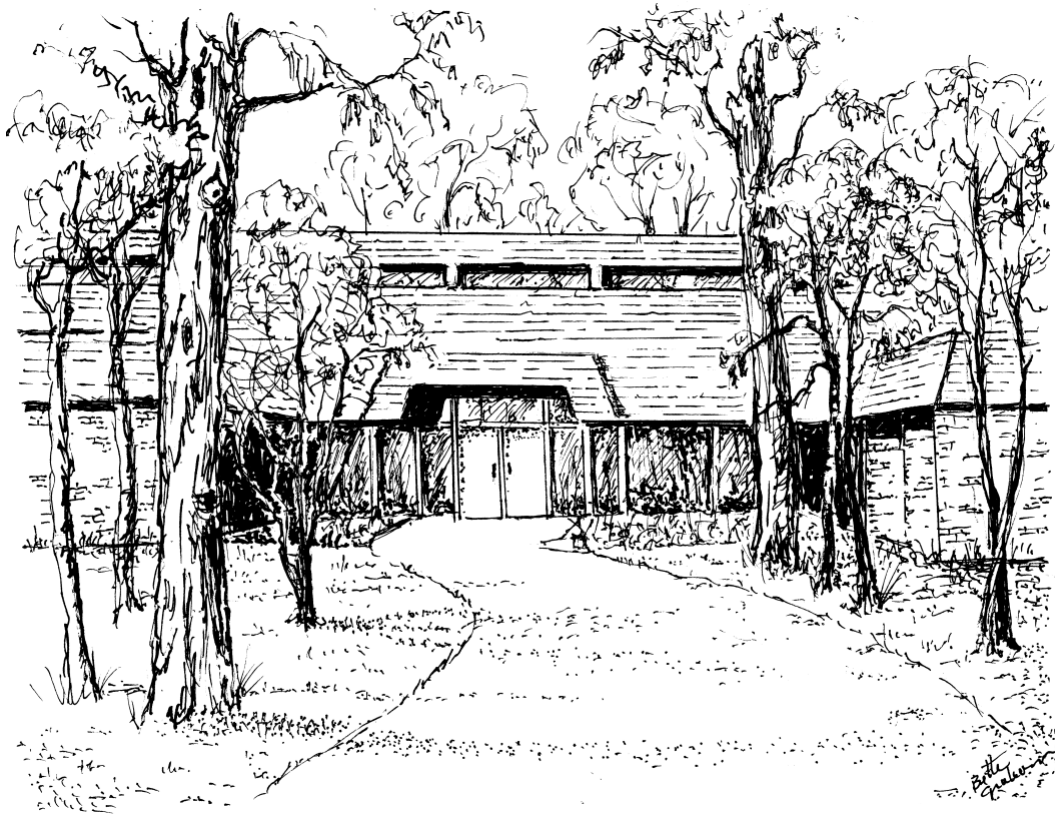


Annual Report

2020 – 2021



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**Unitarian Universalist Church
Muncie, Indiana**

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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 2020 – May 2021

Deaths

Patsy Donn

Shirley Franck

Wathena Mayfield

John McKillip

Grace Reef

Rod Richard

Howard Schroeder

Bill Wakeland

These members and friends of the Unitarian Universalist Church of Muncie
have pledged financial support for the 2021-22 fiscal year.

It is a privilege to give.

Joan Andrews
Charles & Lynn Austin
John & Nan Barber
Teresa & Max Barnhart
Nancy & MohammadBehforouz
Susan Bossung
Kelsey & Clark Brasel
William & Cynthia Britton
Ronald C. & Peggy Sigrist Burton
Jamie & Eli Butterbaugh
Hal Caldwell
David & Susan Calvin
Matt Cechini
Steve Chalk
Nancy Chamberlain
Carolyn & Phil Cooley
Marian Cooley
Lisa Cox
Bruce & Judy Craig
Ted Cunliffe
Jane Duckworth
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
Pat & Gary Garofolo

Beth Gonser
Julia Gouveia
Connie Gregory
Linda Gregory
Adrienne & Josh Gruver
Sue & Robert Guillaud
Lynn Hale
Holly & Brad Hanauer
Linda Hanson
Julia Corbett-Hemeyer
Barbara Hesselgrave
Diane Hill
Jennifer & Tim Hollems
Hunter Ignatoski
Mary Johnson
Marj Joyner
Joseph & Nicole Kaplan
Flo Lapin
Liz Lawson
Cheryl & David LeBlanc
Colleen Love
Tom & Judy Lowe
Liz Lowe
Susan Magrath
Cynthia & Dave Marini
Jerry & Linda McKean
Kim McKenzie & Rachel Thompson
Jane & Wayne Meyer
Jan & Ron Moore
Jay & Karen Moorman
Linda & Bill Morton
Brandon Mundell

Cindy Peters
Margaret & Matthew Reeder
Kirk & Mary Johnson Robey
Janet Roepke
Judith Roepke
Julee Rosser
Bruce & Christine Rothschild
Jean Rutherford
Janay & Chris Sander
Steve Schuler & Tania Said
Sharon Seager
Amy Shaw
Luellen Smucker
Lynn & Bea Sousa
Michael "Woody" Statler
Paul Stout
Jennifer Parks-Strack & Ben Strack
Caroline & Michael Sullivan
China Swartz
John & Susan Taylor
Eleanor Trawick & Markie Olivier
Nadine Tringali & Michael Mayfield
Cindy & Jeff Turner
Jim & Karla Vincent
Annemarie Voss & Bill Miller
William & Molly Warren
Lisa Weeks
Katie & Dyke Williams
James & Pam Wingate
Andrea & Michael Wolfe
Emily Wornell & Michael Seregow
Marilyn Zacharias

Minister

This has been a year in ministry like no other: for congregations, for UU interim ministers, for staff of the Unitarian Universalist Association. I am grateful for experiences I bring from the seven interim

congregations I served before coming to UUCM. Still this year has required my asking many new questions, taking on new habits of leadership, and “thinking outside the box.” Among the ways this pandemic has been transformative, it has encouraged me to broaden my perspective about relationships and activities core to nurturing congregational life. “We’ve always done it this way” clearly is not the guiding principle during a pandemic! I hope this time of online church has called us all to ask, “What really matters?” at church, in personal lives, in political arenas which have so much power over our daily lives. In congregational life, I hope everyone has become more aware of essential “glue” which holds UUCM together.

Think on how UUCM has remained vital through this perfect storm. Prior to March 2020, how many of us could have imagined being adept at an internet program called “Zoom?” How many would have believed it possible to stay connected without being in one another’s physical presence, giving hugs, handshakes, and smiles? Using “novel” communications, consider how people of liberal faith have continued to show up, in witness for Dismantling White Supremacy or in petitioning and poll-watching with UU The Vote. Think on how our commitment to liberal values helped save American democracy in the aftermath of the January 6 assault on the US capitol. Think on the dedication needed for UUCM to move forward after interpersonal challenges between ministry and congregants as well as among some congregants. Think on the transitioning needed to take on two new staff members, and to grieve the passing of several long-time members of UUCM.

Through these perfect storms, together we have come through a challenging year. Following are brief reflections on some of the areas I have addressed since last August. No matter the type of ministry, every congregation does well to be grounded in basic principles of liberal faith. The three I emphasize in transitioning ministry are Spiritual Practice, Shared Ministry, and Covenant, which I have addressed in sermons and in activities mentioned below about particular arenas of congregational life.

Worship: Worship is generally the minister’s area of greatest focus and attention, no matter the type of ministry. In online worship, I have continued UUCM’s worship habits which have been working well and also introduced new practices. In September I held my usual “worship workshop” for staff and worship associates to discuss basics of worship theory and practice. I have organized services by Soul Matters themes as well as seasonal celebrations and UUCM traditions. I have devoted much time to communications between worship leaders (including staff) and tech volunteers to enhance “tech support for worship,” a topic which will require more conversation as worship moves to a multi-platform format.

Governance: In mentoring the Board, I have tried to expand perspective on roles and responsibilities for governance in a congregation of UUCM’s size and structure. I have worked with the Board on transitioning from the previous ministry and continue to mentor the next steps in ministry. I have seen the Board institute many “best practices” in governance, in particular to distinguish “governance” and “ministry.” To the latter, I have promoted the importance of “shared ministry:” that each congregant of UUCM shares together in the ministry of this community.

Transition Team and Committee on Ministries: This year, we retained the Committee on Ministries and added a Transition Team. A Transition Team supports the transformational work of interim time. Five

members have worked with me on two major projects: presenting the Five Focus Points of Interim Ministry and crafting an All-Church Covenant. These projects included conversations with the congregation in small-group breakout sessions after Sunday morning services. I introduced the Transition Team and Board to the topic of “afterpastor” culture at UUCM through readings in the UUA anthology *In The Interim*. I have mentored the Committee on Ministries in its important analysis of volunteer teams and groups.

Staffing: Second only to worship leadership, my role as Chief of Staff has required my greatest time and attention. The long tenure of most UUCM staff has supported the on-boarding of me and the new Youth Coordinator. My first goal in supervision has been to create staff “paperwork” --- that is, job descriptions and contracts. Next year I will implement staff appraisals. I also recommend that UUCM create a Personnel Committee to partner the minister in supervisory matters and to serve as a consultative body for staffing matters.

Adult Religious Education: Offering Adult Religious Education is important for my transitioning ministry. I always learn as much as I give. Adult classes are a good venue for conveying information about transitioning ministry and a way to get to know congregants. Last fall I offered *Building Your Own Theology*, a mainstay of UUA adult programming. From January through April I offered monthly “Circles of Trust,” a small-group ministry for spiritual deepening. I recommend that UUCM create an Adult Ed Committee to enhance offerings. I hope to offer classes in UU history and theology in the future.

Pastoral Care: I have been less hands-on with Pastoral Care, which is well-served by Rev. Dr. Julia Corbett-Hemeyer, Community Minister, who brings deep knowledge of the congregation and the Pastoral Associates. (See Rev. Julia’s report elsewhere). This year congregants supported the Minister’s Discretionary Fund through the offering at the Christmas Eve Service.

Stewardship Advising: UUCM’s Stewardship Committee offered inspiring leadership this year. I consulted with this team several times and collaborated on Sunday morning stewardship worship services.

Denominational Involvement: Service to activities and programs of the Unitarian Universalist Association is part and parcel of any minister’s portfolio. I am active in the new Transitions Chapter of the UU Ministers Association, serving as workshop presenter at our recent annual retreat and a member of a monthly study-group on anti-racism and anti-oppression. I also attend local and regional meetings of the geographic UUMA. I participate in UUA national conferences such as General Assembly, Dismantling White Supremacy, and Keeping our Covenant. I serve on the UU History and Heritage Board and last October was a presenter at the 2020 national celebration of the 250th anniversary of Universalism, sponsored by Murray Grove Center. I am active in the interfaith Interim Ministry Network, attending its national conference and webinars.

Minister’s Professional Development and Self-Care: Continuing education is now a requirement of membership in the UU Ministers Association. This year I attended several online webinars on topics important during online ministry. Connections with minister colleagues during social isolation has been critical to my self-care. In addition to being a facilitator in the Circles of Trust program, I attend retreats

in this network as a participant: my own renewal makes me a better facilitator for others. I also maintain a regular schedule of physical activity, especially swimming and hiking: keeping in physical shape hones my spiritual well-being. I also meet monthly with a spiritual director.

Respectfully submitted,

Rev. Dr. Barbara Coeyman

Director of Religious Education (DRE)

Our goals this year were to:

- 1) To help maintain connections with our children and families, in light of the Covid situation.
- 2) Provide a summer outdoor program for PreK through 5th grade youth.
- 3) Provide Religious Education programming for PreK-12th grade via Zoom on Sunday mornings.
- 4) To provide special outdoor events for our families and children.
- 5) To be open to new ways of staying connected to our families.

Religious Education Committee for Children & Youth

R.E. Committee members for the FY21 were Elsbeth Fritz (Chair), Adrienne Gruver, Susan Taylor, and Amy Shaw.

Changes: During this year of Covid, we have expanded our planning to utilize the outdoors, as our youth and families were Zoom exhausted. We added two outdoor activities for families, two outdoor special events, and held two annual ceremonies outside. Both the special events and ceremonies were recorded to be shared with our RE families and the congregation. This year I spent more time on planning and carrying out special events and social action projects. I also spent more time on planning and preparing for the *Story for All Ages*, as this year I presented three to four Sundays a month vs. one Sunday a month. There were also other changes this year, in that I prepared and presented *Story Time* on 3rd and 5th Sundays and also prepared for and co-hosted our *Saturday Outdoor Gatherings*.

RE Summer Program - Backyard Zoom Exploration!

Nicole Kaplan designed and led the program for PreK-5th grade children, which began on June 28 and ended on August 30. Classes were held on Zoom each Sunday from 10-10:30.

Religious Education Programming for Children & Youth

Due to Covid, we held Zoom classes on Sunday mornings and reduced our classes from five (PreK, K-2, 3-5, 6-8, 9-12) to three (PreK-1st, 2nd-5th, 6th-12th). We continued to use the Soul Matters online thematic curriculum. The PreK-5th grade classes were held 10-10:30am and the 6th-12th grade class was

held 12:30-1:15pm. In December, we revamped our monthly RE Programming and our class groupings. We offered one Curriculum Sunday using the SM anti-racism session (1st Sunday), one Saturday Outdoor Gathering (2nd Saturday), one or two Story Times (3rd & 5th Sundays), and one Social Action Sunday (4th Sunday). For the Curriculum Sunday, our class groupings were changed to PreK-4th and 5th-12th. In May, we canceled the 5th-12th grade class and incorporated the Soul Matters anti-racism curriculum into MSHS Youth Group, which was held on Sundays from 1:30-3pm.

Our Whole Lives Sexuality Education Programming

Due to Covid, we were unable to offer OWL this year as the program can only be facilitated in-person. When we are able to once again meet in person, we will resume offering Our Whole Lives. Our facilitators reached out to our families to find out who would be interested in OWL in the coming FY22, and in what setting. We are hoping to offer OWL this coming year, but it will be dependent on the Covid guidelines.

Social Action Projects

In the months of January 2020 through May 2021, we began offering a Social Action class with Susan Taylor on the 4th Sunday of each month. Our Social Action projects were finger knit scarves for the YWCA, no-sew blankets for the Animal Rescue Fund (ARF), cards and supplies for OUTreach, birdseed cakes for our feathered friends, and catnip toys for ARF.

Outdoor Special Events at UUCM for Families

- We held a **Halloween Fair** on Saturday, October 31.
- We held two **Scavenger Hunts** over the past year. Our first was **LGBT Icons**, held in October/November. Our second was **Heroes of the Civil Rights Movement**, held in February/March.
- On Saturday, April 3, we held a **"Find A Bunny"** Spring celebration.

Special Ceremonies recorded in advance, outdoors at UUCM

- **Santa Lucia Ceremony** - presentation on December 13. Our Lucia this year was Eloise McKean.
- **HS Bridging Ceremony** - presentation on May 16. Our graduates were Taegan Carpenter, Elijah Groves, Carter Hollems, Eloise McKean, Grace Moorman, and Emma (Vivian) White.

Association Involvement (via Zoom)

I am a member of the Heartland LREDA Chapter and Continental LREDA. I attended the Fall LREDA Conference and will be attending the LREDA Professional Day in June.

Respectfully submitted,

Nadine Tringali

Community Minister

This has been an exceedingly difficult year for me, both personally and professionally. Like all of us, I was affected by the restrictions necessitated by covid, not seeing family among the worst. But on top of

covid, I've dealt with increasing pain and disability from my broken femur and subsequent surgery # 2. This situation has severely limited me both personally and professionally and meant that a lot of the time, it was simply a matter of getting through this day and then the next.

Being limited to *virtual* church, meetings, and working with our interim minister (whom I still haven't met face-to-face) has made it a difficult year professionally. This all adds up to a less-than-stellar professional year. I haven't done as much outreach as I would like or should have done. E.g. I wasn't able to participate in the BLM vigils or do in-person pastoral care. I also haven't always been as on top of details as I needed to be. Thanks to Christie and others who helped keep me on track!

On the other hand, however, I've kept up with pastoral care needs reasonably well under the circumstances, using email and phone calls, and continued to provide leadership for our Pastoral Associates, including regular meetings via Zoom. I've written my *StarPress* and *Unigram* columns regularly. I've begun pastoral care spots in the *Unigram*. I've used Facebook posts on both our page and group more, focusing the page posts a lot of the time on encouraging covid vaccination and following CDC guidelines.

I've also developed some new ideas to follow up on when I can, and drafted a new job description that Rev. Barbara requested. Due to Zoom, I've participated more in the Indianapolis UU Clergy Cluster and continuing educational events. I've participated in online worship, usually leading Joys & Concerns, learned more about Zoom and Google docs, and become more accustomed to working with the tech team.

To sum up, I will quote the summary from my 2019-2020 report, with edits: "Things are [again] 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 [great] year [at] UUCM!"

Respectfully submitted,

Rev. Dr. Julia Corbett-Hemeyer

Director of Music

The COVID19 Pandemic placed severe restrictions on music endeavors during this church year. Now that vaccinations are available, I am optimistic for what the next year holds. Of course, we move cautiously

as the medical community revises guidelines. Please consider any future plans listed in this report as tentative.

CHOIR

The choir has been on hiatus for the year. We hold Zoom gatherings during our normal rehearsal time on the first and third Tuesdays of each month, enjoyed by approximately 15 people each time. We held our annual Christmas caroling event via Zoom. My thanks to Eleanor Trawick and her brother, Matt, who led us in the singing.

As we are enjoying the changing weather, I hope to hold some summer choir activities in the parking lot (distanced and masked). Plans for fall are on hold as we see how the church discusses returning to in-person worship.

I and the choir bid farewell, and I offer my thanks to Michael Rigney as our choir pianist and my regular substitute pianist for the last several years. Though Michael and Malissa are not leaving town (just yet anyway), Michael finds it necessary to let go of the pianist responsibility and return to civilian life in the pews. Search for a new pianist is pending.

SERVICES

Admittedly, more time than I would like has been spent learning technology: USB mics, recording platforms, various online resources for printing lyrics, other applications that never actually saw the light of day, the features of my phone that I never knew existed.... The pandemic has been a learning experience for us all.

I continue to play the services from the sanctuary. For variety, we have tried to employ some online resources for leading hymns and delivering some of the special music. Recently, we began using the UUA Soul Matters music provided on Spotify and Youtube to fill the dead space when the Zoom room opens at 10:30. I then begin my regular prelude music around 10:37. Soloists have been limited, but I've been happy to host George Wolfe and the Reeder family. I look forward to having more soloists now that vaccines are becoming more plentiful.

Only one activity outside our regular church activities comes to mind: I contributed the offertory to the Christmas Eve service shared by five churches in our area, hosted by People's Church, Kalamazoo, Michigan.

Respectfully submitted,

Dr. James Helton

Coordinator of Youth Programming

My goal as Coordinator of Youth Programming (CYP), for what promised to be a year of virtual gatherings, was to make sure that families and youth knew the program was here waiting for them

when they needed it. I believe I exceeded this goal. Virtual gatherings were held more frequently than the youth group previously met. In September, I began a new tradition of sending birthday cards to each youth and delivering little birthday gifts to youth when they turn 18. Every youth received a handmade (by youth or youth advisors) cord to be worn or tied to a keychain as a reminder that we are all connected. Family activities were created each month, beginning in November. Also in November, we began having monthly gatherings in person and masked.

Our group agreed to use the covenant that all children and youth at UUCM sign. We also adapted that covenant to specific situations like when we played games online or met in person for a camp out. Youth Group's covenant also included things like "step up, step back," "right to pass," and "stories stay, learning leaves."

Youth Group already had the expectation of meeting virtually as they had been doing so for almost 5 months when I began as CYP in August. Youth were still able to plan and execute the Fall Youth Sunday, though we had a smaller number of youth participants than in previous years due to the strain of virtual gatherings. In person gatherings, when they were able to be held, were always better attended than even the parties and fun online activities.

Overall, the year went as well as it could have. More hours to connect with families and execute support and group learning would have improved feelings of isolation and grief.

I felt incredibly supported by the staff and families by the end of the year. More hours so that I could more regularly attend staff meetings would have helped me feel more connection and support earlier on in my position. A membership to LREDA would have provided a level of support that can not be provided from other resources. The Heartland Regional group of DREs and CYPs was the best resource for 2020-21. That online presence that meets monthly (virtually) provided more creative ideas and support than any other group or individuals combined.

I would have liked to make an all-congregation call for more youth advisors and I would have liked to provide training to both old and new youth advisors. I simply did not have the time available to do this. Ideally, I would have enough active youth advisors that there are always two adults at every gathering (virtual or in person).

I can't describe what a delight it has been to serve the families and youth of our congregation and I look forward to continuing to serve our community in this way.

Respectfully submitted,

Nicole Kaplan

President

2020-2021 was truly a year like none other! After closing the church building and transitioning to virtual services in March of 2020 due to the COVID-19 pandemic, this entire church year was operated via

zoom. After some high stress about this through the summer of 2020, we all settled into a routine and realized the benefits of virtual operating fairly quickly. That is not to say that we aren't all ready to worship together in person again soon! In addition to the massive upheaval of a global pandemic on our lives and community, UUCM also welcomed Rev. Dr. Barbara Coeyman as our interim minister in August of 2020. Even in the best of times, a ministerial transition can be hard, and these are anything *but* the best of times. In addition to the pandemic, Rev. Seth Carrier-Ladd officially spent his last days with us in July 2020 after several incredibly difficult, contentious years in the church (although "with us" is a bit of misnomer given the virtual nature of our existence and the fact that he had been on paternity and study leave since the previous March). Despite these rather significant circumstances, however, Rev. Coeyman's stewardship and leadership has been productive and effective.

While it would be easy, even understandable, to focus on the negatives of this last year, there are many silver linings worth mentioning. The first is that COVID provided a forced break that truly seems to have benefited the church community. We had been in the middle of crisis for several years; tension was high, trust was low, and people were angry. Although there is still a lot for our community to work through – and we *must* return to that work soon – we also needed breathing space, which we got ... in spades! Much, though certainly not all, of the tension has been relieved.

Another benefit of COVID has been the realization that providing services virtually is not only fairly easy but offers unrealized opportunities. While not entirely flawless, the transition to zoom services has been largely unremarkable (for those joining services anyway; there have certainly been more growing pains for the folks behind the scenes of services, but even this has been mostly ironed out at this point). While there are no plans to reopen the building immediately (probably at the end of the summer), even when we are able to meet together for services in-person, the expectation is that we will move to hybrid system with both in-person and virtual options. The benefits of this include: continued participation of congregants who are traveling or who have moved away, easier access to services and community for congregants who have difficulty traveling, the possibility of growth through virtual participation of folks who do not live within driving distance of a UU church, and greater outreach to potential congregants in Muncie but without transportation. The uncertainty created by COVID had us relying fairly heavily on the UUA for support and information, which has been a good relationship builder after several years of mistrust of the UUA. Finally, the board has been able to reorient towards effective church management rather than crisis response. This point deserves some additional exposition.

Under the direction and leadership of Rev. Coeyman, the board has been focused on systemizing our processes and codifying our expectations. Rather than dealing with issues on a case-by-case basis, we have prioritized making, refining, and applying policy. Specifically:

- We articulated when partners/family members can and cannot serve on the board together.
- We articulated when partners/family members can and cannot serve in church leadership and in staff positions together.
- We approved the recommendation from the Policy Committee to add a no smoking on church grounds provision to the staff policy manual and a provision about when staff members can and cannot serve in volunteer positions.
- We have supported Rev. Barbara in her systemization of staff process in which she is created job descriptions, job contracts, and annual reviews, none of which existed previously.

- We established a process observer position (rotating) in board meetings to help facilitate timeliness.
- We wrote and approved a new Facebook/social media policy.
- We are current codifying procedures for the transition of board members and creating an on-boarding processes to ensure we do not lose the institutional knowledge of off-going members.

Additionally, we have attempted to empower other groups within the church to take the lead in important decisions in the life of church:

- We established the COVID Taskforce (chair: Susan Bossung) to establish guidelines for in-person gathers, the use of the church building, and when to open for in-person services.
- We established the Transition Team (chair: Jerry McKean) to help Rev. Coeyman interface with the congregation and meet her goals for her interim period.
- We commissioned the Committee on Ministries (chair: Jamie Butterbaugh) to undertake a comprehensive review of our committee structure and recommend changes.
- We supported the reformation of the Fundraising Committee (co-chairs: Jennifer Parks-Strack and Denise Ewing) to include the bazaar and service auction subcommittees under the larger “Fundraising” umbrella.

Other important items we’ve undertaken this year include:

- Hired a new Youth Coordinator for 2020-21
 - Extended this contract for 2021-22 with additional hours
- Extended Rev. Coeyman’s contract for 2021-22
- Wrote and received a grant for new technology for virtual services (\$1,500)
- Participated in a startup session with regional staff
- Discussions about financial management of the church with Rev. Barbara and the UUA
- Replaced the yearly Internal Finance Review Committee with requiring a 10-year audit completed by an outside organization/company.
- Participated in internal leadership development conversations
- Attended 3 virtual board retreats spread over 4 months

Respectfully submitted,

Emily Wornell

Past President

The past president attends all board meetings, chairs the nominating committee and chairs the Policy and Procedure committee, if necessary.

This year the Policy and Procedure committee was comprised of Elsbeth Fritz, Jan Moore, Jennifer Parks-Strack and myself. We were charged with re-framing the staff conflict-of-interest section in the Policy and Procedure manual and completed that task in the fall.

While the first two years I served on the board were stressful, this year--despite the pandemic, and with excellent leadership from our president and interim minister--the board functioned as a cohesive group which dealt with matters concerning the church as a whole. It was a refreshing change and that is the memory I will take away from my time on the board. Rest assured, the church is in good hands and on its way to becoming stronger and more unified.

Respectfully submitted,

Caroline Sullivan

President-Elect

As most of you are aware, I entered into my year as President-Elect partway through 20 consecutive services of handling all of the tech on Sunday mornings. I was extremely glad in September to bring in new Zoom hosts Jay Moorman and Joe Kaplan to help support me in Zoom-related administrations and bring back more of the Sights & Sounds team to handle their portion of the services. I've continued to serve in the rotation of Zoom hosts and have been in a significant number of planning sessions trying to determine what hiring a staff technology coordinator would look like and cost. We have a draft job description prepared for the possible need. It is still unclear if that is necessary, but I suspect we'll re-address that concern as we learn and grow into a hybrid/multi-platform service next year.

In June, Emily Wornell and I prepared a grant and were awarded a \$5,000 technology upgrade through the Center for Congregations in Indianapolis. In July, Bea Sousa, Jim Helton, Ric Dwenger, and myself decided to cease any group in-sanctuary productions for Sunday services, which made spending that grant award a lower priority. We quickly spent just under \$200 on an audio device to get Jim's piano into our Zoom calls at a high quality. The next purchase came toward the end of November, when we purchased two high quality USB microphones to allow for more special music options in the month of December. The rest of the grant has yet to be spent, but we will be spending out the funds according to the original plan in the grant before the end of May, as required by the grant. The equipment from this will help Sunday services be ready for some version of in-person and online when the time is right to do so.

As a general member of the Board of Trustees, I discussed and moved on many issues confronting the church this year. Some of these issues included boiler repair and tree servicing, navigating issues occurring from COVID, and helping find and grow future leadership within the congregation. I also wrote

for one of the Splinters articles in fall and participated in the Interim Appraisal this spring, and I was able to step in for Emily when necessary.

I worked with Nicole Kaplan in planning and executing a special Winter Solstice ceremony in December. I've also been able to take time this winter and spring to envision what my next year as president will be like: to bring people together, heal some wounds, and grow as a community.

As always, it's my pleasure and my honor to serve you and be among you. The coming year may present many difficult conversations that were put on hold from the pandemic, but I remain extremely hopeful for the healing that each and every one of us can find, and I am excited by our opportunity to grow, learn, and envision our future together.

Respectfully Submitted,

Benjamin Strack

Treasurer

This was a very difficult year to plan for! We agreed on a budget at the Congregational Meeting in June with the intention of revisiting it in August if need be. Fortunately, pledging, fundraising and investment income are strong, and we are able to make it through the year without making significant cuts that would hamstring our church now or in the future. We decided to pass an optimistic budget that kept all of our staff employed through the year, continued spending on RE and Youth programs, invested in our virtual services, and continued committee work as possible. We chose to remain committed to our values even in difficult times. And, it appears to have been the right choice!

As of April 27, we have raised \$261,829 and spent \$251,202. Our current net ordinary income is \$10,627. Our pledging has remained strong this year, and we are 81.5% of the way to our full year goal at 83% of the way through the year. We originally budgeted \$26,000 for fundraising before the shutdown, and we adjusted that down to \$18,000 in October knowing that our biggest fundraiser, the Bazaar, would have to be cancelled due to the COVID shutdown. So far, we have raised \$17,843! In addition, our investments remain strong, and income is coming in above expectations (\$5,874 so far vs. \$6,720 budgeted for the full year).

Our income is a testament to the strength of our community. Even during these virtual times, people are attending services, pledging, participating in the service auction. Our Fundraising and Stewardship committees are creative and vibrant, and they are doing an amazing job of raising money without the benefit of in person services. We are continuing to build community and provide opportunities even with the limitations the pandemic has forced upon us.

We were able to obtain a Payroll Protection Program loan from the Small Business Administration, and that loan has since been forgiven! The extra \$31,000 from that loan really came in handy.

Many of our expenses have been lower this year due to the shutdown. Without bulletins, our postage and mailing and printing costs are lower. Committees have been unable to meet in person, so committee expenses are down (\$384 vs. \$1,152 budgeted for the full year). With the building closed, we had no need for child care, which saved us \$4,250. Our electricity is at 58% of the budget (\$3,819 vs. 6,590 budgeted for the year), and fuel is at 23% (\$1,060 vs. \$4,500 budgeted).

Obviously, another big change this year was the hiring of Rev. Barbara Coeyman who started August 16, 2020 as our Interim Minister. Our ministers have traditionally started August 1, but her contract at her previous church ran through August 15. So, we had a gap of 2 weeks between Coordinators of Youth Programming and Ministers, which saved us money. In addition, Rev. Barbara's health insurance costs are below the budget, which was based on our previous costs for Rev. Seth's family.

A few expenses are currently above budget including water and sewer (\$3,619 vs. \$2,000 budgeted) due to a sewer fee charged to nonprofits who don't owe property taxes. We have incorporated that into our budget moving forward. In addition, in October, we approved additional property maintenance funds to cover the cost of boiler repair and necessary tree trimming. As a result of some savings and some increases, the Property Maintenance Budget is 96% of the full year so far.

Our current checking account balance is \$79,949 and our investments are up 31% vs. last year. Pledging has increased each of the past 2 years, and we have weathered the storm of a full year meeting only virtually. We are hoping to be able to meet in person again sometime in the 2021-22 fiscal year, and I believe we are in a great position to serve our congregation and our community into the future.

Respectfully Submitted,

Jennifer Hollems

Financial Reports – Income & Expense

Financial Reports – Balance Sheet

05/18/21

U U Church Of Muncie
Balance Sheet Prev Year Comparison
As of April 30, 2021

	Apr 30, 21	Apr 30, 20
ASSETS		
Current Assets		
Checking/Savings		
Cash and Money Market		
Debit clearing	1,404.92	1,404.92
Designated Fund Checking	20,739.33	31,771.52
Money Mkt Accts	7,305.75	7,334.00
Mutual Bank	81,677.95	19,065.14
Pastoral Care Account	1,112.61	1,462.61
Petty Cash	61.65	61.65
Cash and Money Market - Other	0.00	317.58
Total Cash and Money Market	112,302.21	61,417.42
Total Checking/Savings	112,302.21	61,417.42
Other Current Assets	2,161.55	309.09
Total Current Assets	114,463.76	61,726.51
Fixed Assets	434,993.60	434,993.60
Other Assets		
Ball Funds - Indiana Trust Investments	105,068.24	76,032.25
Indiana Trust - Askren	15,380.26	11,353.44
Total Investments	15,380.26	11,353.44
Piano Maintenance Investment Fund	8,834.60	7,471.00
Trust Funds		
Crosley Fund	74,027.56	53,632.50
Templar Fund	263,216.35	193,926.47
Total Trust Funds	337,243.91	247,558.97
Total Other Assets	466,527.01	342,415.66
TOTAL ASSETS	1,015,984.37	839,135.77
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Credit Cards	1,055.94	1,165.27
Other Current Liabilities		
Other Liabilities		
Deposits for Building Use	250.00	250.00
Pensions payable	2,087.64	958.70
Total Other Liabilities	2,337.64	1,208.70
Payroll Liabilities	11,161.96	7,196.08
Total Other Current Liabilities	13,499.60	8,404.78
Total Current Liabilities	14,555.54	9,570.05
Long Term Liabilities		
Accrued sabbatical	3,674.00	1,670.00
Total Long Term Liabilities	3,674.00	1,670.00
Total Liabilities	18,229.54	11,240.05
Equity		
Askren Fund		
Askren Fund - Income	1,740.63	1,607.53
Askren Fund Principal	10,050.81	10,050.81
Total Askren Fund	11,791.44	11,658.34

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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 and 2020-21). Board President and ex officio voting member, Emily Wornell, attended regularly.

As the 2020-2021 church year began, our church community and the Finance Committee were operating in “Zoom” mode. Our goals for the year were to pay attention and maintain monetary oversight for the church as we supported the work of treasurer, Jennifer Hollems. We worked to keep track of the budget as covid-19 affected our UU community. At each monthly “Zoom” 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. Covid-19 produced some savings because the building was closed, and reduced income in the absence of in-person fund raising. Jennifer and other church leaders applied for and obtained forgivable Paycheck Protection loans from the federal government that allowed us to continue paying staff members who were working less or differently during covid-19 times. The church maintained healthy checking account balances, and as usual, committees and staff were careful with expenditures so that unused funds could return to the general budget.

The Finance Committee functioned well “at a distance” because of the skills of Kelsey Brasel and Jennifer Hollems, who shared screens with us as we followed expenditures and income and, most importantly, as we developed budget recommendations for the 2021-2022 church year. We did not develop a covenant, but we worked well together and were guided by our goals to “pay attention and maintain monetary oversight.” We would welcome an additional committee member, and it would be “best practice” for the current chair (yours truly) to be retired after five years in that position. And, of course, more income would make our committee’s work easier and more fun.

Request forms for 2021-22 church budget year were sent out by email in early January. We received timely requests from budget builders including: President Wornell and the Board; Interim Minister, Reverend Barbara; Music Director, Jim Helton; Office Administrator, Christie Williams; RE Director, Nadine Tringali; and our many committees. We produced a “Request Budget” that honored all requests including pay raises of two percent for our ministers and staff. When we factored in realistic, reduced income estimates because of lingering covid-19 limitations, the “Request Budget” expenses were about \$27,000 more than our projected income. Reducing committee expenditures to a bare minimum, holding our UUA contributions to the current \$5,000 rather than the “fair share” of \$20,000, and including the requested two percent pay raises resulted in budget option 1 that had a deficit of \$5,800. A second option including a one percent raise had a deficit of \$3,900. A third option with no raises produced a budget deficit of about \$2,000. The Finance Committee supported the budget with the two percent raises. Our assessment was that generosity and optimism were appropriate as we immerge from covid-19 isolation and gather as a community to welcome members old and new. We suggested that “Ball Fund” money be used, if necessary, with the goal of paying the fund back in the future.

Finally, thank you to Jennifer Hollems for her four years as Treasurer and crucial committee member. Thank you to President, Emily Wornell for her timely work with the committee and service to the church community. And thank you to Lisa Cox for her work on the committee and her willingness to stand for election as church Treasurer.

Respectfully submitted,

Lynn Sousa

Fundraising

Committee members: Denise Ewing, Jennifer Parks-Strack, Malissa Tong, Linda McKean, Mary Johnson-Robey, Nicole Kaplan (as-needed)

The Fundraising Committee became active again in 2020, serving as an umbrella over the Service Auction and the Bazaar in the Woods. Initially started by Nicole Kaplan, Denise Ewing and Jennifer Parks-Strack are the current co-chairs of the committee. Moving to this structure will require a slight change in procedure for the church and various committees as the Service Auction and Bazaar have been standalone committees for some time.

In order to maintain the safety of the members of the church all fundraising activities, aside from the Chalice Bakery, were virtual. This required the committee members to do a lot of adapting and innovating. Despite the challenges, the activities that we completed were quite successful. Many aspects of the online auction can be utilized in the future for hybrid events.

We were initially a small, but mighty team which allowed us to quickly adapt and plan our activities. In March 2021, we gained some new members, which will allow us to do more in '21-'22. While our committee felt like we could do what we needed to do to raise the funds, we would have benefitted from more communication with the board as to what our goals were and what our financial status was.

Activities:

- Trivia/Painting: \$300
- Service Auction (July 2020): \$5,172
- Quilt Raffle: \$1,070
- Holiday Concert; \$2,500
- Chalice Bakery: \$607 (and still climbing as of 5/17/21)
- Service Auction (April 2021): \$6,563.50

Respectfully submitted,

Jennifer Parks-Strack

Property Maintenance

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

Committee Function: To maintain the church and its grounds

Did your committee/group function at all this year? If yes, please reflect on the following:

- The **goals** for the PMC are **set as stated** in our annual report. The only exceptions were repairs due to the breakdowns of equipment or other problems that were weather related.
- Were they stated in terms of our UUCM mission or vision? **No**. They are based on the needs of the church.
- Did your committee/group create a **covenant** this year? **No**.
- How did your committee/group **adapt** to COVID? Did your activities change? **No**. However, the normal issues that occur each year, such as plumbing problems, were reduced. Did your typical mission change to fit the needs of the current situation? **No**.
- What went well for you committee/group this year? **The COVID allowed us to repair the broken water without affecting church activity**. What could have gone better? **The committee functioned well with no problems**.
- Did you have the **support** you needed to function well? **Yes**. What additional support could you have used from leadership or others? **No additional support needed**.
- What **resources** helped you the most? **The PMC budget and the willingness and ability of our committee members to complete many of the repair work without bringing in professionals**. What resources would have made your committee/group function better? **Nothing I can think of at this time**.
- Did you have enough **people** on the committee/group to do your work? **Yes**. Did your committee/group members have the needed expertise to do your work effectively and efficiently? **Yes**.

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
- Custodial evaluation each year
- Insect and rodent control
- Security system
- Insurance

Reports

- Board reports as needed
- Monthly program council reports

Projects

- Built and installed a Convid 19 safety shield for Christie Williams

Workdays

- Held joint workdays with RE on March 13th and 27st.
- Cleaned up the grounds, and helped build benches for the RE playground and fire pit area

Repairs

- Boiler Repair: Located and repaired a break in the office boiler water line, replaced temperature gauge in the office boiler, and replaced start-up mechanism in the sanctuary boiler.
- Worked with electrical company to fix the parking lights at the back entrance to the church.
- Repaired the damage to the Morrison street church sign that high winds caused.
- Removed the Cross Memorial tree that the late spring snow took down.

Respectfully submitted,

John Taylor and Bruce Craig

Social Justice

The Social Justice Committee met monthly during the past year. The members of the committee are Jerry McKean, Chair; Katie Williams, Secretary; Wayne Meyer; Bruce Rothschild; and Luellen Smucker,

The main activity for the past year has been managing the designated offerings from the congregation, in coordination with the Administrator, the Minister, and the Worship Associates. The designees and the amounts received for the year to date are listed below in chronological order:

- 2nd Harvest \$830
- UU the Vote \$498.82
- UU Ministry for Earth \$450.17
- Beneficence Family Scholars \$519.12
- UU Caring Fund (Christmas Eve offering) \$1128.77
- MLK Dream Team \$645
- Muncie OUTreach \$510
- Heifer International \$385
- FOHN \$595

Total to date: \$5561.88

As requested, here is information on the questions posted by the Board

*Did your committee/group set **goals** for this year? Were they stated in terms of our UUCM mission or vision? Did you meet them? If not, do you have some insight into why not?*

SJC embodies the congregation's mission of living justice. SJC did not formally identify goals, but we did have consensus on several areas:

- During the early part of the pandemic, we decided to focus on the survival needs of our community and therefore designated Second Harvest Food Bank as the recipient of the dedicated offering for two months.
- We also wished to be more supportive of our denomination's efforts toward social justice and designated UU the Vote and the UU Ministry for Earth for offerings. As usual, the UU Caring Fund was the designee for our Christmas Eve service.
- In support of anti-oppression initiatives, the MLK Dream Team and Muncie Outreach were designated offering recipients.

*Did your committee/group create a **covenant** this year? Please provide the covenant if so.*

We discussed a covenant for SJC but have not created one.

*How did your committee/group **adapt** to COVID? Did your activities change? Did your typical mission change to fit the needs of the current situation?*

Covid forced us to suspend our monthly documentary film series and did not permit us to sponsor hands-on volunteer opportunities. We did encourage congregants to volunteer to help the agencies and programs who received dedicated offerings.

What went well for you committee/group this year? What could have gone better?

We did a better job than we have in the past of coordinating with the Minister, the Administrator and the Worship Associates on the designated offering. We were able to adopt to Zoom meetings without many problems, and that enabled some of our members having health problems to continue to participate. As stated above, Covid limited the scope of our activities.

*Did you have the **support** you needed to function well? What additional support could you have used from leadership or others?*

We had great support from the Worship Associates and the Minister for the Dedicated Offerings. As we become more active, we will no doubt need additional resources, in particular for the restart of our documentary series.

*What **resources** helped you the most? What resources would have made your committee/group function better?*

See answers to previous questions.

*Did you have enough **people** on the committee/group to do your work? Did your committee/group members have the needed expertise to do your work effectively and efficiently?*

Our committee benefits from the experience and enthusiasm of its members, but as we become more active we hope to recruit more members, especially younger members of the congregation.

Respectfully submitted,

Jerry McKean

Feeding Our Hungry Neighbors (FOHN)

Our goal: identify and manage opportunities for UUCM members/friends to help those in the Muncie Community who are food insecure.

The usual FOHN projects (UUCM food pantry, meals for Christian Ministries Men's Sleeping Room, Forward S.T.E.P.S. dinners and MLK Day of Service at Second Harvest Food Bank) did not take place during the pandemic of 2020-21. Through pulpit and eblast announcements, we encouraged members and friends to individually donate to the Men's Sleeping Room and volunteer at Second Harvest Food Bank.

The team met on Zoom as needed during the year, specifically to design alternative projects. In fall of 2020, we identified (with suggestions from Forward S.T.E.P.S. at Second Harvest Food Bank) four families in Muncie that needed extra food assistance. With the generous support (\$3185) of UUCM members and friends through two Dedicated Offerings, each FOHN member shopped monthly for one family. We have adequate funds at this time to support this project until we determine what our work will look like after the pandemic.

FOHN is losing one member in July. We welcome additional members who will contribute to our "idea bank" and project management.

FOHN members: Bea Sousa, chair; Matt Cechini, Steve Chalk, Susan Taylor

Respectfully submitted,

Bea Sousa

Stewardship

Members of the Stewardship Committee for the 2020-2021 year were Holly Hanauer, chair, Kelsey Brasel, Katie Frederick, Margaret Reeder, and Bea Sousa.

As we began our work last fall, we created a covenant:

“As individual members of the Stewardship Committee, we promise to be respectful and considerate to each other and our contributions; we will endeavor to do our best work. We promise to maintain confidentiality throughout the pledge process and show appreciation and respect to individuals and the congregation. We will be honest in our self-care needs and let others know when we need help or extra time. We pledge to be productive in our time together, as well as have fun.”

The pandemic forced us to be creative and come up with a pledge drive that could be accomplished despite the church building being closed and social gatherings off-limits. Thanks to UUCM’s technology team, the Worship Associates, Rev. Barbara, and Jim Helton, a model for wonderful zoom services had evolved and we all collaborated on two Sunday services in February on the theme “Carry the Light”. Reflections from church members, live music from the Reeder family, and a Time & Talent video montage with contributions from church members were special highlights of these services.

Pandemic Parking Lot Pledging (PPLP) took place on a cold & snowy Saturday, with Stewardship and Board members as the welcome and cheering committee. Members drove through a decorated parking lot to deliver their pledge forms and receive a bag of goodies; the Fellowship committee assisted with baking. It was a wonderful opportunity to see each other’s faces, albeit briefly and behind masks!

After consultation with the board, the committee asked the congregation to consider an 8% pledge increase to fund cost-of-living increases for staff, additional technology expenses, restoring committee funding, and increasing our giving to the UUA. Total pledges received were \$277,194.32. We did not reach our goal of \$290,000, but we exceeded last year’s pledge total of \$270,502, despite the pandemic.

Other analysis:

81% of pledging units pledged this year

57 units increased their pledge: \$20,115.32

38 of those increases were 8% or more over last year’s pledge

5 units decreased their pledge: \$5,508

Overall, we were pleased with our pledge drive results. We’re grateful to the many people who contributed to the success of our Sunday services and PPLP; these events were all warmly and enthusiastically received. We’re grateful to everyone who pledged. Every pledge matters; your generosity matters to each and every member of this community, and helps UUCM thrive.

We do need additional committee members; don’t be afraid join in! This is a wonderful team to work with; thank you to Kelsey, Katie, Margaret and Bea for making the work meaningful and joyful!

Respectfully submitted,

Holly Hanauer

Caring

Did your committee/group function at all this year? Yes

If yes, please reflect on the following:

- Did your committee/group set goals for this year?

The Caring Committee sets the same goals each year: Supporting friends and members by coordinating rides to medical appointments, coordinating meal service for those in need, coordinating refreshments for memorial services, sending cards of celebration and / or condolence to friends and members of UUCM.

- Did your committee/group create a covenant this year? No
- How did your committee/group adapt to COVID?

Liz, Christie and Julie asked for monetary contributions from the Congregation to be deposited in a bank account. This account was then used by one family in need to temporarily purchase meals from different restaurants.

- Did your activities change? Yes

There were no memorial services at UUCM this year so Mary Johnson Robey and Kirk Robey did not need to coordinate soliciting refreshments from the Congregation.

Liz Lowe and Julie Fritz did not coordinate meal service in 2020.

- What went well for your committee/group this year?

Jane Duckworth, from the safety of her home, continued to send cards of celebration and / or condolence to friends and members of UUCM.

- What resources helped you the most?

Jim Helton stepped up and sent an email to the entire choir requesting help in supporting a dear, long – time member of the Congregation when it became apparent that her needs would be longer than typical.

- Did you have enough people on the committee/group to do your work? Yes

The Caring Committee of UUCM has always considered friends and members of the Congregation also to be members of the Caring Committee and share in our service to the Congregation.

Respectfully submitted,

Julie Fritz

Committee on Ministries

This year the Committee on Ministries focused our efforts on reviewing the current committee structure and provided a report to the Board about our findings. We worked with members of each committee to gain an understanding of how that specific committee functioned. Our findings detailed committees that we felt were no longer needed in some cases because they have not been active for many years, as well as some recommendations about reviewing some committee responsibilities and suggesting refinements. We also reviewed the policies and procedures and noted areas where the documentation did not match what a specific committee was doing.

The Committee on Ministries functioned the entire year via zoom meetings. We were a committee of 6 members and were able to function well with zoom meetings, google docs, and phone calls to other committees.

Respectfully submitted,

Jamie Butterbaugh

COVID Task Force

The UUCM COVID Task Force was established in June of 2020 by the UUCM Board of Trustees during the Coronavirus pandemic to meet the challenges of consultation and recommendations for the safety of the members staff and guests of the church. Six members were named by the Board consisting of Susan Bossung, chair, Lisa Cox, Bruce Craig, Susan Taylor, Jeff Turner and Christie Williams.

The purpose of the task force was written to clarify the role of the task force as consultation and education. This task force would report findings and recommendations directly to the UUCM Board of Trustees. The Board determined that the task force would approve all activities and events that met the criteria of safe and lowest risk possible. It was required that any event during the closure of the church would submit a form developed by the Task Force and approve would then be considered with recommendations, if necessary.

The COVID Task Force met throughout the year for approval of events and to review updates on the data and recommendations from the CDC. These recommendations included masking and social distancing during outdoor activities for the protection of participants. Number of participants were also taken into consideration. Periodic articles were placed in the eBlast to update and remind members of issues with the pandemic. The Task Force also reported to the Board as requested.

As the pandemic numbers are decreasing and vaccines have been approved and given, the COVID Task Force is working diligently to develop recommendations for activities and eventually opening of the church for services in the future. Guidelines are being written and will be presented to the Board for consideration.

Respectfully submitted,

Susan Bossung

Nominating

The members of the nominating committee for the 2020-2021 year were Adrienne Gruver, Robert Guillaud, Joe Kaplan, Linda McKean and myself. The committee recommended the following persons for election to leadership positions for the 2021-2122 year:

Board of trustees

President, Ben Strack
President elect, Steve Chalk
Vice President, Joe Kaplan
Treasurer, Lisa Cox

Nominating Committee

John Bartlett

The nominating committee also helped the stewardship committee find two new members—Kelsey Brasel and Margaret Reeder.

Respectfully submitted,

Caroline Sullivan

Pastoral Associates

Our Pastoral Associates this year have been Ron Burton, Steve Chalk, Carolyn Cooley, Liz Lowe and Jerry McKean. One member left the group and Steve Chalk joined us. This group has remained quite active throughout this pandemic year. While all of us prefer face-to-face conversations with people, that has not been possible this year.

We have made good use of telephone visits and emails, as well as monitoring what people have posted in the chat on Sunday mornings. We've also, in some instances, sent cards to people. As we usually do, we have worked with the Caring Committee when someone's situation has brought about both practical and pastoral needs.

We established an email/phone check-in system so that members and friends of the congregation who wanted a regular contact could do so. This involved the whole congregation, not just the Pastoral Associates, and was very worthwhile for this reason. While there was some initial interest in this, it waned over time. It seemed to me this was due in large measure to those needs being met by friends and affinity groups.

Our meetings have been devoted to reviewing the pastoral needs that have come to our attention and refining the ways we use Trello to track pastoral contacts. We've also been able to work in some short

training modules and doing a lot of self-care for the Pastoral Associates themselves. Recently we've begun discussing and planning for returning to in-person visits when the situation allows for it.

Overall, while it certainly not been a good situation in which to do pastoral care, we have done quite well under the circumstances, thanks in large measure to our team's willingness to be flexible and to work together.

Respectfully submitted,

Rev. Dr. Julia Corbett-Hemeyer

Transition Team

The Transition Team was established by the Board of Trustees to assist the Interim Minister in shepherding the congregation through the transition between settled ministers. For 2020-2021, the team consisted of Jerry McKean (Chairperson), Ben Ewing, Katie Frederick, Eleanor Trawick and Cindy Turner. Of course, Rev. Barbara served as ex officio and as the "coach" of the team.

The goals of the team are the five focus points of interim ministry, namely,

1. Claiming and honoring its past and engaging and honoring its griefs and conflicts
2. Recognizing its unique identity and its strengths, needs, and challenges
3. 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
4. Making appropriate use of District, UUA, and other outside resources
5. 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.

The team created a covenant, which is as follows:

"We, the Transition Team of the UUCM, commit to treat each other with mutual respect, to listen deeply with one another, and to trust in each other's good intentions especially as we take on difficult topics."

The team or its representatives participated in several events, including the Start Up Workshop led by the Mid-America region. The Start Up Workshop gave congregational leaders a view of the congregation from outside by persons with experience and insight in working with UU congregations.

Jerry also participated in “Widening the Circle,” a daylong UUA workshop on anti-oppression work within UUA. In particular, both Jerry and Rev. Barbara attended a session on covenant building in UU congregations and sub-congregational units such as the Board and the various committees.

The team also read several selections from *In the Interim*, a book of useful chapters on the transition process.

Two projects were the main focus of the team:

- Organizing a congregational “Meet and Greet” for Rev. Barbara
- Collaborating with the congregation on the drafting of a congregational covenant.

The Meet and Greet involved contacting every member of the congregation to schedule times when small groups of members could have 20-minute sessions with Rev. Barbara to allow her to introduce herself and begin to get to know the members.

Most of our effort was devoted to drafting the congregational covenant. In collaboration with the Board, the team held workshops with the congregation in which congregants described the values that they believed should be emphasized in a covenant. Katie Frederick analyzed the responses and created a first draft of a covenant. A revised version of this draft was the subject of another workshop to discuss the language. Based on the guidance of the congregation, the Transition Team revised the statement and submitted it to the Board of Trustees, who recommended its adoption by the congregation.

Respectfully submitted,

Jerry McKean

Worship Associates

For 20 years, Worship Associates has functioned as a long-term special UUCM committee. Its purpose is to work with and support the Minister in providing meaningful worship throughout the year. During the summer, while the Minister is on vacation and study leave, Worship Associates manage seven services, six around a theme and a seventh July 4 American Documents service. Membership on Worship Associates is by invitation of the Minister.

With the departure of Rev Seth on April 1 of 2020, Worship Associates functioned without a minister until the arrival of interim minister Rev Barbara in August. Our goal has always been to design and manage meaningful worship services that meet the various needs of the congregation. Sermon topics follow the Soul Matters themes September through June; the Soul Matters worship packets are useful resources for both the Minister and Worship Associates.

Worship Associates met monthly throughout 2020-21 and participated (with Rev Barbara and guest speakers) in virtual worship services via Zoom. We were supported by the expertise of the good-natured tech team (zoom hosts Ben Strack, Jay Moorman, and Joe Kaplan; Sights and sounds gurus Matt Cechini, Ben Ewing, and Ric Dwenger.)

In March we completed our covenant:

We commit to honor and trust each other while sharing a diverse and loving ministry with our congregation.

In some ways, monthly WA meetings on Zoom were easier than meeting in person. There were no weather issues, our Anderson member did not have to drive to Muncie, and Brandon Mundell could join us from his work sites.

Although there were limitations with virtual services, there were also new opportunities. Utilizing Rev Barbara's connections to UUA ministers, UUCM shared services with other congregations, including a multiple congregation Christmas Eve service and a memorial day service featuring UU songwriter/singer Peter Mayer. The latter service would have been financially prohibitive for UUCM, without special funding or gifts. Virtual worship also allowed for a variety of guest ministers from outside Indiana without the cost or complication of travel. Because the building will not open before fall, our summer 2021 series (July 11-August 25) will feature some guest speakers zooming in from Portugal and Southern California.

We selected World Religions as the theme of the summer series.

July 4: American Documents with Brandon Mundell

July 11: Buddhism with Rev James Ismeal Ford

July 18: Historical Jesus with Dr. Perry Kea

July 25: Baha'i with Dr. Johanna Wu

August 1: Islam with Dr. Joel Tishken

August 8: Paganism with Rev Amy Beltaine

August 15: Looking at World Religions (conclusion) Rev Dr. Julia Corbett-Hemeyer

Worship Associates in 2020-21 were co-chairs Bill Frederick and Bea Sousa, Denise Ewing, Diane Hill, Karen Moorman, Brandon Mundell, and Caroline Sullivan. Lisa Kuiscak is on sabbatical in Italy through December 2021.

Respectfully submitted,

Bea Sousa

UUCM Calendar 2020-21

The UUCM Board closed the building to all in-person meetings on March 15, 2020. The building has remained closed and a reopening date has not been determined. Services and meetings have been held via Zoom video app. Some in-person, masked, socially distanced events have happened outside the building. Details of those events are noted in the DRE, CYP, and Stewardship reports.