its long history
- The board worked with stewardship setting goals for the 2020-2021 budget
- Routine approvals of equipment for the Director of Religious Education and the sights and sounds committee
- The board worked with Committee on Ministry as it developed a ministerial evaluation for future use
- There were policy discussions of hiring/conflict of interest and the monitoring of UUCM's Facebook page
- A fund-raising chair was selected (Nicole Kaplan)
- An interim minister committee was approved (Jamie Butterbaugh, Diane Hill, Jerry McKean from the congregation and Brandon Mundell and myself from the board)
- Discussion and decision to close the church building due to the COVID 19 Virus
- The board voted to hire the Reverend Barbara Coeyman as interim minister for the 2020-2021 church year.

At this time trust issues at the church are still evident; trust among congregation members, trust between congregation members and the board, trust between the board and the minister, trust between the congregation and the minister, and yes, trust issues within the board. The UUCM board

has been diligent in its efforts to be transparent with the congregation and I cannot thank each board member enough for their wise counsel and time. Vice president John Bartlett, treasurer Jennifer Hollems, secretary Brandon Mundell, past president Mary Johnson Robey, and president elect Emily Wornell have each brought special gifts to the governance of this church. We have been charged with making difficult decisions for the good of our beloved UUCM and it hasn't always been easy. We have used as our guide the tenets that were created during our board retreat:

We aspire to:

- *Practice intentional behaviors that promote trust and demonstrate integrity and respect in our relationships with each other;*
- *Model responsible leadership, communication and our Unitarian Universalist values;*
- *Practice appropriate transparency and appropriate confidentiality with each other and the congregation;*
- *Listen to and act in the best interest of the congregation both for today and for the future;*
- *Collectively support the work of the board and each other*

This report isn't meant to be bleak. It is simply confirming that it has been a difficult year at UUCM. I have learned this year that we are indeed a most special congregation of loving, caring people. We want to make things work because we love this church. We are proud of our tradition of liberal religion. We are proud of our commitment to the social welfare of all people. We are a most varied array of individuals who can and will learn to work together. We are here for each other, we have always been here for each other, and we will always be here for each other.

Respectfully submitted,

Caroline Sullivan

Vice President and Program Council

The Vice President has two main official functions: Running the Program Council made up of the chairs/representatives of the Standing Committees and reviewing and maintaining the By-Laws and Policies and Procedures Manual. Over the past four years, the Vice President has also had the added unofficial duty of coordinating the Hospitality Teams.

The Program Council met monthly this year and achieved its goal of providing activity information to the Board concerning committee activities. The committees actively attending meetings were: Adult Religious Education, Finance, Membership, Property Maintenance, Religious Education, Social Justice, and Stewardship.

- Fellowship expanded their functions this year to include several new events and expanded on old events such as Harvest Feast brought back some old traditions, and the ice cream social had homemade ice cream made in a churn powered by an antique gas engine.

- Fundraising held the Bazaar which was successful, but the Service Auction did not happen due to the COVID-19 pandemic. Fundraising Committee now has a rebirth as we have identified a new chair for next year (Nicole Kaplan) and she will come with new ideas and vigor for fundraising when the pandemic is no longer a worry.
- Finance had a big task in assembling a budget that would meet our expanded expenses with funding an interim while feeling the effects on income from COVID-19.
- Membership had a complete turnover of committee members. Their committee was also hurt in activities with the pandemic. We had a handful of new members join the church this year.
- Property Maintenance had several tasks this year including replacing the dish sanitizer, refurbishing the refrigerator, tracking down water leaks, graveling the back parking lot and driveway, and replacing parking lot light bulbs. A long term capital issues list was compiled for the Board to start considering for future needed improvements including new boilers and upgraded HVAC system, sanctuary lights, parking lot and driveways, sanctuary chairs, restrooms, and kitchen.
- Social Justice implemented a new monthly film series of which two nights were held before shutting the church down for the pandemic. They were well attended.
- Stewardship's fund drive was very successful with the theme of "All We Need Is Love" even with an increased pledge goal amount.

Regular reviews of the By-Laws and Policies and Procedures Manual happen over alternating years, although either could be changed per the rules on an as needed basis. There were no By-Laws changes proposed this year. The Committee on Ministries asked the Board to revise its description for the Policies and Procedures manual to better reflect what their tasks have become. They were also tasked with formulating a standard procedure to evaluate the settled minister on a regular basis.

The Hospitality teams did well this year. Hospitality has taken on the ordering of coffee as we no longer offer free trade coffee for sale in the Chalice Marketplace.

As Webmaster, several upgrades and improvements were made, including updating information on the website, obtaining a new wireless access point in the back area of the church, obtaining a MacBook for Nadine, and helping institute new technology (Zoom, camera setup, etc.) for church continuation during the COVID-19 pandemic. Technological details were handed off from the minister to the webmaster as part of his moving into the next phase of his professional life.

Other official duties I have performed this year are running the Sights and Sounds board once a month and teaching the junior high school RE class once a month.

Respectfully submitted,

John Bartlett

Past President

The Past President serves as a member of the Board of Trustees and is required to chair the Nominating Committee. I also chaired the Personnel Policy Committee in its review of the Personnel Policy which will be presented to the Board of Trustees at its June, 2020, meeting. The regular duties also require the Past President to attend monthly meetings with the minister, President and President-elect.

Other Activities:

- Attended UUA GA, 2019 in Spokane, Washington;
- Co-chaired the Bazaar 11/02/2019 with Lisa Coz;
- Volunteered for the Bazaar Rummage Sale;
- Attended the Board retreat, June 2019;
- Periodically taught Roots & Wings for potential new members of the congregation;
- Assisted in organization of the 2020 Service Auction which was interrupted by the COVID19 shutdown;
- Participated in regular and special Board of Trustees meetings;
- Participated in regular and special congregational meetings;
- Participated in UUCM Transition Interview with UUA Midwest District representative.
- Participated in contract negotiations with Interim Minister, Barbara Coeyman.

And for my own sanity, I continued to participate in choir, book club, a connection group, and a dinner discussion group.

Respectfully submitted,

Mary Johnson Robey

President-Elect

Serving the UUCM as president-elect and working closely with the current board for the last year has been an honor. I thank the members and friends of the congregation for trusting me with this position, being gracious when I misstep, and continuing to believe in this community despite the difficulties and turmoil of the last year.

As the 2019-2020 year has been one defined by change in both our congregation, the nation, and the country, so have been my responsibilities for the year. For much of the year, July-March, I met monthly with the minister, the current president, and the past president to discuss congregational needs and concerns. I also served as the board representative to the long-range planning committee (LRPC). The work of the LRPC was disrupted early in the calendar year due to the Corona Virus pandemic and the ensuing chaos of all our lives. This work will resume early June 2020.

After Rev. Seth's departure in April, I started attending weekly staff meetings to ease communication between the board and staff. This position will continue until the arrival of our interim minister in August.

Early in the year, I worked closely with the board regarding the special congregational meeting in which we voted on the continued tenure of our settled minister, Rev. Seth Carrier-Ladd. The board continued to hold semi-regular congregational meetings, typically after Sunday services, to keep members and friends informed about the decision-making processes of the board and to elicit feedback on our current and future decisions.

I worked closely with the board, the regional UUA representative, and the national UUA to ease the transition of the departure of Rev. Seth and the entrance of an interim minister. As part of this process, I compiled and summarized the responses from individual board members into a cohesive document submitted to the UUA as part of the exit interview with Rev. Seth.

I continue to work with the congregation, board, and UUA to understand and disseminate information regarding the workings of the church during a pandemic that has buildings closed and people social distancing. This is a constantly moving target, and all associated activities cannot be articulated here.

Respectfully submitted,

Emily Wornell

Treasurer

We started the 2019-20 Fiscal year with a tight but increased budget. After the original budget was created, additional pledges came in. So, we were able to add 2% raises for all of our staff and slightly increase our contribution to the UUA. Our pledges were up vs. previous year, and we looked on track to have a great year.

However, once we closed the church to in person activities on March 16, we ran into some difficulties. As of early June, 2020, our Pledges and Gifts are running below budget (\$241,954 vs. \$270,937 for the full year budget). We expect to make some of this up by the end of the fiscal year, but we will likely end below the pledged amount.

In addition, fundraising for this year so far is \$15,891 vs. \$25,500 budgeted (\$9,609 deficit). We were unable to hold a service auction or to do other in person fundraising late in the year. On the bright side, however, the Fundraising Committee is in full swing offering many virtual opportunities for fundraising and community building.

Interest and dividends are still above our full year budget. We earned \$6,778 vs. \$6,720 budgeted as of June 8. Given the volatility in the markets as a result of COVID-19, we are happy that our investments remained virtually flat vs. last year. As of May 31.

Dedicated Offerings have brought in \$9,767 to help outside organizations as we continue our commitment to making a difference in our community.

Expenses are in line with expectations. We committed to paying our staff through the shutdown, and we are proud that we were able to live our values through these difficult times. The RE Expenses are below budget (\$3,607 vs \$6,200 budgeted) due to moving to Zoom RE.

The Property Maintenance Committee is over budget (\$50,488 vs. \$49,055 budgeted), but not by much! This is due to the AC repair (\$1861) and the boiler leak (\$343 in repairs, \$2200 or more in extra water and sanitary district spending). The leak is fixed, and our expenses are back down. Heat and electricity are down as a result of significantly less building usage.

Our checking account balance is \$12,260 vs \$23,325 last year. (Balance Sheet). We are very tight, but we are watching our balances closely to ensure that we get through this difficult year.

Respectfully Submitted,

Jennifer Hollems

Financial Reports – Income & Expense

7:35 AM
06/11/20
Accrual Basis

U U Church Of Muncie Income & Expense July 1, 2019 through June 8, 2020

	Jul 1, '19 -...	Budget	% of Budget
Ordinary Income/Expense			
Income			
Pledges & gifts	241,953.90	254,379.80	95.1%
Fund raising & social activity	16,658.87	26,074.20	63.9%
Investment income	6,777.79	6,309.33	107.4%
Miscellaneous income	505.00	469.44	107.6%
Dedicated Offerings	9,757.47	9,858.33	99.0%
Total Income	<u>275,653.03</u>	<u>297,091.10</u>	<u>92.8%</u>
Cost of Goods Sold			
Cost of Goods Sold	8,176.81	11,390.86	71.8%
Total COGS	<u>8,176.81</u>	<u>11,390.86</u>	<u>71.8%</u>
Gross Profit	267,476.22	285,700.24	93.6%
Expense			
Investment Expenses	591.94	0.00	100.0%
Program salaries & related exp			
Ministerial costs	86,307.18	86,739.77	99.5%
Religious Education	55,169.16	59,071.46	93.4%
Music and Worship	20,950.50	20,378.44	102.8%
Total Program salaries & related exp	<u>162,426.84</u>	<u>166,189.67</u>	<u>97.7%</u>
Other Program Expenses			
Child Care and Nursery	4,071.55	3,661.67	111.2%
Membership Coordinator	-86.67	0.00	100.0%
Employee health insurance	-924.79	0.00	100.0%
Payroll Taxes	7,222.77	7,210.67	100.2%
Worker's Compensation Insurance	1,061.00	1,250.00	84.9%
Total Other Program Expenses	<u>11,343.86</u>	<u>12,122.34</u>	<u>93.6%</u>
Operating Expenses			
Church Office	48,835.70	50,520.69	96.7%
Property and Maintenance	50,487.86	46,387.18	108.8%
Committee and misc. expenses	-377.34	929.00	-40.6%
Denominational affairs	4,698.00	4,441.46	105.8%
Total Operating Expenses	<u>103,644.22</u>	<u>102,278.33</u>	<u>101.3%</u>
Total Expense	<u>278,006.86</u>	<u>280,590.34</u>	<u>99.1%</u>
Net Ordinary Income	-10,530.64	5,109.90	-206.1%
Other Income/Expense			
Other Income	2,167.98	0.00	100.0%
Other Expense	549.09	0.00	100.0%
Net Other Income	<u>1,618.89</u>	<u>0.00</u>	<u>100.0%</u>
Net Income	<u>-8,911.75</u>	<u>5,109.90</u>	<u>-174.4%</u>

Financial Reports – Balance Sheet

06/11/20

U U Church Of Muncie Balance Sheet Prev Year Comparison As of June 8, 2020

	Jun 8, 20	Jun 8, 19
ASSETS		
Current Assets		
Checking/Savings		
Cash and Money Market		
Designated Fund Checking	31,506.72	48,111.77
Mutual Bank	12,259.89	23,325.25
Money Mkt Accts	7,333.38	7,376.08
Pastoral Care Account	1,562.61	1,862.61
Petty Cash	61.65	61.65
Debit clearing	1,404.92	0.00
Cash and Money Market –Other	317.58	317.58
Total Cash and Money Market	54,446.75	81,054.94
Total Checking/Savings	54,446.75	81,054.94
Other Current Assets	1,212.86	-3,425.41
Total Current Assets	55,659.61	77,629.53
Fixed Assets	434,993.60	434,993.60
Other Assets	409,610.66	370,793.36
TOTAL ASSETS	900,263.87	883,416.49
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Credit Cards	-773.15	6,594.28
Other Current Liabilities	4,122.79	7,508.92
Total Current Liabilities	3,349.64	14,103.20
Long Term Liabilities	1,837.00	9,853.00
Total Liabilities	5,186.64	23,956.20
Equity		
General Fund –Beginning of Year	472,689.46	357,268.56
General Fund	0.00	67,670.35
Unrealized gain/loss on invest.	69,459.02	42,004.84
Ed & Virginia Ball Reserve Fund	76,652.13	75,931.83
Trust Funds –Equity	244,732.43	244,732.43
Askren Fund	11,658.35	11,470.22
SOS	100.77	100.77
Restricted and Designated Funds	28,696.82	50,958.58
Net Income	-8,911.75	9,322.71
Total Equity	895,077.23	859,460.29
TOTAL LIABILITIES & EQUITY	900,263.87	883,416.49

Fellowship

Committee: Susan Calvin, Lisa Dwenger, Sue Errington, Beth Gonser, Susan Magrath, Jean Filson, Kirk Robey

Fellowship Committee events hosted this year:

- Ice Cream Social
- Harvest Feast
- Decorated and un-decorated the church for December
- Tree trimming party
- Christmas Eve service cookie reception
- Stewardship Lunch

The committee has been operating without a chair person and no regular meetings, preferring instead to manage committee tasks by email and with members taking leadership of individual activities on an ad hoc basis.

Respectfully submitted,

Kirk Robey

Finance

Members: Kelsey Brasel, Lisa Cox, Sam Harris, Jennifer Hollems (Treasurer and ex officio voting member), Lynn Sousa (Chair 2016-17 and 2017-18 and 2018-19 and 2019-20). Board President and ex officio voting member, Caroline Sullivan attended regularly.

At each monthly meeting Treasurer Jennifer Hollems presented, and helped us understand, the monthly "Income and Expense" statement, the "Balance Sheet", and data that compared expenditures and income to previous years. She also produced a written Treasurer's Report that was most helpful. In general these data were as expected with income for the 2019-20 year running a little lower than for 2018-19. Church checking account balances were up a little compared to the past several years. As usual, committees and staff were careful with expenditures so that unused funds could return to the general budget. Jennifer Hollems noted with pleasure that the church money market account that serves as a ready reserve, had not needed to be touched since August 2017.

Other issues considered follow: In preparation for the 2019 Fall Congregational Meeting, the Finance Committee was asked to make suggestions on how to respond to an increase of \$6,300 in pledges since the May 19, 2019 Congregational Meeting. The committee discussed ideas including pay increases for staff and restoring some cuts to committees. We produced a list of suggestions for the Board, but did not make rank ordered suggestions. We also discussed the importance of clearly presenting the proposed Budget changes for congregational action at the October Congregational Meeting. Request

forms for 2020-21 church budget year were passed out at the December Program Council meeting and e-mailed and/or mailed to each committee and other budget building entity. In addition we were pleased to welcome Lisa Cox as a new Finance Committee member.

Committees and the Board and Seth submitted budget requests in a timely manner during January, and February. Requests by committees and staff seemed to be kept to a minimum, and the board asked for cost of living raises for all staff and an increase in ministerial pay of \$9,500 to help attract an effective Interim Minister. Rational presented with budget requests were copied and shared with Committee members and the Board. The Committee met March 2, 2020 to preliminarily estimate income and understand all items requested. The committee produced a tentative "Request Budget". Based on a very preliminary March 2, 2020 estimate of pledges for the 2020-21 year of \$255,000, the "Request Budget" was \$27,143 in the red. On March 2 the committee also produced an "Austerity Budget" with cuts and no raises that was still about \$9,000 out of balance. By March 16, 2020, the Stewardship Committee had a more realistic and encouraging estimate of likely pledge income of about \$270,700. So on March 16, 2020 the Finance Committee met to produce a "Recommended Budget" to send to the Board. We drafted two "Recommended Budgets" with \$9,500 increases in ministerial salary, one with a 2% increase in pay for staff and one with a 3% increase for staff. The former was about \$400 out of balance and the second was about \$1,300 out of balance. We clearly expected the Board to use its own judgment to make the final recommendation to the congregation.

Respectfully submitted,

Lynn Sousa

Membership

Committee members: Judith Roepke, Eli Butterbaugh, Margaret Reeder, Kirk Robey - interim chair

The Membership Committee has been focused on prospective membership, primarily maintaining the Welcome Desk following the departure of the membership coordinator. We have offered several Roots & Wings classes for prospective members and conducted two new member signing ceremonies.

Following the closing of the church building, we have reached out via email to visitors to our church who had requested that they be sent eBlasts and Unigrams, reminding them that we are still having Sunday services through Zoom as well as other virtual ways to maintain contact.

The chair has obtained an associate membership in the Unitarian Universalist Association of Membership Professionals (UUAMP) which provides many resources that can be useful as we explore how to serve current and prospective members in the coming months of our new normal.

Respectfully submitted,

Kirk Robey

Property Maintenance

Committee Members: John Taylor (co-chair), Bruce Craig (co-chair), Judy Craig Cindy Peters, Eleanor Trawick, John McKillip, and Susan Bossung

Committee Function: To maintain the church and its grounds

Annual Duties

- Conduct congregational workdays and committee workdays
- Christmas trees set up and removed for the holidays
- Provide ice melt and shovels at entrances for snow removal on sidewalks
- Weed RE playground, front entrance, and Cross Memorial (workdays)
- Clean off leaves from roof and around the church (workdays)
- Fill driveway potholes with gravel as needed

Contract Duties: Examined each year

- Snow removal (parking and sidewalks)
- Mowing
- Boiler and AC maintenance contract
- Custodial evaluation each year
- Insect and rodent control
- Security system
- Insurance-met w/ agent and sent report to the Board

Reports

- Board reports as needed
- Monthly program council reports

Repairs

- Plumbing problems: toilets and sinks as needed.
- Boilers: Repaired the office boiler, and working on a water line leak.
- Minor repairs of the podium in the sanctuary.

Respectfully submitted,

John Taylor and Bruce Craig

Religious Education (Children & Youth)

The 2019-2020 Religious Education Committee was composed of Director of Religious Education, Nadine Tringali, Coordinator of Youth Programming, Elizabeth Carrier-Ladd, RE Chair, Elsbeth Fritz, Adrienne Gruver, Susan Taylor, Amy Shaw and Nicole Kaplan.

The Religious Education program's main goals are to help our youth explore their Unitarian Universalist identities and empower them to live UU values of inclusive love, justice, and compassion. We provide a place where children and youth can explore and discover their own religious identity and beliefs. We strive to create opportunities to develop deeper questioning and foster a community that promotes exploration, joy and wonder.

The Religious Education Committee's work is to support the Director of Religious Education and help with the various programs throughout the year as well as serve as liaisons between the religious education classes and the DRE. Religious Education used the themed based curriculum Soul Matters, which corresponded with the monthly themes for the services.

Specific goals for 2019-2020 were: 1) Offer OWL (Our Whole Lives) for K-2nd grade, 4th-6th grade and 7th-9th grade. 2) Raise funds for Youth programs with a spring carnival 3) Hold Summer programming June-August 2020—Backyard Bonanza 4) Have a member from the REC participate in a policy task force. Nadine Tringali, DRE, and Elizabeth Carrier-Ladd, Coordinator of Youth Programming, will offer specific details about how REC met these goals in their reports.

Reflection: It seemed as if we were in a good rhythm when the Covid-19 pandemic dictated a drastic change in programming. As we moved to virtual programming everyone adjusted to the new normal. We did not offer OWL for K-2nd or hold the fundraising carnival due to Covid-19 restrictions. The DRE and other committee members have rose to the challenge and offered virtual opportunities for the children to stay connected. As in past years we have a strong committee with several years of experience serving, providing support for the DRE and the RE program.

Respectfully Submitted,

Elsbeth Fritz

Stewardship

Members of the Stewardship Committee for the 2019-2020 year were Holly Hanauer, chair, Katie Frederick, Nan Barber and Bea Sousa.

The theme for this year's pledge drive was "Come Together - Love Your Church!" with inspiration from Beatle's music. The committee began meeting early in the fall, meeting monthly until January, and then weekly January – February. With the aim of educating the congregation about UUCM's finances and stewardship processes, a simple game was devised and presented in the foyer once a month through the fall, with each installment presenting a relevant fact.

In the interest of being fiscally responsible, the committee did just one direct mailing, sending postcards in January to all members and friends announcing the pledge drive. Publicity began in early January with special announcements from the pulpit, a special section of the order of service, Unigram articles and e-blast reminders. Leadership donors (pledges of \$3000 or greater in 2018-2019) were visited individually and given handmade chalice bookmarks in appreciation of their generosity. Two special lay-led services were planned for February's Kickoff Sunday and Giving Sunday. The services included an inspiring sermon by Eleanor Trawick; a number of reflections from church members, sharing their reasons for supporting the church; wonderful music, including some Beatle's tunes, from the choir, youth, children, and Gary Jeffers; a surprise visit from Bill Frederick's good friend Sir Paul McCartney (aka Iris Chalk); a delicious lunch prepared and served by the Fellowship committee. The congregation was encouraged to make their pledge during the service on Giving Sunday. After consultation with the board, the committee asked the congregation to consider an 8% pledge increase to fund cost-of-living increases for staff, hiring a consultant for reconciliation & restorative activities, and extra interim minister costs. Both services were warmly and enthusiastically received, and the pledges made by the end of Giving Sunday totaled \$218,000, toward a goal of \$285,000.

The committee was pleased with the number of pledges received on-line through February, making follow-up efforts easier. E-mail reminders and phone calls brought in a few more. There are a small number of pledges not received yet this year, but the committee chose not to continue pursuing those at this time, due to the pandemic and its possible economic consequences and additional stresses on members.

- Total pledges: \$268,572 from 95 pledging units
- 59 pledges increased over last year, for \$23,777
- 3 new pledges
- 7 decreased pledges
- 4 pledges lost due to moving or death

The committee wishes to thank everyone who helped with the pledge drive and to all members and friends who pledge and give generously. I especially want to thank Nan Barber and Katie Frederick for their long service on the Stewardship committee; their knowledge, expertise and wisdom will be sorely missed. It has been a true pleasure to work with them and Bea Sousa.

Respectfully submitted,

Holly Hanauer

Bazaar in the Woods

The 122nd Bazaar in the Woods was held on November 2, 2019. It was co-chaired by Lisa Cox and Mary Johnson Robey. Sue Errington managed publicity assisted by Lisa Cox (Facebook) and Amy Shaw (Instagram). Setup was organized by John Bartlett; artisan (consignment) booths were recruited by Cindy Turner. Setup week was lead by the hard work of Bruce Craig, John Bartlett, John McKilip, Beth Gonser, and many, many others. Photos were taken by Gunther Cartwright; music organized by Ric Dwenger; finance managed by Jennifer Hollems and the day's MC was Mike Sullivan. Christie Williams managed to keep all of us on track throughout the whole process.

The Post Bazaar Rummage Sale was held Saturday, November 9, 2019, and chaired by Jane Meyer who was assisted by a wonderful rummage sale work crew.

A BIG thanks goes to all who helped make this year's Bazaar a success. The hard work and dedication of members and friends of the congregation enabled us to raise \$14,022 from the Bazaar and \$1090 from the Post Bazaar Rummage Sale. In addition, monies were raised at the Bazaar for Boston Bound (\$277) and UUCM merchandise (\$248.)

Church booths and chairs were:

1. Jewelry, Holly Hanauer, Maggie Bartlett
2. Collectibles, Linda McKean, Caroline Sullivan
3. Silent Auction, Bruce Craig
4. Tools, Sam Harris, Robert Guillaud
5. This & That, Ben Ewing, Denise Ewing, Eleanor Johnson
6. Holidays, Nancy Chamberlain
7. Gourmet foods, Judy Lowe, Jan Moore
8. Bizarre Books & Media, Michael Doyle, Jerry McKean, John Bartlett
9. UUCM Merchandise, Jennifer Hollems
10. Boston Bound, Nadine Trengali
11. Chalice Café, Kirk Robey
12. Encore, Linda Hanson, Annemarie Voss
13. Children's Corner, Adrienne Gruver, Melanie Hanser
14. Plants, Cheryl LeBlanc, Judy Craig
15. Quilt, Nan Barber
16. Fresh Tomatoes, ?? Harris

Artisan booths included

1. Elder Midwife History Gathering Project, Julie Fritz
2. Silver Jewelry, Janice Haynes
3. Chelle's Beader, Michelle Harrell
4. Harrell Custom Woodwork, Eriv Harrell
5. Bits & Bobs, Margaret Reeder
6. Pottery, Sharon Seager, Linda Morton, Sigi Koehler

7. Whim Wood, David Calvin
8. Greenmantle Arts & Crafts, Pat Kleeberg
9. Floating Woman Studio, Shonet Martin
10. Centriterra Natural, Lisa Abner
11. Cindy Norrick Turner Watercolors, Cindy Turner

While money is raised for the church at the Bazaar and Post Bazaar Rummage Sale, it is important to remember your efforts help to assist the Muncie/Delaware County community beyond our congregation. The Muncie Mission, Friends of Muncie Public Library, A Better Way, and the Pilot Club received Bazaar and rummage sale “left-overs” in support of their work.

We encourage everyone to get involved in our community by volunteering for next year’s bazaar and rummage sale. It is a once a year event which allows you to meet new people, to work for the betterment of our church and the Muncie community, and to have fun. The work brings us together and strengthens our fellowship.

Respectfully submitted,

Lisa Cox and Mary Johnson Robey

Committee on Ministries

This year the Committee on Ministries focused our efforts on creating a minister evaluation tool and a process guide to assist in future minister evaluations. The tool was based largely upon the 360-degree feedback model. We asked 23 church stakeholders to participate in the evaluation this winter. We gathered feedback about the process from the participants, board and minister and incorporated that into the process guide. The process guide is intended to aid in regular ministerial evaluations in the future. If you are interested in reviewing this guide you can find it at this link: <https://bit.ly/2VOEZfY>

Respectfully submitted,

Jamie Butterbaugh

Nominating

The Nominating Committee has worked to recruit leaders for the 2020-2021 UUCM church year.

2020-2021 Nominee Slate

The Nominating Committee recommends the following persons for election:

Board of Trustees:

President, Emily Wornell

President Elect, Ben Strack

Secretary, Brandon Mundell

Nominating Committee, Linda McKean

Candidates are still being recruited for the Development and Investment Committee and the Internal Finance Committee.

Members were recruited for the Interim Minister Search Committee (Caroline Sullivan, Brandon Mundell, Jamie Butterbaugh, Diane Hill, and Jerry McKean.)

The committee is currently recruiting members for the Transition Team to work through the interim minister term at UUCM.

Respectfully submitted,

Mary Johnson Robey

Worship Associates

Established in 2001 at the beginning of the Perchlik ministry, Worship Associates is a long-term special committee of the church whose purpose is to work with and support the Minister in providing meaningful worship services throughout the year. Each month we review the strengths and issues of the previous Sunday, as well as work with other committees and staff on special worship events. Worship Associate membership is by invitation of the Minister and the WA team.

Soul Matters themes directed the planning of worship topics September through May. 2019-20 themes were Expectations, Belonging, Attention, Awe, Integrity, Resilience, Wisdom, Liberation, Thresholds. Occasionally a Worship Associate prepares and reads a personal reflection on the month's theme; these readings have been warmly received by the congregation.

In the summer Worship Associates work independently for the seven weeks of the Minister's vacation and study time. The Minister provides guidance and resources for the summer planning, which begins early in the calendar year. Summer 2019 was a bit different; after his February-May 2019 sabbatical, Rev. Seth was in the pulpit most of the summer.

In winter 2020 we chose the Six Sources of Unitarian Universalism as the 2020 summer theme. The first three of those Sundays fall within the 2019-20 church year: Sources 2, 6 and 5. Our goal is to present the Six Sources as the "Big Tent" of inspiration under which we all gather, guiding each of us to understand our principles more fully. Some of us draw from one source more than others; some of us draw exclusively from one. Some of us find inspiration in all of them. Lay speakers Lynn Sousa, Michael Sullivan, Tom Lowe, and Nicole Kaplan participated in the first three Source services.

In addition to services led by Rev. Elizabeth Carrier-Ladd and Rev. Julia Corbett-Hemeyer, guest ministers included Reverends Scott McNeal, Bruce Russell-Jayne, Jessica James, and Sarah Gettie McNeil. Five members of the congregation delivered sermons during the year: Iris Chalk, Bill Frederick, Eleanor Trawick, Jerry McKean, and Michael Doyle. Brandon Mundell continued his series on American Documents on July 4th weekend.

Special services included Volunteer Appreciation Sunday and two Giving Sundays, developed collaboratively with the Stewardship Committee. The Youth Group presented its annual Youth Sunday service.

And then March happened. The COVID-19 pandemic brought the church building to an abrupt close on March 15, cancelling the planned Music Appreciation service. Rev Seth and Ben Strack quickly developed online and interactive services, connecting the congregation during this uncertain time. Many elements of the service (music, hymns, ringing of the bell, lighting and extinguishing the chalice) were taped and edited by Ben and played over Zoom, with the Minister/speaker, Worship Associate, and DRE (Story for All Ages) presenting their parts on Zoom from their home/office computers. After three months, the time needed to tape each week's music, hymns, and other unique elements became impossible to maintain. Ben, Ric Dwenger (Sights and Sounds Chair), Jim Helton (Music Director) and Worship Associates designed a plan for the music and chalice lighting/bell ringing elements to be live, with the Minister/speaker, DRE, Worship Associate and others zooming from their home/office. The "live" service launched May 24 with very few problems. It meant a great deal to members and friends to see and hear Jim at our fabulous piano again and see our beautiful woods and stained glass panels. Ben, Ric, Jim and one other person to light/extinguish chalice and ring the bell will continue the "live" services for the foreseeable future.

With the exception of Sunday, May 17, when Zoom "crashed" on the east coast for two hours, digital worship functioned without any major issues.

Worship Associates this year were Co-Chair Iris Chalk, Diane Hill, Bill Frederick, Lisa Kuriscak, Karen Moormen, Brandon Mundell, and Co-Chair Bea Sousa. In the spring Caroline Sullivan (after a year

sabbatical during Board President term) and Denise Ewing returned, and Eloise McKean began Worship Associate training.

In June we said goodbye to Iris Chalk, our very first youth Worship Associate. Iris begins her next life stage at Kalamazoo College in the fall. We wish her well and look forward to welcoming her back into our pulpit in the future.

Regular WA meetings are at 7:30 the first Wednesday of the month. We are always open to in-person or electronic feedback from the congregation about how we can improve the quality of worship at UUCM.

Respectfully submitted,

Bea Sousa

UUCM Calendar 2019-20

May 2019

- 1 Revival Hour; Property Maintenance Cmte; Worship Assoc
- 3 COA Redux Closing Camping Trip; OUTreach
- 5 Service Auction; Adult Discussion; Choir Rehearsal; Worship & RE Classes; Visitors Q&A
- 6 Annual Report Deadline
- 7 Body Life Dinner; Finding SPIRIT
- 8 Revival Hour; Board of Trustees
- 9 White River Films (Sabbatical Event)
- 10 OUTreach
- 12 Adult Discussion; Worship & RE Classes; Roots & Wings Class; Combined Youth Groups
- 13 Social Justice Cmte
- 14 Pastoral Assoc; Body Life Dinner; Finding SPIRIT
- 15 Revival Hour; Program Council
- 16 Committee on Ministries
- 17 OUTreach
- 18 Canoe Trip (Sabbatical Event)
- 19 Adult Discussion; New Member Signing Ceremony; Worship & RE Classes; Boston Bound Fundraiser; Adult Discussion Cmte; Congregational Meeting; New Member Gathering
- 21 Body Life Dinner; Finding SPIRIT
- 22 Revival Hour; Connection Group
- 23 Membership Cmte
- 24 OUTreach
- 26 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE Activities
- 28 Body Life Dinner; Finding SPIRIT
- 29 Revival Hour
- 31 OUTreach

June 2019

- 1 Fellowship Picnic; OWL Overnight
- 2 Adult Discussion; Worship & RE Classes; Visitors Q&A
- 4 Body Life Dinner
- 5 Revival Hour; Board of Trustees; Quilters; Worship Assoc
- 6 Youth Group Lock In
- 9 Adult Discussion; Worship & RE Classes; Boston Bound Bake Sale
- 10 Social Justice Cmte
- 11 Pastoral Associates
- 12 Revival Hour; Board of Trustees
- 13 Committee on Ministries
- 16 Adult Discussion; Worship & RE Classes; Adult Discussion Cmte

- 19 Revival Hour; Program Council
- 23 Adult Discussion; Worship & RE Classes
- 26 Revival Hour
- 27 Membership Cmte
- 30 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE Activities; UUA Q&A

July 2019

- 3 Revival Hour
- 7 Adult Discussion; Worship & RE Classes; Visitors Q&A
- 8 Social Justice Cmte
- 9 Pastoral Associates
- 10 Revival Hour; Board of Trustees
- 14 Adult Discussion; Worship & RE Classes; Roots & Wings
- 17 Revival Hour; Program Council
- 18 Committee on Ministries
- 21 Adult Discussion; New Member Signing; Worship & RE Classes; Adult Discussion Cmte
- 24 Revival Hour
- 28 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE Activities
- 31 Revival Hour

August 2019

- 4 Adult Discussion; Worship & RE Classes; Special Congregational Meeting
- 6 Stewardship Cmte
- 7 Revival Hour; Worship Assoc
- 8 Committee on Ministries
- 11 Adult Discussion; Worship & RE Classes; Roots & Wings; Youth Group Ice Cream Party
- 12 Social Justice Cmte
- 13 Pastoral Assoc
- 14 Revival Hour; Board of Trustees
- 15 Full Moon Cleansing Ritual; Stewardship Cmte
- 17 Kitchen Cleaning
- 18 Adult Discussion; New Member Signing; Worship & RE Classes; Adult Discussion Cmte; Youth Group
- 20 Body Life Dinner
- 21 Revival Hour; Program Council
- 24 Youth Sunday Planning
- 25 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE Activities; Board of Trustees
- 27 Body Life Dinner; Choir Rehearsal
- 28 Revival Hour

September 2019

1 Adult Discussion; Worship & RE Classes
 3 Body Life Dinner; Stewardship Cmte; Choir Rehearsal
 4 Revival Hour; Worship Assoc
 5 RE Teacher Orientation
 8 Adult Discussion; Worship & RE Classes; Bazaar Chairs meeting; Roots & Wings; Youth Sunday Planning
 9 Social Justice Cmte
 10 Body Life Dinner; Choir Rehearsal
 11 Revival Hour; Board of Trustees
 12 Committee on Ministries
 14 Fellowship Game Day
 15 Adult Discussion; New Member Signing; Worship & RE Classes; Adult Discussion Cmte; Soup Lunch & Ice Cream Social; Youth Sunday Planning
 17 Pastoral Assoc; Body Life Dinner; Choir Rehearsal
 18 Revival Hour; Program Council
 22 Adult Discussion; Worship & RE Classes; OWL Info Session; Youth Sunday Planning
 23 Mabon Feast
 24 Body Life Dinner; Choir Rehearsal
 25 Revival Hour
 29 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE Activities; Pokagon Fundraiser; Youth Sunday Planning; OWL 7-9 Orientation
 30 Stewardship

October 2019

1 Body Life Dinner; OWL 4-6; Choir Rehearsal
 2 Revival Hour; Worship Assoc
 5 OWL 7-9 Orientation
 6 Adult Discussion; Worship & RE Classes; Visitors Q&A
 8 Pastoral Assoc; Body Life Dinner; Choir Rehearsal
 9 Revival Hour; Board of Trustees
 11 Retreat Gathering (event moved from Pokagon due to camp closure)
 12 Retreat Gathering
 13 Adult Discussion; Worship & RE Classes; OWL 7-9 Parent Orientation; Roots & Wings
 14 Stewardship Cmte; Social Justice Cmte
 15 Body Life Dinner; OWL 4-6; Choir Rehearsal
 16 Revival Hour; Program Council
 17 Committee on Ministries
 20 Adult Discussion; Choir Rehearsal; New Member Signing; Worship & RE Classes; Adult Discussion Cmte; Congregational Meeting; OWL 7-9
 22 Body Life Dinner; OWL 4-6; Choir Rehearsal
 23 Revival Hour
 26 Congregational Workday; Kitchen Cleaning

27 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE Activities; Bazaar Set-up Begins
 28 Bazaar Donation Drop-off & Set-up all week
 29 Choir Rehearsal
 30 Revival Hour

November 2019

1 Bazaar Final Set-up & Pizza Party
 2 Bazaar in the Woods
 3 Adult Discussion; Worship & RE Classes; Visitors Q&A; Board Chat; OWL 7-9
 5 Body Life Dinner; OWL 4-6; Choir Rehearsal
 6 Revival Hour; Worship Assoc
 8 Rummage Set-up
 9 Rummage Sale
 10 Adult Discussion; Worship & RE Classes; Roots & Wings
 12 Pastoral Assoc; Body Life Dinner; OWL 4-6; Choir Rehearsal
 13 Revival Hour; Board of Trustees
 16 Youth Sunday Rehearsal
 17 Adult Discussion; New Member Signing; Worship & RE Classes; Adult Discussion Cmte
 18 Stewardship Cmte; Social Justice Cmte
 19 Body Life Dinner; OWL 4-6; Choir Rehearsal
 20 Revival Hour; Program Council
 21 Committee on Ministries
 23 Harvest Feast
 24 Adult Discussion; Choir Rehearsal; Sack Lunches for Soup Kitchen; Worship & RE Activities; OWL 7-9
 26 OWL 4-6; Choir Rehearsal
 27 Revival Hour

December 2019

1 Adult Discussion; Worship & RE Classes
 2 Feeding Our Hungry Neighbors Task Force
 3 Body Life Dinner; OWL 4-6; Choir Rehearsal
 4 Revival Hour; Worship Assoc
 8 Adult Discussion; Worship & RE Classes; Tree Trimming Party; Roots & Wings; Youth Group
 9 Stewardship Cmte; Social Justice Cmte
 10 Pastoral Assoc; Body Life Dinner; OWL 4-6; Choir Rehearsal
 11 Revival Hour; Board of Trustees
 12 Committee on Ministries
 14 Saffron Buns for Santa Lucia
 15 Adult Discussion; Choir Rehearsal; New Member Signing; Worship & RE Classes; Adult Discussion Cmte; Youth Group Christmas Party; OWL 4-6
 17 Caroling; Body Life Dinner; OWL 4-6
 18 Revival Hour; Program Council
 21 Solstice Celebration

- 22 Adult Discussion; Worship & RE Classes
- 24 Candlelight Service
- 29 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE Activities

January 2020

- 1 Revival Hour
- 3 OWL 7-9 Overnight
- 5 Adult Discussion; Worship & RE Classes
- 6 Stewardship Cmte
- 7 Body Life Dinner
- 8 Revival Hour; Board of Trustees
- 9 Worship Assoc
- 12 Adult Discussion; Worship & RE Classes; Roots & Wings; Youth Group; OWL 7-9
- 13 Finance Cmte; Social Justice Cmte
- 14 Stewardship Cmte; Pastoral Assoc; Body Life Dinner; Choir Rehearsal
- 15 Revival Hour; Long Range Planning; Program Council
- 16 Committee on Ministries
- 17 Youth Group
- 18 Elsa Reichle Celebration of Life
- 19 Adult Discussion; New Member Signing; Worship & RE Classes; Adult Discussion Cmte; Youth Group
- 20 MLK Day of Service & Lunch; Stewardship Cmte
- 21 Body Life Dinner; Choir Rehearsal
- 22 Revival Hour; Board of Trustees
- 23 Social Justice Film Discussion Series
- 26 Adult Discussion; Choir Rehearsal; Sack Lunches for Soup Kitchen; Worship & RE Activities; Chat with the Board; Youth Group; OWL 7-9
- 27 Stewardship Cmte
- 28 Body Life Dinner; Choir Rehearsal
- 29 Revival Hour

February 2020

- 2 Adult Discussion; Worship & RE Classes; Puerto Rico Presentation; Youth Group
- 3 Stewardship Cmte
- 4 Body Life Dinner; Choir Rehearsal
- 5 Revival Hour
- 9 Adult Discussion; Worship & RE Classes; Roots & Wings; Youth Group; OWL 7-9
- 10 Feeding Our Hungry Neighbors; Social Justice Cmte
- 11 Stewardship Cmte; Pastoral Assoc; Body Life Dinner; OWL K-2 Info Session; Choir Rehearsal
- 12 Revival Hour; Board of Trustees
- 13 Worship Assoc

- 16 Adult Discussion; Choir Rehearsal; New Member Singing; Worship & RE Classes; Adult Discussion Cmte; Youth Group
- 18 Stewardship Cmte; OWL K-2 Orientation; Body Life Dinner; Choir Rehearsal
- 19 Revival Hour; Property Maintenance Cmte; Program Council
- 22 OWL 7-9 Overnight
- 23 Adult Discussion; Sack Lunches for Soup Kitchen; Worship & RE Activities; Youth Group
- 25 Stewardship; Body Life Dinner; OWL K-2; Choir Rehearsal
- 26 Revival Hour
- 27 Social Justice Film Discussion Series

March 2020

- 1 Adult Discussion; Worship & RE Classes
 - 2 Finance Cmte
 - 3 Stewardship Cmte; Body Life Dinner; Choir Rehearsal
 - 4 Revival Hour
 - 8 Adult Discussion; Worship & RE Classes; Roots & Wings; Youth Group
 - 10 Pastoral Assoc; Body Life Dinner; OWL K-2; Choir Rehearsal
 - 11 Revival Hour; Board of Trustees
 - 12 Worship Assoc; Committee on Ministries
 - 13 Youth Group
 - 14 Congregational Workday
- Note: The UUCM Board closed the building to all in-person meetings through April 30 and extended through June 30, due to COVID-19. From this point forward all calendar items listed are virtual meetings via Zoom app.**
- 15 Worship
 - 17 Youth Group; Chat with Rev. Julia
 - 18 RE Story Time; Program Council
 - 19 Youth Group; Chat with Rev. Julia; Service Auction Cmte; Choir
 - 20 RE Story Time
 - 21 Chat with Rev. Seth
 - 22 Worship & RE Programming; Board Chat
 - 23 RE Story Time
 - 24 Chat with Rev. Julia; Youth Group; Choir
 - 25 RE Story Time
 - 26 Youth Group; Nominating Cmte; Chat with Rev. Julia
 - 27 RE Story Time
 - 28 OWL 7-9
 - 29 Adult Discussion; Worship & RE Programming; RE Cmte
 - 30 RE Story Time
 - 31 Chat with Rev. Julia; Youth Group; Choir

April 2020

1 RE Story Time; Worship Assoc
 2 Youth Group; Chat with Rev Julia; Pastoral Care Group
 3 RE Story Time; Isolation Busters
 4 Youth Group
 5 Adult Discussion; Worship & RE Programming
 6 RE Story Time
 7 Chat with Rev Julia; Youth Group; Choir
 8 RE Story Time; Board of Trustees
 9 Youth Group; Chat with Rev Julia; UU Book Group
 10 RE Story Time; Isolation Busters
 12 Adult Discussion; Worship & RE Programming
 13 RE Story Time
 14 Chat with Rev. Julia; Youth Group; Pastoral Assoc; Choir
 15 RE Story Time
 16 Youth Group; Chat with Rev. Julia; Board of Trustees
 17 RE Story Time; Isolation Busters
 19 Adult Discussion; Worship & RE Programming; OWL 7-9 Movie
 20 RE Story Time; Stewardship
 21 Youth Group; Choir
 22 RE Story Time
 23 Chat with Rev. Julia; Youth Group; OWL Movie Night
 24 RE Story Time; Isolation Busters
 26 Adult Discussion; Worship & RE Programming
 27 RE Story Time
 28 Choir
 29 RE Story Time
 30 Chat with Rev. Julia; Youth Group

21 Chat with Rev. Julia; Youth Group; Board of Trustees
 22 Isolation Busters
 24 Adult Discussion; Worship & RE Programming
 25 RE Story Time
 26 Choir
 27 RE Story Time
 28 Chat with Rev. Julia; Youth Group; OWL Game Night
 29 Isolation Busters
 31 Adult Discussion; Worship & RE Programming; Budget Review

May 2020

1 Isolation Busters
 3 Adult Discussion; Worship & RE Programming
 4 RE Story Time
 5 Choir
 6 RE Story Time; Worship Assoc
 7 Chat with Rev. Julia; Youth Group
 8 Isolation Busters; Youth Group
 10 Adult Discussion; Worship & RE Programming
 11 RE Story Time
 12 Pastoral Assoc; Choir
 13 RE Story Time; Board of Trustees
 14 Chat with Rev. Julia; Youth Group; UU Book Group
 15 Isolation Busters; OWL Game Night
 17 Zoom down – Virtual Church canceled
 18 RE Story Time
 19 Board of Trustees; Choir
 20 RE Story Time